

SEARCH PROFILE:

DEAN OF THE SCHOOL OF EDUCATION



New Paltz
STATE UNIVERSITY OF NEW YORK

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The State University of New York New Paltz (New Paltz), a selective and highly regarded, public, four-year university of more than 7,000 undergraduate and graduate students, invites inquiries, nominations, and applications for the position of Dean of the School of Education.

Reporting to Provost William McClure, the Dean is the chief academic officer of the School of Education, responsible for the vision, strategic leadership, and operational management of the academic programs and personnel for the School. New Paltz is located near the foothills of the beautiful Shawangunk Mountains in the scenic Hudson Valley, about 75 miles from metropolitan New York City and from the state capital of Albany. The new Dean is to assume office in July 2024.

THE UNIVERSITY

Founded in 1828, New Paltz (newpaltz.edu) was created as a school to teach the classics, then became a state normal school in 1885—offering courses to prepare graduates to teach in the New York public school system—and was formally incorporated into the State University of New York (SUNY) in 1948. It is one of 64 academic institutions that comprise the SUNY system (suny.edu).

Among New Paltz's most prominent characteristics today are its strong and growing academic quality, its deep connections to the culture and economy of the mid-Hudson region, the comprehensiveness of its academic programs, and its diverse student population. The University aspires to offer the finest and most intellectually engaging undergraduate education in SUNY, as well as strategically selected and uniquely formatted graduate programs in areas of regional need, and to compete successfully for strong students with excellent public and private colleges and universities across the Northeast.

New Paltz is an exciting blend of tradition and vision. The faculty and campus community are dedicated to the construction of a vibrant intellectual and creative public forum that reflects and celebrates the diversity of our society and encourages and supports active participation in scholarly and artistic activity. A part of the University's educational foundation is the belief in the importance of a liberal education; thus, the University offers undergraduate and graduate programs in the liberal arts and sciences, which serve as a core for professional programs in the fine and performing arts, education, business, and engineering. This conviction served as the guiding principle at the time the University was founded and continues to aid in the preparation of students for transition into the global community today.

New Paltz is consistently among the SUNY leaders in undergraduate applications received, allowing for selectivity in admitting students who show promise of thriving in a learning environment that is challenging, student-centered, and personalized. Undergraduate enrollments remain near capacity given current infrastructure, while the University is growing its graduate offerings. New Paltz's student population is also among the most diverse in SUNY, with approximately 41% of undergraduate students self-identifying as non-white, according to Integrated Postsecondary Education Data System (IPEDS) classifications.

The University consistently sees retention and graduation rates well above the national average: The most recently available figures show an 86.5% first-year retention rate, a 54.2% four-year graduation rate, and a 69% six-year graduation rate. Notably, the performance gap between overall retention and graduation rates, and rates for student demographics including first-generation, Pell Grant recipients, and underrepresented minority groups, is much smaller than the national average, affirming New Paltz's success at helping students from all backgrounds succeed academically and achieve social mobility.

New Paltz's rising reputation has been acknowledged in college rankings publications. The *U.S. News & World Report* ranked New Paltz No. 8 among the best public regional universities in the Northeast with both bachelor's and master's degree programs in September 2023. New Paltz also rated highly on lists including Best Undergraduate Teaching, Best Value Schools, Top Performers on Social Mobility and Best Colleges for Veterans.

THE DIVISION OF ACADEMIC AFFAIRS

The Division of Academic Affairs at SUNY New Paltz is extensive and has a strong academic and administrative impact across campus. A history of collaboration between Academic Affairs departments has created a healthy and productive culture that benefits students and staff alike.

Academic components of the division include: Graduate, Professional & Interdisciplinary Studies, Continuing & Online Education, the Sojourner Truth Library, the Center for International Programs, the Honors Program, the Samuel Dorsky Museum of Art, and of course, the five academic units: Business, Education, Fine & Performing Arts, Science & Engineering and Liberal Arts & Sciences.

