SEARCH PROFILE:
DEAN, SCHOOL OF EDUCATION
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Loyola Marymount University seeks a remarkable Dean to serve the School of Education (SOE) and the broader LMU community. The new Dean will enhance the excellence of the School in a manner consistent with LMU’s distinctive Jesuit and Marymount Catholic mission of academic excellence in a diverse and inclusive setting. The next Dean will develop a focused, unified, and mission-driven vision for the SOE, creatively grow financial resources and earned revenue, foster ongoing partnerships and collaborations within the university and externally, demonstrate a commitment to shared governance, and champion social justice, diversity, inclusion, and student success.
LOYOLA MARYMOUNT UNIVERSITY: AN OVERVIEW

Founded in 1911, LMU is embedded in the intellectual and cultural fabric of Los Angeles, the world’s creative capital, where the arts, business, education, entertainment, entrepreneurship, and technology flourish and where diverse religions, ethnicities, and languages interconnect. LMU’s main campus is located just minutes from Los Angeles International Airport in L.A.’s tech corridor known as Silicon Beach, where innovation and media thrive and where world-changing ideas are imagined, formed, and disseminated. LMU generates more than $1 billion annually for the U.S. economy, with an economic impact of more than $850 million and more than 5,400 jobs concentrated in California.

LMU, which sits on a bluff overlooking the Pacific coast, is regularly named one of the top 10 most beautiful campuses in America. In 2018, LMU opened its nearby Playa Vista Campus, marking its third location in Los Angeles, including its main Westchester campus and LMU Loyola Law School in downtown Los Angeles, ten miles away. The Playa Vista Campus has afforded LMU the ability to grow its industry partnerships through immersive and interdisciplinary learning opportunities, career pathways for students, and community-engaged learning and service projects.

LMU, an R2 institution in the Carnegie classifications, has a highly esteemed faculty who are globally recognized scholars, including Nobel and Pulitzer Prize winners, Fulbright scholars, and many other accomplished academic leaders. As an emerging Hispanic Serving Institution LMU has been recognized internationally as among the nation’s best for its programs, curricula, and student life. LMU ranks No. 93 among national universities on US News & World Report’s annual list, and the Wall Street Journal ranked LMU among the top 15 percent of all U.S. colleges and universities in their World University Rankings in 2022. For LMU’s rankings, visit www.lmu.edu/rankings.

LMU delivers an exceptional learning experience to its roughly 10,000 students and enrolls an academically ambitious, multicultural, and socioeconomically diverse student body. It recruits competitive students from an increasingly talented, diverse, and global applicant pool from every state and nearly 100 countries. The University’s co-curricular programs include 22 Division I and varsity sports, 20 housing facilities, 222 registered student organizations, 31 fraternities, sororities, and service organizations, and nationally acclaimed, student-run media programs in radio, television, yearbook, and newspaper. LMU students are committed to working on behalf of others; they provide over 250,000 annual community and pro bono service hours to nearly 250 community organizations.
MISSION
LMU offers rigorous undergraduate, graduate, and professional programs and by intention and philosophy, the University invites ambitious individuals, diverse in talents, interests, and cultural backgrounds, to enrich its educational community and advance its threefold mission:

- The encouragement of learning
- The education of the whole person
- The service of faith and the promotion of justice

The University takes its fundamental inspiration from the combined heritage of the Society of Jesus, the Religious of the Sacred Heart of Mary, and the Sisters of St. Joseph of Orange, a composite religious heritage that distinguishes LMU among Catholic universities. Institutionally committed to Roman Catholicism, LMU enrolls, employs, and celebrates the contributions of persons of all faiths to its truly inclusive and distinctive mission.

Please visit Mission and Ministry to view the full mission statement and faith-based programs.

STRATEGIC PLAN
“Creating the World We Want to Live In” is LMU’s strategic plan for the 2021-26 period. Following an 18-month process of community deliberation, the final plan articulates a strategic vision for LMU’s future: “In fulfillment of its mission, LMU will form a new generation of ethical leaders able to identify, analyze, and respond to the most challenging problems facing our rapidly changing global society.” Three strategic commitments are integral to the successful achievement of that vision: anti-racism, diversity, equity, and inclusion; innovation and adaptability; and extending LMU’s reach beyond the bluff. The support and expansion of LMU’s graduate programs is featured as a priority, as well. The complete plan is available at lmu.edu/strategicplan.

LOS ANGELES, CA
The diversity of the Los Angeles area has always been one of its greatest strengths. Los Angeles has the largest Latino population of any major American city, and LMU is an emerging Hispanic Serving Institution, recently awarded the prestigious Hispanic Scholarship Fund Education Partner of the Year. It is also home to more Koreans than any other city outside of the Korean Peninsula, and it is home to more Filipinos outside of Manila. In fact, more than half of the population in L.A.’s K-12 school system is made up of ethnically diverse students. As America’s most populated county, L.A. County is also the third-most racially diverse county in the United States.

LMU embraces its identity as an anti-racist institution. Its students and faculty, many of whom are bilingual or multilingual, take all that Los Angeles has to offer and use it as a background for understanding the complexity of cultures, industries, images, and opportunities that Southern California embraces.

GOVERNANCE AND LEADERSHIP
LMU is governed by its Board of Trustees and led by President Timothy Law Snyder, Ph.D. and the President’s Cabinet, comprised of executive university leaders responsible for managing and overseeing the institution. The academic deans lead the University’s colleges, schools, and library.
ACADEMIC PROGRAMS
LMU offers more than 150 degrees, certificates, and credentials at the undergraduate, graduate, and doctoral levels to prepare outstanding individuals for lives of meaning, purpose, and professional success. The institution’s breadth and depth in academics comes from pre-eminent faculty, who have built LMU’s reputation as one of the nation’s top universities.

DIVERSITY, EQUITY, AND INCLUSION
LMU is a leader in addressing, fostering, and advancing DEI both on our campuses and with our community partners. