



POSITION PROFILE

Dean of the College of Education

2025

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THE OPPORTUNITY

Dean of the College of Education

The Position

Northern Arizona University (NAU) seeks a visionary and strategic leader as its next Dean of the College of Education (COE).

The Dean is the chief academic and administrative officer of the College and reports to the Executive Vice President & Provost. The Dean will develop productive working relationships with institutional administration, faculty, students, industry, and community partners, building a strong sense of community within and beyond the College and advancing the common vision and high aspirations for COE.

Key priorities for the Dean include promoting exceptional outcomes for the College's students; broadening educational access and promoting excellence in teaching, scholarship, and service; recruiting, retaining, and developing talented, mission-driven faculty and staff; cultivating a commitment to inclusive excellence; and sustainably managing the College's resources to deepen its impact to students and the state of Arizona. The incoming Dean will also be a strong partner to university leadership and build relationships across the University, as well as with external partners. In addition, by working closely with NAU Advancement | Foundation and the Dean's Leadership Council, the Dean will be a leading advocate and fundraiser for the College, especially as NAU embarks on a comprehensive fundraising campaign.

The Dean reports to the Executive Vice President and Provost and supervises the College leadership team of two associate deans, 13 academic department chairs and directors, and four college-wide staff. The main administrative office is housed in the Eastburn Education building on the Flagstaff Mountain campus. The College is home to over 135 faculty and 70 college-wide staff. Approximately 66% of the faculty are located on the Flagstaff Mountain campus, with the remaining faculty located on various statewide campuses, including Phoenix, Tucson, and Yuma. The position will be located at the Flagstaff Campus, with occasional travel to Phoenix and other statewide locations.

The Dean will be responsible for these core leadership duties:

- **Vision and Planning:** as part of a collaborative university and academic affairs leadership team, create a vision and agenda for COE that aligns with the mission, values, and priorities of the University.
- **Communications:** lead communication within the College, across the University, and with external stakeholders that supports transparency, builds a common sense of direction, and showcases accomplishments of COE programs, faculty, and students.
- **Financial Planning and Strategy:** oversee the College budget planning and management; invest and grow the College's financial resources in alignment with University priorities.

- **Departmental Administration:** appoint and mentor academic unit and College leaders, administrative staff, and periodically review the performance of chairs and administrators in concert with the Provost.
- **Personnel:** set priorities and lead efforts to recruit and retain mission-driven faculty and staff in alignment with university policy; lead development and implementation of faculty evaluation protocols in support of college and university goals; promote mentoring and development opportunities for faculty and staff.
- Academic Program and Center Leadership: cultivate collaborative leadership for the development and enhancement of center activities and academic programs that support student momentum and propel postgraduate success and career outcomes; and promote effective pedagogy and innovation, cost-effectiveness, and fidelity to standards and accreditation; work across university divisions to drive student recruitment and retention.
- Research and Public Service Leadership: champion and support an active and vibrant research and public service ecosystem that fosters interdisciplinary collaboration and impact; promote research impact by fostering an environment that encourages faculty, staff, and students to pursue innovative research and collaborative efforts to strengthen schools and student outcomes, and foster professional practices that improve mental health. The Dean will support faculty efforts to secure external funding for scholarly and applied research and disseminate findings to professional and scholarly communities to increase impact of the work of College faculty, staff and students.
- Fundraising and Outreach: establish a foundation for active and sustainable fundraising; participate in various councils, commissions, and committees that advance and secure additional resources, reputation, and overall visibility for the College; represent the College within the state and national boards and organizations; and participate in other appropriate groups as the external face of the College's work.
- College Governance: support internal college governance structures; create ad hoc committees of the collegiate faculty; hear faculty grievances; promote academic freedom and responsibility; ensure that the College provides a perspective-rich environment; and model principles of shared and university governance in leading change management.
- Inclusive Excellence: contribute to an inclusive community throughout the College and beyond where individuals
 from all backgrounds and lived experiences have a sense of belonging and the necessary support to power their
 success in teaching, learning, and scholarly endeavors.

Opportunities and Expectations for Leadership

In no particular order, the Dean will be charged with addressing the following opportunities and challenges:

Support and advance a strategic vision for the future of COE.