There are 319 full-time faculty, whose excellence in teaching and scholarship is a hallmark of the University, as exemplified by achievements such as recognition as a "Top Producer of Fulbright Scholars." Among the faculty, 85% of tenure/tenure-track faculty hold terminal degrees, 56% are female, and 24% are faculty of color or other underrepresented groups. The student to faculty ratio is 16:1. There are 340 part-time faculty. Adjunct faculty teach less than 33% of courses, significant progress from the early 2000s when part-time adjuncts taught more than half of course offerings. The Middle

ACADEMIC AFFAIRS DIVISION

- [College of Liberal Arts & Sciences](#)
- [School of Business](#)
- [School of Education](#)
- [School of Fine & Performing Arts](#)
- [School of Science & Engineering](#)
- [Sojourner Truth Library](#)
- [International Programs](#)
- [Honors Program](#)
- [Graduate, Professional & Interdisciplinary Studies](#)
- [Strategic Planning & Assessment](#)
- [Administration & Budget](#)

States Commission on Higher Education reaccredited the University in 2021.





THE COMMUNITY

Settled beneath the shoulder of the breathtaking Shawangunk Ridge, New Paltz shines as one of the jewels of New York State. From any direction, the drive is memorably beautiful. The region abounds with lush foliage in the spring and summer, followed by autumn's rich color palette, and snow in the winter. The locale offers a variety of outdoor activities for visitors and residents, from swimming in glacial lakes, rock climbing, hiking, biking on the Walkkill Valley and Ashokan Rail Trails, and skiing, to sampling the seasonal bounty of New Paltz's many farms, orchards, and wineries.

Along New Paltz's many quiet tree-lined streets, stone houses built in the 17th and 18th centuries intermingle with sleek modern residences. The town features restaurants staffed by graduates of the nearby Culinary

Institute of America, as well as quaint eateries, specialty shops, and professional office structures. Nestled at the center of the Hudson River Valley, New Paltz is close to myriad cultural attractions ranging from the contemporary sculpture gardens of the Storm King Art Center to the historic Vanderbilt Mansion and FDR Home and Presidential Library. National Geographic Traveler recently named the Hudson Valley one of the top 20 tourist destinations.

Beyond the enhanced quality of life afforded in New Paltz, ready access to Albany and New York City via bus, train, and car provides enhanced educational and professional opportunities for students through clinical experiences, internships, and access to bountiful artistic, historic, and international resources.



ACADEMICS OTHER THAN SCHOOL OF EDUCATION

The College of Liberal Arts & Sciences is the largest and most diverse academic unit at SUNY New Paltz, with programs ranging from the traditional disciplines in the humanities and social sciences to allied health and technical programs such as communication disorders and digital media production. Home to 18 departments and interdisciplinary programs, the College offers 22 undergraduate majors, 33 minors, 12 content fields and concentrations for elementary and secondary education, and nine graduate programs.

The School of Business is AACSB-accredited and organized without separate departments and aspires to be the business resource hub of the Mid-Hudson Valley region, with its Hudson Valley Venture Hub. The School features academic majors in accounting, business analytics, entrepreneurship, finance, general business, international business, management (with a sustainability track), and marketing. The School offers a Master's in Business Administration and a Master's in Public Accountancy.

The School of Fine & Performing Arts includes the Departments of Art, Art History, Design, Music, and Theatre Arts, each offering multiple areas of concentration or specialty leading to BS, BA, and BFA degrees. Best Value Schools has named the MFA Program one of the top 20 in the nation. It draws students from across the US and from other countries. The Art Department's graduate metal program has been rated the No. 1 public program nationally, and the BA in Theatre has been ranked No. 10 in BA programs in the nation.

The School of Science & Engineering is composed of the Departments of Biology, Chemistry, Computer Science, Geology, Mathematics, and Physics & Astronomy, and the Division of Engineering Programs, which offers degrees in electrical, computer, and mechanical engineering. The University opened a new, \$48 million science building in 2017 and a \$13 million Engineering Innovation Hub in 2019, the latter funded by \$10 million of economic development funding from New York State. The School also offers secondary education programs in science and mathematics.

Graduate, Professional & Interdisciplinary Studies: The University offers more than 50 programs – half of which are in the School of Education – that meet regional and statewide needs for advanced education through the academic schools and the support of the Office of Graduate, Professional & Interdisciplinary Studies. Such close connections to the local economy and local schools are an integral part of the New Paltz mission. The University is exploring new programs and modes of instructional delivery to renew and expand the advanced educational opportunities provided to the region.



