Beemok Dean Profile
College of Charleston School of Education
May 2021
THE OPPORTUNITY

The College of Charleston cordially invites nominations and applications for the position of Beemok Dean of the School of Education. The dean will collaborate with the provost, faculty and others in developing and implementing the School of Education’s strategic plan to achieve institutional goals and objectives; will serve as a key strategic partner in enhancing the profile and prominence of the School; and will oversee the staffing and operation of all units within the School to ensure its effectiveness and efficiency.

The College of Charleston, founded in 1770, is the oldest university south of Virginia and the 13th oldest in the United States. The College is a public liberal arts and sciences university overseen by a 20-member Board of Trustees, which delegates the administration of the campus to the president.

A state-supported institution, which joined South Carolina’s public university system in 1970, the College of Charleston provides a world-class education in the arts, humanities, sciences, languages, education and business, retaining a strong liberal arts and sciences interdisciplinary undergraduate curriculum. The College is organized into several schools: the School of the Arts; the School of Business; the School of Education, Health, and Human Performance; the School of Humanities and Social Sciences; the School of Languages, Cultures, and World Affairs; the School of Sciences and Mathematics; the Honors College; and the Graduate School (also known as the University of Charleston, S.C.). In fall 2020, the College admitted students to a newly established systems engineering program – another example of the College striving to meet the growing educational demands of the state, region and country. With an operating budget of more than $285 million, the College currently has an enrollment of more than 10,000 undergraduate and graduate students and has approximately 2,000 employees, including 511 distinguished teacher-scholars.

The College of Charleston is located in the center of Charleston, S.C., one of America’s most beautiful cities, world-renowned for its history, hospitality and cultural life. The population of the Charleston metropolitan area is more than 830,000. In addition to its economic strengths as a port city and tourist destination, Charleston is emerging as a regional center for high-tech manufacturing, the aerospace industry, software development and innovative biomedical research. Collaboration with other universities in Charleston and South Carolina will continue to be essential in meeting the research and educational needs of this growing, dynamic community.
The College of Charleston includes initial teacher education preparation programs at the undergraduate and graduate (i.e., MAT) levels in the School of Education: early childhood, elementary, middle school, secondary, performing arts, physical education and world languages. The College offers Master of Education degrees in teaching, learning and advocacy; science and math for educators; and languages. For practicing educators, the College offers graduate certificates in English for speakers of other languages; gifted and talented education; and special education. To support in-service teachers, every year the School of Education’s Office of Professional Development in Education collaborates with public school districts and schools to provide relevant, ongoing professional learning to hundreds of practicing teachers throughout the state. The College enjoys deep, mutually beneficial relationships with area public schools. P-12 partners provide classroom experiences to incubate future teachers, to employ our graduates and to provide input regarding program development.

KEY STATISTICS

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<tr>
<th>ACADEMIC (FALL 2020)</th>
<th>ENROLLMENT (FALL 2020)</th>
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<tbody>
<tr>
<td>Majors</td>
<td>Undergraduate</td>
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<tr>
<td></td>
<td>62</td>
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<tr>
<td>Minors</td>
<td>Graduate</td>
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<tr>
<td></td>
<td>80</td>
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<tr>
<td>Master’s Programs</td>
<td>Total</td>
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<td>21</td>
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<tr>
<td>Certificate Programs</td>
<td>10,384</td>
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<td>9</td>
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<td>Student-Faculty Ratio</td>
<td>Percentage of Female Students in the Entire Student Population</td>
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<td>14.8:1</td>
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<td>Full-Time Faculty</td>
<td>Percentage of Male Students in the Entire Student Population</td>
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<tr>
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<td>511</td>
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<td>Percentage of Minority Students in the Entire Student Population</td>
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<tr>
<th>ENROLLMENT (FALL 2020)</th>
<th>FINANCIAL NOTES FY19</th>
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<tbody>
<tr>
<td>Undergraduate</td>
<td>Endowment $91.5 M</td>
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<tr>
<td>Graduate</td>
<td>Annual Operating Budget $285.5 M</td>
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<tr>
<td>Total</td>
<td></td>
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<tr>
<td>Students Living on Campus 3,400</td>
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<td>Percentage of In-State Students (undergraduate) 63.8%*</td>
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<td>Percentage of Out-of-State Students (undergraduate) 36.2%*</td>
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<td>Average SAT (enrolled freshmen) 1161</td>
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<td>Average ACT (enrolled freshmen) 25</td>
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<td>Freshman Yield Rate (on 15,214 total applications) 18.1%</td>
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*based on tuition residency