The new Dean will play a key role in shaping and advancing a forward-looking vision for the future of the College of Education at NAU. This vision will build upon the College's current Strategic Plan 2021-2026 and the <u>university-wide strategic roadmap and 2030 goals</u>, and be informed by the distinctive strengths and objectives of each COE unit. Current priorities include supporting student success through increased access and attainment, fostering research and innovation, and strengthening outcomes in K-12 education. This includes expanding community partnerships, cultivating academic and research programs that address the needs of Arizona's educational system, and preparing counseling and clinical psychology professionals to serve Arizona communities. Working in close collaboration with faculty, staff, students, and internal and external partners, the new Dean will have the opportunity to build upon the College's strong foundation while guiding it toward a dynamic and impactful future.

Catalyze and advance collaboration.

The incoming Dean will inspire and actively model the College's commitment to collaboration across academic units, both within COE and across the University, as well as with external constituents, to realize new synergies and build and enhance existing cooperative partnerships. Internally, the Dean will assess the current structure and operations to identify opportunities for efficiency and cooperation. The Dean is also expected to effectively advocate for faculty, staff, and students in the College while promoting opportunities to collaborate with other academic units across the University.

Externally, the Dean will strive to sustain current external relationships with community leaders and organizational partners, deepening the College's impact in the region and beyond. The Dean will also encourage and support faculty, staff, and students in pursuing new partnerships and initiatives that enhance the academic experiences and advance the institution's mission.

Expand access and support student success.

The need for highly skilled educational and mental health professionals, representative of this region, will continue to grow in Arizona and across the country. NAU is committed to expanding access to the dynamic and high-quality learning opportunities available in COE. The Dean will work with leaders and faculty to cultivate the College's portfolio of degrees

and other programs. Sustaining and/or growing high quality degree programs at the Flagstaff campus, online, and statewide will require coordination across university divisions and a compelling portfolio of degree programs. The Dean will collaborate with other leaders to secure new funding sources for students, and enhance recruitment practices. Working with college leaders and faculty, the Dean will strengthen the student experience, ensuring professional development opportunities and internships for students. The next Dean will be expected to prioritize student success and support increased degree attainment across the College, including expansion of NAU Health related programs. The Dean must also work closely with the College leadership team and faculty to support accreditation activities.

Foster a culture of inclusive excellence and build community throughout the College.

NAU and COE are committed to fostering an inclusive environment for faculty, staff, and students from all backgrounds and lived experiences, and the University's 2030 goals include expanding educational access and pathways to attainment for Native American, first-generation, lower-income, and other student populations. Current priorities for the College include expanding access to college degree programs, professional development for educators, cultivating a robust portfolio of learning and mentorship opportunities, and increasing partnerships with communities and Native nations.

The next Dean must maintain this momentum and inspire and motivate the College around a vision for academic excellence and impact. This includes recruiting, developing, and retaining a talented faculty, staff, and student body and supporting their success. The next Dean must ensure a healthy and productive work environment and organizational culture of openness, fairness, and transparency that celebrates free expression, the open exchange of ideas, and an environment where all are included and can find a sense of belonging. The Dean will provide visible, accessible, and engaged leadership and will make it a priority to communicate actively throughout the college community, both formally and informally.

Recruit highly qualified faculty and staff; promote high aspirations and achievement.

The continued growth and excellence of the College will require an ongoing focus on the recruitment, retention, and development of faculty and staff. Committed and engaged faculty and staff are crucial to fulfilling the College's academic mission and meeting its goals. The Dean will guide the strategy for recruitment of highly qualified, mission-driven faculty and staff; support professional development and growth; and cultivate an environment that is engaging, energizing, and builds commitment to the College and University. The Dean will promote teaching excellence and faculty achievements that advance learning and scholarship, ensuring COE is an inspiring place for teacher-scholars with ambitious teaching and research goals, while also supporting the College's commitment to professional and community engagement.

Facilitate research and discovery.

The Dean will work collaboratively with university and college leaders, research centers, and funding agencies to support the College's research endeavors in alignment with the University's mission and strategic goals. Working collaboratively with the faculty, the Dean will develop a strategic vision for research and public service activities of the College that builds on the strong legacy of contributions to K-12 education, early childhood education, teacher preparation, learning, and behavioral health. The Dean will support the professional development of faculty members by providing mentorship and resources to support high impact research and public service, and success in securing external funding. In addition, the Dean will provide vision, leadership, and support for the expansion of opportunities for undergraduate and graduate student participation in research that contributes to the University's goals for student success.

Further strengthen fundraising, alumni and corporate engagement, and external visibility for COE.

The Dean will develop, lead, and support corporate, alumni, and donor relations strategies and activities on behalf of the College. NAU is currently preparing to launch a comprehensive fundraising campaign. The new Dean will have the opportunity to build a vision for the future of the College and leverage financial support for that vision. The Dean will maximize engagement opportunities and grow significant philanthropic support of the College. Working closely with the NAU Foundation, the Dean will raise funds for key philanthropic priorities, including securing endowed funds for faculty positions, student scholarships, and other areas of strategic emphasis.

The next Dean will be a confident and compelling advocate with external partners through exceptional networking, negotiation, and communication skills. A key goal will be to enhance the visibility of the college both internally and externally and strengthen COE's identity in the context of NAU's overall strategic vision. The Dean will articulate the College's distinctive areas of strength and impact and seek avenues to promote the achievements of its faculty, students, and graduates and its suite of educational and research programs.

Why Consider the Opportunity?

- Strategic, visionary institutional leadership: NAU's President, Dr. José Luis Cruz Rivera, and Provost, Dr. Karen Pugliesi, are advancing a bold vision for NAU to serve as the nation's leading engine of opportunity, vehicle of economic mobility, and driver of social impact. The University's trajectory has gained national attention, secured record philanthropic support in recent years, and NAU has recently been named a Carnegie R1 research institution. NAU is an institution on the move that is transforming the value of public higher education.
- **Highly regarded programs in the COE**: 2024 US News and World Report recognitions include rankings of #69 for graduate education programs; #97 in the nation for online education master's programs; and #28 in the nation for supporting veteran students in online graduate education programs.
- **Strong COE leadership team:** Work with innovative and inspiring team members committed to student success and access, with strong support from dedicated budget and development officers.
- Excellence across the institution: Collaborate with a highly productive, mission-focused faculty and staff.
- Location: Flagstaff is recognized as one of the best college towns in the United States, offering the perfect blend of small-town charm and big-city amenities, set against the stunning backdrop of northern Arizona's mountains and forests. With unparalleled access to outdoor recreation, a vibrant arts and culture scene, and a welcoming community, Flagstaff provides an exceptional quality of life.

Professional Qualifications and Personal Qualities

Minimum Qualifications:

- An earned doctorate from a regionally accredited institution in one of the disciplines of the College, or a closely related field.
- A distinguished record of teaching, scholarship, and leadership that warrants a tenured appointment at the rank of Full Professor.
- Demonstrated successful administrative leadership experience in progressively advancing roles in higher education
 as a center or institute leader, chair, assistant/associate dean, dean, or comparable position with responsibilities
 that include financial management, strategic planning, personnel management, performance management, and
 promotion and tenure decisions.

Preferred Qualifications:

- Demonstrated success in the administration of complex academic units and management of a broad range of programs, faculty, and staff that overlap with COE programs.
- Successful record of impactful scholarship and the acquisition and management of extramural funding, indicating an ability to support and advance these efforts in collaboration with COE faculty.
- Demonstrated ability to advocate for the College and its units with university leadership.
- Demonstrated ability to collaborate across academic units, both within COE and across the University, as well as with external constituents, to realize new synergies and build and enhance existing cooperative partnerships.
- Demonstrated ability to cultivate relationships that generate philanthropic support, alumni engagement, and fundraising activities.
- Demonstrated experience in successful program review and accreditation processes.
- Demonstrated strengths in effective communication, mentoring, and consensus building.

The Ideal Candidate Will Possess:

- A proven track record as a visionary leader, program builder, and effective manager of education/mental health programs in the rapidly changing higher education landscape.
- A successful record of developing and sustaining high-quality, student-centered university coursework and curricula at both undergraduate and graduate levels, including professional programs.
- A demonstrated ability to maintain strong visibility and build collaborative relationships within a college and among staff and faculty, with a commitment to understanding and an interest in learning the distinct academic and research priorities of individual departments, centers, and scholars.