THE SCHOOL OF EDUCATION

The School of Education represents a bridge between the past, present and future at New Paltz. The School enjoys a well-earned reputation for preparing generations of reflective and critical educators and administrators for rewarding careers in districts across our region, while also cultivating and supporting a community of scholars who are inspired by forward-looking, evidence-based, technologically informed best practices in teaching.

Through coursework, field experiences, and clinical practice, School of Education faculty, staff and administrators prepare caring and reflective professionals who are committed to critical inquiry and intellectual development, professional skills and disposition, culturally responsive practice and social justice, and democratic citizenship and student advocacy.

The School faculty strategically blend inquiry, theory, and practice within and across the curriculum. This integrated approach to classroom instruction reflects the qualities that New Paltz seeks to instill in all students. In addition to being dedicated teachers, School faculty are actively involved in research activities that contribute to the growth of knowledge in their disciplines and inform their teaching. External grants from local and national foundations have provided faculty with opportunities to engage in numerous service and research projects. Faculty are encouraged throughout their careers to reflect on the relationship between their scholarship and their teaching.

Housed in the historic Old Main Building with newly renovated state-of-the-art classrooms, an expanded Curriculum Materials Center, and remodeled Literacy Center spaces, the School offers students a range of opportunities to connect theory with policy and practice. Working collaboratively with local schools, community agencies, professional organizations, and campus-based programs (e.g., the Literacy Center, Numeracy Club, Kappa Delta Pi), the School prepares students to apply a wide range of evidence-based practices that meet the diverse needs of all learners.

The School of Education enrolls more than 500 undergraduate and more than 450 graduate students (in fall 2023) in baccalaureate degree-granting programs in Early Childhood/Childhood and Adolescence Education; master's degrees in Childhood and Adolescence Education, Literacy, Special Education, TESOL, and Social Justice Education; as well as Certificates of Advanced Study in Educational Leadership. Graduates are well grounded in content, theoretical and historical perspectives, pedagogy, the Common Core Learning Standards, and provided with ample opportunities for clinical practice. Approximately 13% of undergraduate courses are offered online (18% are offered in a hybrid format), and 32% of graduate courses are offered online (21% hybrid). Most programs lead to New York State certification.

THE SCHOOL OF EDUCATION (CONT.)

The School houses two departments: the Department of Teaching & Learning and the Department of Educational Studies & Leadership. The **Department of Teaching & Learning** continues SUNY New Paltz's storied tradition of preparing future educators to work with diverse learners of all ages and levels of ability. Through partnerships with disciplinary faculty in the sciences, arts, and humanities, as well as with local school districts, the Department's courses and programs provide a rich mixture of pedagogical theory, subject competency, and practical experiences, with an emphasis on classroom application. Programs include: Early Childhood & Childhood Education; Adolescent Education; Literacy Education; Teaching English to Speakers of Other Languages (TESOL); and Special Education.

The **Department of Educational Studies & Leadership** offers psychological, sociological, and philosophical foundations courses required by educational programs within the School of Education and across campus. It houses the Master of Professional Studies in Social Justice Educational Studies and the Educational Administration program, helping prepare tomorrow's education leaders to meet the challenges of a diverse and demanding educational environment. Programs include the Educational Foundations Unit; Educational Administration; and Social Justice Education.

The recently created **Science of Reading Center of Excellence** was made possible by a generous [\\$6.37 million private donation from the Ibis Group](#), a non-profit with the mission to ensure every student has

access to evidence-based instructional methods to master grade-level reading by the end of the first grade. With the establishment of the new Center, the School of Education is embracing an opportunity to advance literacy outcomes for children across New York State and throughout the United States. A key component of this initiative is the Science of Reading Fundamentals Microcredential, an online curriculum designed to help education professionals gain basic familiarity with the research-supported building blocks of literacy instruction. The School is working directly with teachers, district leaders and other key partners to help ensure that literacy educators at all levels from P-12 understand and can deploy the research-backed tools and knowledge into existing and emerging classroom practices. The School will work to advance evidence-based practices in the Science of Reading instruction and the neurology of reading aligned with *New York State's Next Generation ELA Learning Standards* and will help create a network of Science of Reading literacy experts to advance New York State's literacy initiatives through engaging in outreach and dissemination of best practice.

