

UWA

The UNIVERSITY of
WEST ALABAMA



POSITION PROFILE
DEAN, COLLEGE OF EDUCATION
2025

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The University of West Alabama seeks a visionary, strategic, and collaborative leader to serve as Dean of the Julia S. Tutwiler College of Education to ensure the College's continued growth and success, while upholding the highest standards of academic excellence.



ABOUT THE UNIVERSITY OF WEST ALABAMA

GETTING TO KNOW THE UNIVERSITY OF WEST ALABAMA

Join the University of West Alabama for a rewarding career in a close-knit community where your work directly impacts students' lives, all while enjoying a great work-life balance and a beautiful, supportive environment.

The University of West Alabama (UWA) was chartered in 1835 as a church-related female academy and remained primarily a school for girls until the twentieth century. 2025 marks 190 years of proud tradition and educational excellence with more than 39,000 graduates. Currently, UWA offers associate's, bachelor's, master's, education specialist and doctoral degrees within the walls of the College of Business, Julia Tutwiler College of Education, College of Liberal Arts, College of Natural Sciences and Mathematics, Division of Engineering Technology, College of Nursing, School of Graduate Studies and On-Line Programs.

MISSION

Enriching lives through education, service, and outreach.

VISION

To offer quality education and effective services while establishing a model for leadership in the region and beyond.

STRATEGIC PLAN

UWA has developed a five-year strategic plan (2020-2025) that supports its mission and values. View the [full plan](#).

The key pillars of the plan are promoting high-quality, relevant academic programs and faculty that ensure student transitions to career or graduate school; growing enrollment; increasing retention and persistence to graduation; pursuing an institutional identity that exemplifies effective communication, inclusiveness, collaboration, and outreach; and increasing operational efficiency and fiscal responsibility.

The University's strategic plan is steered by input from throughout its campus to serve not simply as a road map but as a compass, so that UWA may not only be guided in its efforts, but that UWA may continually be responsive to the needs of those it serves.

11:1
Student Teacher Ratio

1100+
On-campus Students

90+
Academic Majors, Minors,
and Concentrations

POINTS OF INTEREST

- A total of 22 new academic programs have been added over the past five years, including 2 doctoral programs (Ed.D. & D.B.A.)
- Over 100 international students on campus from 41 different countries
- UWA has been consistently recognized as one of the safest, most diverse, and best value of any public university in the state
- Governor’s Seal of Excellence in Work-Based Learning for its Integrated Marketing Communications Program
- The Division of Economic & Workforce Development received the American Association of State Colleges and Universities (AASCU) Excellence and Innovation Award for Regional and Economic Development
- In 2023, Alabama Black Belt National Heritage Area Designated and UWA’s Center for the Study of the Black Belt named management entity
- Multiple national rankings for best online college, especially at the master’s level in education (e.g., 3rd in the nation for “Best Online Master’s Degrees in Secondary Education”)



COMMUNITY

The University Charter School (UCS) on the University of West Alabama (UWA) campus had a significant milestone when it opened in 2018. Its mission is to offer a strong educational experience, particularly for students in rural areas, providing them with opportunities for academic growth and success. By May 2023, the school graduated its first senior class, marking a major achievement in its development. The vision of UCS to serve as a model for rural education underlines its commitment to providing quality schooling in areas that may otherwise lack access to resources.

Today, the School provides Pre-K through 12th grade education, continues to receive excellent marks in the state’s annual review, and has been ranked No. 1 in Alabama Charter Elementary Schools among the 2024 Best Elementary School rankings by U.S. News & World Report.



“I think the community was at a crossroads and the university was in a position to start to make a difference, being the largest kind of resource engine in the region. The university is part of who we are. We were founded by the university as an extension of the mission to serve the community. There will always be a very strong connection.”

— J.J. Wedgworth, UCS Head of School



ABOUT THE COLLEGE OF EDUCATION

EDUCATING FUTURE EDUCATORS

In the last 15 years, the College of Education has been awarded approximately \$20M in contracts and grants from multiple sources - private, state, and federal.

With nearly 200 years of experience educating teachers in the state, the Julia S. Tutwiler College of Education (COE) is dedicated to remaining at the forefront of innovative and effective teaching methodologies. Through its two departments, the Julia S. Tutwiler College of Education prepares future educators with the skills and knowledge to excel in diverse educational settings and develop as effective classroom leaders who can adapt to evolving student needs.

The Department of Teaching and Learning is empowering the next generation of education through offering six undergraduate majors; four minors; a high school certification; 25 master's degrees; and 3 specialist degrees.