To submit a nomination or express personal interest in this position, please see "Procedure for Candidacy" at the end of this document.



ABOUT THE COLLEGE OF EDUCATION

The College of Education was launched when NAU was formed in 1899, making it the oldest college within the University. As the only institution of higher education accredited by the Council of Accreditation of Educator Preparation (CAEP) in Arizona, the College provides professional education to over 3,400 students each year, with almost equal numbers of graduate and undergraduate students. The College of Education prepares compassionate and skilled professionals, equipping them with the knowledge and expertise to create meaningful, positive change for children, students, and adults across educational and mental health service settings.

The College of Education (COE) is home to a broad array of academic programs, centers, and units and is supported by approximately 135 faculty and 70 staff members. The academic programs are organized into seven academic departments (Clinical Psychology, Educational Leadership, Educational Psychology, Educational Specialties, First Year Seminar, STEM Education, and Teaching and Learning), and six units (Arizona GEAR UP, Arizona Institute for Education and the Economy, Arizona K-12 Center, Center for STEM, Teaching and Learning, Early Learning and Development Center, and Professional Educational Programs).

The COE Undergraduate programs include Applied Human Behavior, Career and Technical Education, Early Childhood Education, Elementary Education, and Special Education. The graduate programs in the College, which constitute approximately 26% of the total graduate enrollment at NAU (Fall 2024), are some of the largest master's graduate education programs offered across Arizona's public institutions. They include Bilingual Multicultural Education, Career and Technical Education, Clinical Mental Health Counseling, Community College Higher Education, Early Childhood Education, Educational Foundations, Educational Leadership, Educational Technology, International Educational Leadership, Human Relations, School Counseling, School Psychology (EDS), Student Affairs Counseling, Science Teaching, and Special Education.

The College also offers these doctoral programs: Clinical Psychology (PsyD), Combined Counseling/School Psychology (PhD), Curriculum and Instruction (PhD), Educational Leadership – Community College/Higher Education Administration (EDD), and Educational Leadership – K-12 Administration (EDD).

These centers and units significantly contribute to the College's academic and community impact. They include:

- The **Arizona K-12 Center**, the professional home for Arizona educators, which supports educators' professional development and helps to broaden their practice and confidence in their work.
- **Arizona GEAR UP**, a federally-funded grant program designed to help middle and high school students in Arizona prepare for college and succeed in life beyond high school.
- The **Early Learning and Development Center (ELDC)** serves children aged 2-5 and their families, fostering children's intellectual growth, social-emotional intelligence, and physical development.
- The **Center for STEM Teaching and Learning (CSTL)** focuses on shaping the future of STEM education through research, professional learning, and outreach with a faculty team that conducts collaborative high-impact scholarship in STEM education and a professional learning team that partners with university faculty, educators, and community members to provide professional learning and development, collaborative grant development, and community programs.
- The **Professional Education Programs (PEP)** coordinates student teaching placements for programs in COE and secondary education programs in three other colleges, and the assessment and accreditation of programs that prepare teachers, school psychologists and educational leaders.
- The **Arizona Institute for Education and the Economy (AIEE)** is cultivating policies and solutions to improve K– 12 outcomes for all students across the state to ensure long-term statewide economic prosperity.

The main administrative office is housed in the Eastburn Education building on the Flagstaff Mountain campus. Approximately 66% of the faculty are located on the Flagstaff Mountain campus, with the remaining faculty located on statewide campuses, including Phoenix and Tucson, and at NAU's branch campus in Yuma. College operations are primarily situated on the Flagstaff campus, with additional program sites across Arizona.

In accordance with NAU's mission statement, COE strives to support students with the challenging academic rigor they have come to expect. The College's academic programs, research, public service, and creative endeavors enrich lives and create opportunities in Arizona and beyond. Additionally, COE develops solutions to challenges and drives innovation in a supportive, inclusive, and diverse environment.









NAU - Dean of the College of Education Profile



ABOUT NORTHERN ARIZONA UNIVERSITY

Northern Arizona University (NAU) aims to be the nation's preeminent engine of opportunity, vehicle of economic mobility, and driver of social impact in Arizona and beyond.