The Education Preparation Program – which includes several programs administratively located outside the School of Education, including Art Education, Communication Disorders, and School Counseling – earned accreditation in July 2022 from the Association for Advancing Quality in Educator Preparation (AAQEP). More information can be found at newpaltz.edu/schoolofed.





STRATEGIC PRIORITIES FOR NEW LEADERSHIP

Reporting to the Provost, the Dean of the School of Education is a member of the Academic Deans Council. Assisted by an Associate Dean, an Assistant Dean, and seven staff members, the Dean serves as the managerial leader for nearly 50 full-time faculty and staff members, as well as many adjuncts and student teaching supervisors.

The Dean is the chief academic affairs officer of the School of Education with responsibility for the planning, development, growth, and quality of all academic programs and related support functions. The responsibilities of the Dean include the articulation of an academic vision for the School, leadership in academic strategic planning that supports the institutional strategic plan, the development and administration of the academic budget, and the advancement of excellence in teaching, scholarship, and service.

The next Dean will have the opportunity to leverage momentum from the School and the institution's recent successes. The leadership opportunities below help to define this essential task as well as key strategies or challenges that must be addressed for the next Dean to be successful.

BUILD COMMUNITY AND COLLABORATION WITH FACULTY AND STAFF

As leader of the School of Education, the Dean is responsible for supporting faculty, staff, and administration in all stages of their career, including recruitment, development, and evaluation. The new Dean's responsibilities will include the continued hiring of exemplary faculty; encouraging and providing support for faculty to engage in scholarship; and monitoring internal and external professional activities. Focus on supporting and integrating adjunct faculty into the School community is also essential. Likewise, the Dean should commit to an environment of inclusion and transparency, involving faculty and staff in decision-making affecting their areas of primary responsibility. Notably, the new Dean will promote and monitor the University and the School's goals for diversity and inclusion.

NEW PROGRAM DEVELOPMENT

The School of Education has been responsive to changing needs in the complicated ecosystem of primary and secondary education in the State of New York. It is essential that the School continue to respond nimbly, as the needs of primary and secondary educators continue to evolve.

The next Dean will have the opportunity to work with faculty within the School and collaborate with other units across the institution in the development of new programs to ensure that SUNY New Paltz maintains its tradition of excellent teacher training at both the undergraduate and the graduate level. Other important responsibilities will be to develop innovative pathways to the professions in education, including strengthening online education programs.

FINANCIAL STRATEGY

Thanks to steady enrollments and a history of fiscal responsibility, New Paltz's budgetary status is comparatively sound. Nevertheless, as economic realities impact all of higher education, the Dean will need the fiscal acumen to enable strong financial management and discipline across all areas of the School of Education's academic and administrative programs. As state resources continue to be constrained and aspirations are weighed against resources, the Dean will be asked to build a strategic academic business model, identify new and existing resources for program and infrastructure investment, and lead a conversation about potential new revenue streams.

EXTERNAL STAKEHOLDERS

As the public representative of the School of Education, the new Dean will have the opportunity to interact with numerous external stakeholders on the School's behalf. Fundraising will be an important priority, but the Dean will also have the opportunity to build new relationships and enhance existing relationships with school districts, foundations, teacher training organizations, and the New York State Department of Education, among others.

TEAM-BASED LEADERSHIP

The new Dean will report to Provost William McClure and serve as a member of the University's leadership team, which has responsibility for collaborative and team-based efforts to benefit the University as a whole. Additionally, the Dean must work to build a cohesive, synergistic team among the two major departments in the School that will promote the School's ability to achieve their mission and work collaboratively with other academic units across the University. As well, the Dean will need to have the capacity to work in tandem with colleagues in the School, including the associate and assistant deans, department chairs, staff, and students.

DESIRED ATTRIBUTES OF A NEW DEAN

SUNY New Paltz seeks a Dean possessing integrity who is committed to the School of Education and the institution's distinctive mission and values, and seeks to champion and elevate its innovative, diverse, and pragmatic character. The Dean will be dedicated to students and student success, as well as academic quality, teaching excellence, scholarly inquiry, service, and diversity. The Dean must possess a record of superb leadership and the management skills necessary to build on the School of Education's record of successful growth. The Dean will be a person of creativity and vitality who leads and communicates in a decisive, inclusive, transparent, and accessible manner.