The Department of Instructional Leadership and Support offers instructional leadership and support curriculum designed to help students become inspiring, dynamic, effective leaders in the classroom or as administrators through its 8 master's degrees; two post master's certification programs; one minor; six specialist degrees; and one doctor of education.

Programs are offered through a combination of both traditional, on-campus delivery and online.

The College of Education's primary objectives are to use evidence-based practices to train well-rounded, competent teachers for diverse school systems in Alabama, to promote inclusive instructional programming in elementary and secondary schools within the University service area, and to provide services to other colleges within the University. Additionally, the College is committed to advancing educational practices and curriculum by continuously enhancing learning opportunities, including initiatives such as competency-based education, which supports personalized learning paths and measures progress through demonstrated skills and mastery of subject matter.

PROGRAMS AND INITIATIVES

COE has several exciting programs and initiatives underway, including:

Black Belt STEM Institute

The UWA Black Belt STEM Institute is a powerful regional center for STEM education that aims to serve the hiring needs of employers across Alabama, but especially in the Black Belt region. The Institute offers supplemental curricula focused on providing students with real-world learning experiences in the context of developing STEM career opportunities while reinforcing academic standards and skills learned in the classroom.

Center for Excellence in Teaching, Learning and Leading

The Center for Excellence in Teaching, Learning, and Leading (CETLL) serves as a centralized educational and professional development unit on the University of West Alabama's campus for all faculty, staff, and students as well as regional educators employed in elementary through post-secondary educational settings. Housed in the College of Education, the purpose of the CETLL is to provide high quality opportunities for professional learning aimed at advancing effective instructional strategies and enhancing student learning.

Project Inspire

The College of Education has partnered with the College of Natural Science and Mathematics to work with two community colleges in the region on Project INSPIRE (Implementing Novel STEM Practices in Rural Education). INSPIRE is a Robert Noyce Teacher Scholarship Program funded by the National Science Foundation. This program is a response to the critical need for K-12 teachers in the areas of science, technology, engineering, and mathematics. The goal of the Noyce Scholarship Program is to encourage talented STEM students and professionals to pursue teaching careers.

[Click here](#) to explore more information on COE initiatives and [follow this link](#) for more information on the College, overall.

ACCREDITATION

The University of West Alabama is accredited by the [Southern Association of Colleges and Schools Commission on Colleges](#) to award associate's, bachelor's, master's, education specialist and doctoral degrees.

Standards for effective teacher training programs are maintained by cooperating with the Alabama State Department of Education, the Alabama Education Study Commission, the Alabama Commission on Higher Education, the Southern Association of Colleges and Schools Commission on Colleges and the Council for the Accreditation of Educator Preparation.

The Interstate Certification Education at the University of West Alabama is accredited by the [Council for the Accreditation of Educator Preparation](#).

Programs in Elementary Education, Early Childhood Education, Collaborative Special Education, Physical Education, Secondary Education, School Counseling, Library Media, Instructional Leadership and Teacher Leader are CAEP Approved.





ABOUT THE POSITION

JULIA S. TUTWILER COLLEGE OF EDUCATION

The Dean of the Julia S. Tutwiler College of Education is a key leadership position responsible for advancing its mission, enhancing its academic programs, fostering research and scholarship, and promoting a supportive and inclusive environment for faculty, staff, and students.

The Dean will provide strategic vision and leadership to ensure the College's continued growth and success, align its goals with the University's strategic plan, and uphold the highest standards of academic excellence.

KEY RESPONSIBILITIES:

1. Leadership and Administration

- a. Provide visionary leadership and strategic direction for the College of Education.
- b. Oversee academic programs, faculty recruitment, development, and evaluation.
- c. Manage the College's budget, resources, and facilities efficiently and effectively.
- d. Foster a collaborative and inclusive environment among faculty, staff, and students.
- e. Ensure compliance with accreditation standards and support continuous improvement efforts.
- f. Serve as an ex-officio member of the Board of Directors for the University Charter School.

2. Academic Excellence and Innovation

- a. Promote high standards of teaching, research, and service within the College.
- b. Encourage and support innovative teaching methods, curricula, and research initiatives.
- c. Facilitate collaboration and partnerships within and outside the University.
- d. Oversee the development and assessment of academic programs to ensure they meet current and future needs.
- e. Stay abreast of needed programs and have programs in the pipeline based on market research.

3. Faculty and Staff Development

- a. Support professional development opportunities for faculty and staff.
- b. Foster a culture of mentoring, collaboration, and recognition of faculty and staff achievements.
- c. Evaluate faculty and staff annually and provide timely feedback on performance.