NAU delivers a student-centered experience through rigorous academic programs in a supportive and inclusive environment. The University currently serves approximately 21,000 students at the Flagstaff campus and over 7,000 students at more than 20 statewide locations and online. The Flagstaff campus is one of the largest residential campuses in the western United States.

Over 66% of NAU's student body comes from the state of Arizona. With its proximity to several Native American Nations, NAU hosts students from approximately 100 distinct, federally recognized tribes. The University also enjoys a robust international student population totaling more than 900 students. Furthermore, 39% of the undergraduate student population is comprised of first-generation college students. The University's longstanding history of educating and partnering with a broad range of students and communities throughout Arizona is reflected in its strategic commitment to Indigenous Peoples, its 2030 goal of expanding access and increasing attainment for first-generation and lower-income students, and its designation as a Hispanic-Serving Institution (HSI).

NAU's 4,600 purpose-driven faculty and staff are dedicated to helping ensure students achieve academic excellence, experience personal growth, have meaningful research and experiential learning opportunities, and are positioned for personal and professional success. NAU was recently designated as an R1: Very High Research Activity University (Carnegie Classification 2025) based on new criteria established by the Carnegie Classification of Institutions of Higher Education, making NAU one of only a handful of public universities that have both R1 and HSI designations. The University has annual research expenditures over \$77 million and an endowment of more than \$198 million, which has been fueled by three back-to-back record fundraising years.

Beyond the traditional college experience at the Flagstaff campus, NAU offers programs at statewide locations throughout Arizona, including Phoenix, Yuma, and Tucson. Strengthening this effort, NAU has robust partnerships with nine community college districts in Arizona, powered by the NAU-led <u>Arizona Attainment Alliance (A++)</u>. With this broad reach and multitude of locations, NAU offers high-value degrees and credentials to meet students' needs, regardless of place of residence and life circumstances. In addition, NAU offers undergraduate and graduate programs through NAU Online that complement other aspects of its academic portfolio and help meet the needs of students nationally and around the world.

In the fall of 2023, the institution announced <u>NAU Health</u>, a forward-thinking initiative aimed at improving health outcomes for all Arizonans, particularly those in rural, Indigenous, and underserved communities. A key goal of NAU Health is to double the graduates from health and behavioral health professions programs by 2030. NAU is also planning to move into medical education with a distinctive focus on educating primary healthcare providers with expertise in community-based and rural practice to serve Arizona's underserved communities.

As a community-engaged engine of opportunity, NAU powers social impact and economic mobility for the students and communities it serves. Additional information about NAU and its history, programs, and local, regional, and global impact can be found at http://www.nau.edu and https://nau.edu/impact/.

Vision

NAU aims to be the nation's pre-eminent engine of opportunity, vehicle of economic mobility, and driver of social impact in Arizona and beyond.

Colleges:

- College of Arts and Letters
- College of Education
- The Steve Sanghi College of Engineering
- College of Health and Human Services
- College of Nursing
- College of Social and Behavioral Sciences
- College of the Environment, Forestry, and Natural Sciences
- Honors College
- The W.A. Franke College of Business



Leadership:



Dr. José Luis Cruz Rivera, President

Dr. José Luis Cruz Rivera is a nationally recognized leader in public higher education, celebrated for his executive leadership and policy advocacy. As President of Northern Arizona University (NAU) since June 2021, he has advanced the Elevating Excellence roadmap to boost access, affordability, and student success. Under his guidance, NAU has reached record enrollment, reformed admissions and financial aid, improved retention and graduation rates, tripled fundraising, and forged statewide partnerships.

Previously, Dr. Cruz Rivera served as President of Herbert H. Lehman College and as Executive Vice Chancellor and University Provost for CUNY, the nation's largest urban university system. He has also been Provost at California State University, Fullerton; Vice

President for Higher Education Policy and Practice at The Education Trust; and Chief Student Affairs Officer for the University of Puerto Rico system, where he advanced to Chair and Dean at UPR Mayagüez.

An accomplished scholar in electrical engineering and computing, he continues to mentor as a Professor at NAU. A steadfast advocate for equity, he has testified before Congress, advised policymakers, and secured funding from organizations such as NSF, Lumina Foundation, and the Bill & Melinda Gates Foundation. His leadership has been highlighted in outlets like The New York Times. Dr. Cruz Rivera also serves on key boards, including NACIQI and the Arizona State Board of Education, reflecting his commitment to inclusion and the transformative power of higher education.