REQUIRED QUALIFICATIONS

The new Dean of the School of Education will:

- hold an earned doctoral degree in a discipline related to the School;
- hold the rank of a full professor or demonstrate a distinguished record of teaching and scholarship appropriate for an appointment as a tenured full professor in one of the School's academic departments;
- provide evidence of demonstrated successful, inclusive academic administrative experience in colleges/schools of education or a higher education environment;
- demonstrate effectiveness in working in a multicultural environment and success in promoting diversity and inclusion;
- have knowledge of and/or experience with state education departments;
- have prior successful teaching experience.

In addition to meeting all of the required qualifications, the successful candidate will exhibit a substantial quantity of the following attributes, experiences, and skills:

DESIRED EXPERIENCE, KNOWLEDGE, AND CHARACTERISTICS

- Understanding of both undergraduate and graduate education programs, including professional degree programs;
- Experience in implementing innovative academic program development and delivery, including traditional, off-site, virtual and/or partnered initiatives;
- Experience in assessment of both undergraduate and graduate academic programs and commitment to implementing practices proven to ensure student success;

- Experience with institutional and program accreditation procedures and processes;
- Familiarity with best practices in enhancing student success, retention, and graduation;
- Demonstrated skill in supporting faculty scholarship and creativity, consistent with a teacher-scholar model and supportive of the mission of a comprehensive university;
- Ability to foster collegiality and cooperation with the faculty;
- Commitment to and experience with professional development for faculty;
- Ability to work with staff with a strong appreciation for the services they provide in support of the School;
- Commitment to and experience with shared governance;
- Demonstrated experience with the effective use of data to inform decision-making;
- Experience in managing and advocating for budgets in an environment of constrained resources;
- Commitment to dialogue, authentic listening, and transparency in decision making and budget prioritization and allocation;
- Experience in resource development through grants and gifts in support of academic initiatives, scholarship, and/or faculty development;
- Demonstrated ability to work intentionally and strategically with the Provost, and work collegially and collaboratively with other schools and the college across the University;
- Demonstrated ability to cultivate and maintain collaborative partnerships with stakeholders in local, regional, national, and international venues to expand visibility, obtain revenue sources, improve enrollment, and provide new opportunities for faculty and students;
- Commitment to and experience with maintaining and strengthening collaborations with Pre-K—12 schools, community agencies, and other partners;
- Understanding of issues and trends in higher education and education nationally.



PROCEDURES FOR NOMINATION AND APPLICATION

The search for the Dean of the School of Education at SUNY New Paltz is being assisted by Maya Ranchod Kirkhope, Vice President and Senior Consultant of Academic Search. Applications, nominations, and expressions of interest may be submitted in confidence to NewPaltzDeanSOE@academicsearch.org.

Applications should consist of (in 2 separate PDF documents): a substantive cover letter addressing the qualifications and leadership agenda listed above, and a current curriculum vitae (CV).

Although application materials will be accepted until the time that a new Dean is selected, candidates should submit materials by **Wednesday, March 6, 2024** for the most favorable consideration.

This position offers full New York State benefits, which are among the most comprehensive in the country. For more information about the available benefits, please [click here](#).

For more information about SUNY New Paltz, please visit <https://www.newpaltz.edu/>; for the School of Education, please visit <https://www.newpaltz.edu/schoolofed/>.

SUNY New Paltz recognizes the unique skills, perspective, talents and passion that each employee contributes to its learning community. To work here is to accept an invitation to participate in the growth and development of all campus members--students, faculty and staff. The University's commitment to inclusive excellence is an important part of our mission of public education and our culture. New Paltz continues to work on building a community that supports freedom, mutual respect, and civility. We seek others who support these values of diversity and inclusiveness and candidates of all diverse backgrounds who wish to participate in our cultural aspirations are welcome and encouraged to apply.

The State University of New York New Paltz is an AA/EOE/ADA employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting State University of New York New Paltz in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