4. Student Success

- a. Advocate for student needs and support initiatives that enhance student learning and development.
- b. Promote a culture of engagement, inclusion, and academic success among students.
- c. Oversee student recruitment, retention, and graduation efforts for the College.
- d. Use data to drive all instructional decisions.

5. External Relations and Fundraising

- a. Represent the College to external stakeholders, including alumni, donors, community partners, and professional organizations.
- b. Work with UWA's advancement office to secure external funding through grants, donations, and partnerships.
- c. Foster relationships with local schools, educational agencies, and other relevant organizations.

6. Strategic Planning and Implementation

- a. Develop and implement strategic plans that align with the UWA's mission and goals.
- b. Monitor and report on the College's progress toward strategic objectives.
- c. Engage faculty, staff, students, and external stakeholders in the planning and implementation process.

7. Instructional Delivery

- a. Promote best practices in multiple modes of educational delivery, including both online and face-to-face learning environments.
- b. Schedule online & campus courses one year in advance.
- c. Recruit and retain online & campus adjuncts who are experts in the fields of study within the College.
- d. Monitor and support education in all its forms, including continuing professional development for educators.

QUALIFICATIONS:

Required:

- An earned doctorate from a regionally accredited institution.
- Demonstrated leadership experience that involves managing people, processes, and finances.
- Excellent communication, interpersonal, and organizational skills.
- Demonstrated ability to build collaborative relationships with internal and external stakeholders.
- A vision for the future of education and the role of the College in addressing educational opportunities and challenges.

Desired:

- Leadership and administration in a college or university at the department chair level or higher and a record of academic achievement and scholarship suitable for such appointment, or equivalent experience.
- Demonstrated ability to obtain grant funding, implement grant projects, and abide by federal and state guidelines.
- Experience with budget management and resource allocation.
- Experience with accreditation processes and standards in higher education.
- Experience working with state and federal departments of education.
- A strong understanding of learning modalities and adult learning needs.
- The ability to work in rural education and experience preparing teachers, school leaders, and school support personnel for rural districts.

HOW TO APPLY

Acceptance of inquiries, nominations, and applications will begin immediately and continue until the completion of the search.

To apply, please submit a CV and a cover letter that addresses your reasons for interest and related qualifications/experience. Applications will be reviewed as they are submitted. Interested parties are encouraged to apply no later than **Friday, April 18th**.

To apply online, go to

<https://theapplicantmanager.com/jobs?pos=su450>

All applications and nominations will be held in confidence.

THE SUMMIT TEAM MANAGING THIS SEARCH INCLUDES:



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DISCOVER WEST ALABAMA AND THE SURROUNDING AREA



Check out the following sites:

[City of Livingston](#)

[Demopolis Alabama](#)

[City of Tuscaloosa](#)

[City of Meridian](#)

WEST ALABAMA – In the heart of Alabama's Black Belt

The Black Belt is known for its rich cultural heritage and fertile soil, which has played a crucial role in the area's history and development. The University of West Alabama serves as a hub of cultural activities, including Division II sports, for its community. The area is known for its tranquil lifestyle and warm, welcoming community. Livingston provides a tight-knit, small-town atmosphere where neighbors become lifelong friends.

A bigger locale with additional amenities that still allows for an easy commute to campus is Demopolis, Alabama, approximately 30 minutes away. A thriving community offering everything from a weekly Saturday morning farmer's market in the public square, to sporting events and formal dances, Demopolis is the largest city in Marengo County.

Tuscaloosa, Alabama, is another vibrant city within commuting distance, approximately 50 minutes from campus. Located along the Black Warrior River and filled with legendary history, Tuscaloosa's walkable downtown offers live music, outdoor spaces, and local restaurants to please every palate.

Seventeen miles from the ALA-MISS state line, approximately 40 minutes from campus, Meridian, Mississippi is also home to UWA faculty and staff. Meridian offers a flourishing arts scene amid urban lakes and parks that soothe the soul with their natural beauty.

Overall, the region offers a budget-friendly lifestyle with a low cost of living for essentials including housing, groceries, and healthcare. It's a pleasant place to live if you enjoy warm summer weather and mild winters.

Note that the University of West Alabama sits halfway between Atlanta, Georgia, and New Orleans, Louisiana; Jackson, Mississippi, and Birmingham, Alabama; and Dallas, Texas, and Charlotte, North Carolina.



The logo for the University of West Alabama, featuring the letters 'UWA' in a white, serif font on a red rectangular background.

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