Born in Puerto Rico and educated at UPR Mayagüez and Georgia Tech, his career underscores a lifelong dedication to public service.



Dr. Karen Pugliesi, Executive Vice President and University Provost

Dr. Karen Pugliesi has served as Executive Vice President & Provost since June 2021. She is a Professor of Sociology and has served in a variety of leadership positions at NAU for over 20 years.

As NAU's provost, Pugliesi has strengthened collaboration within the Division of Academic Affairs and worked closely with the University's deans and faculty to align priorities and investments with the Elevating Excellence roadmap. She has led collective efforts centered on enhancing the learning experience and ensuring graduates of NAU's degree programs achieve outcomes that propel careers and the engagement of NAU alumni as leaders in professions and communities.

Pugliesi and the University's leadership team of vice provosts and deans have pursued several focused initiatives supporting NAU's strategic plan. These include 1) NAU Health, an ambitious initiative to grow health professions, behavioral health, and nursing programs to increase access to quality health care in Arizona's underserved communities. NAU will move into the preparation of primary care providers with a distinctive medical school in the planning phase; 2) 100% Career Ready, which will ensure that NAU's baccalaureate and master's programs prepare students and support them for strong initial placement and advancement in likely career paths; 3) Faculty recruitment strategies have been adapted to increase success in recruiting talented teachers and scholars who will contribute to advancing the University's mission and goals; 4) A restructuring and renewed focus on NAU Online and academic pathways with community colleges statewide that offer programs responsive to Arizona's dynamic economy, which together are increasing access to NAU's programs across the state and beyond; 5) Finally, a systemic commitment to student success through an all-hands approach being led by the college deans to shape program portfolios, reduce curricular complexity, and promote evidence-based, inclusive course design and inclusive pedagogy to drive student academic momentum.



PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by September 26, 2025 will be given first consideration**. Upon application, please submit a PDF version of your CV/resume and a cover letter that describes both your motivation for application and how your leadership experience aligns with the qualifications noted.

All applications and nominations will be held in confidence.

To apply online, go to: https://theapplicantmanager.com/jobs?pos=su465

To make recommendations or for more information, please contact:

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Northern Arizona University is a committed Equal Opportunity/Affirmative Action Institution. Women, minorities, veterans, and individuals with disabilities are encouraged to apply. NAU is responsive to the needs of dual career couples.



FLAGSTAFF, ARIZONA

Northern Arizona University sits at the base of the San Francisco Peaks in northern Arizona on homelands sacred to Native Americans throughout the region. Flagstaff and northern Arizona are a focal point for engagement with and by many Indigenous nations, who have sent their promising young adults to the institution for higher education. Since time immemorial, the Native communities have been the guardians of this land, including the location that now serves as NAU's campus, and remain a vital part of its commerce, governance, and cultural life today.

Flagstaff has the charm of a small town with the diverse environment of a big city. It is home to a historic district with buildings from the late 19th century, as well as forward-thinking bioscience and technology companies. A vibrant arts and cultural scene provides numerous opportunities for community engagement, from the Flagstaff Symphony Orchestra and Theatrikos Theatre Company to the monthly First Friday Art Walk. Flagstaff is also close to some of the state's major attractions, including the Grand Canyon, Sedona, and Lake Powell.

With more than 280 days of sunshine and all four seasons each year, Flagstaff offers an ideal scenic environment in which to live and learn. Enjoy an eclectic mix of dining, nightlife, and visitor activities. Explore historic downtown and hike to the highest point in the state in one weekend. The dynamic landscapes and outdoor adventures in Flagstaff and northern Arizona are unlike anywhere else. Arizona as a whole boasts 57 national and state parks, monuments, and recreation areas.

National recognition

- #3 best college town in the nation
- Top 100 best small cities in America
- Top 10 best places to move to in Arizona

Ideal location

- 30 minutes from the San Francisco Peaks
- 1 hour from Sedona
- 1.5 hours from the Grand Canyon
- 2 hours from Phoenix
- 3.5 hours from Las Vegas







Learn more about Flagstaff
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