UG Tuition (18–19)

- Resident $12,518*
- Non-Resident $32,848*
THE POSITION

Reporting to the provost, the dean serves as the chief academic and administrative officer of the School of Education. The College is seeking a dean who will be a visionary leader, dedicated to the success of students and faculty and to the further development of strong partnerships with local, regional and state-wide communities. The ideal candidate should have a comprehensive understanding of P-12 education, be a scholarly researcher, have extensive experience in academic administration at the undergraduate and graduate levels, and have demonstrated effectiveness in advancing diversity, equity and inclusion.

Building off a strong foundation of developing teachers for more than 90 years and an exemplary national Council for the Accreditation of Educator Preparation (CAEP) accreditation in 2021, the School of Education is poised to expand its influence on educator preparation and in-service teacher support to grow its profile at the regional and national levels.

Responsibilities and duties include:

• Working collaboratively with the provost, faculty, staff and others to develop and implement strategic initiatives that ensure the School’s academic enterprise integrates with the College’s mission, vision and values. Setting the tone of the School as a unit of intellectual inquiry, study and creative expression and ensuring the continued quality, relevance and effective delivery of the School’s academic programs.

• Fostering a welcoming and supportive culture within the School and supporting a variety of student, faculty and staff events by actively participating in the everyday life of the College and participating in a wide range of campus-wide committees, initiatives and teams.

• Overseeing the staffing and operation of the School to support quality academic programs and student services, and effective and efficient use of resources. Providing leadership in matters of academic policy and administration and ensuring systematic review of academic programs and courses to maintain and enhance the student experience. Supervising department chairs.
• Formulating and overseeing the operating budget of the School of Education. Ensuring the ongoing financial strength and sustainability of the School through prudent management of available resources and development of additional financial opportunities through relationships with alumni and donors. Demonstrating effective stewardship of all associated funds.

• Providing leadership and vision in enhancing the diversity of faculty, staff and students. Cultivating and promoting a culture of teamwork and empowerment, recognizing the value of individuals, offices and departments on campus in helping the School achieve its goals of enhancing an exceptional student experience.

• Supporting academic freedom and scholarly research of a world-class faculty in their continued pursuit of innovative teaching, discovery and dissemination of knowledge. Facilitating faculty in further encouraging student scholarship, self-enrichment and achievement. Supporting faculty, students and staff in their expanding efforts to serve the School and Charleston communities and bring additional positive attention to the College. Promoting professional development of faculty and staff.

• Encouraging and nurturing collaborative and interdisciplinary relationships with the College’s schools, programs and divisions as well as with other institutions and community partners. Contributing to a consensus- and team-building environment for the School of Education.

• Representing the School to all local, state, national and international audiences, including representing the School in national education associations and other organizations. Promoting the School and its academic programs to all audiences, including the local community, ranking and rating agencies, and the public at large.
PRIORITIES FOR THE DEAN

• Collaborate on, develop and implement a strategic plan that will lead the School into the future, energize the local and regional education community and enhance the School’s solid reputation. Use the plan to position the School to be at the cutting edge of education and innovation, including emphasis on the School’s unique approach to 21st-century teaching and learning needs.

• Provide leadership to support enhanced efforts and initiatives promoting student success. Lead faculty, staff and other partners to achieve the School’s goals of enhanced student success and retention.

• Enhance diversity and be dedicated to inclusion. A high priority on campus is to increase the diversity of the College’s student, staff and faculty populations and strengthen and enhance our assurance of an inclusive learning and work environment. The dean must lead by example and be an insistent advocate of recruiting minority faculty and supporting and expanding on a curriculum that teaches the value of diversity and provides opportunities for students to learn how to foster diversity and inclusiveness as students of the School and College and in their communities and workplaces.

• Cultivate an environment of trust that builds positive School morale. Provide leadership, mentorship, direction and inspiration to the faculty and students of the School.
QUALIFICATIONS, CHARACTERISTICS AND VALUES

The College seeks someone who possesses the following preferred qualifications, characteristics and values:

EDUCATION

• Requires an earned doctorate or equivalent terminal degree.

EXPERIENCE

• Has a distinguished record of teaching and scholarship commensurate with appointment as a tenured professor in an academic department at the College of Charleston.

• Has a proven record of leadership and collaborative experience in higher education and P-12 public schools, including extensive experience with faculty evaluation, academic program leadership and budget management.

• Is entrepreneurial and visionary in exploring new and innovative program opportunities. Demonstrated experience in forming external partnerships with communities – locally, regionally, and nationally – to benefit the education academic enterprise.
QUALIFICATIONS, CHARACTERISTICS AND VALUES

The College is seeking a proven scholar and accomplished administrator who values teaching, research and service, and who understands the opportunities and challenges facing schools and colleges of education in the 21st century. The selected individual will be attentive to supporting student success, dedicated to academic excellence and have an appreciation for a world-class faculty. She or he will possess vision, integrity, creativity, energy, acumen and diplomatic skills and will understand and appreciate the value of the liberal arts and sciences, professional education and scholarly research. The next education dean will need to be a consensus-building and collegial academic leader. In addition to the minimum experience outlined above, the preferred qualifications, characteristics and values include:

• An intimate and wide-ranging knowledge of higher education and how colleges and universities work; an understanding of the challenges and key issues confronting higher education today; transformational ideas of how to address these challenges; an understanding of the role of a public liberal arts and sciences institution in the 21st century and the strategic vision to keep the School of Education and its offerings relevant.

• Unquestioned integrity and trustworthiness, the highest ethical standards and sound judgment with a demonstrated respect for transparency, fairness and respect for others.

• Ability to focus on strategic priorities, implement strategic plans and execute strategic initiatives.

• Exemplary communication and interpersonal skills, with a strong command of verbal and written communication, great listening skills and an openness to the values and ideas of others; the ability to create relationships with local, state and national political leaders.

• Self-confidence and the ability to encourage self-confidence in others by showing trust in direct reports and delegating authority when necessary.
• Collegiality and collaboration along with the ability to build consensus and motivate the entire School faculty.

• Strategic skills encompassing the ability to lead the School to a positive future, involving stakeholders in the implementation of a shared vision for the School.

• A compelling record of supporting diversity in all of its varied manifestations, including a demonstrated sensitivity to the unique needs of faculty, students and staff from under-represented groups and a demonstrated commitment to increasing the numbers of faculty from under-represented groups.

• Exemplary cross-cultural understanding and skills.

• Comfort and skill in all types of fundraising activities and a clear understanding that fundraising is a critical part of the job.

• A visible commitment to and relishing of the academic life of the College. Enjoys being around faculty, students and staff and attending campus activities.

• An entrepreneurial spirit and a readiness for action to do those things that will benefit the College.
THE APPLICATION PROCESS

Befitting the importance of this dean search, the College of Charleston has retained the services of R. William Funk & Associates, one of the best-known and most highly regarded search firms operating in the higher-education space, to consult with our Education Dean Search Committee. Nominations, applications and inquiries regarding our dean search should be submitted to the firm at the address below. While applications and nominations will be accepted until the position is filled, interested parties are encouraged to submit their materials by August 30 to assure optimal consideration. Application materials should include a current résumé and letter of interest.

CofC Dean Search
R. William Funk & Associates
2911 Turtle Creek Boulevard, Suite 300
Dallas, TX 75219
Email: krisha.creal@rwilliamfunk.com

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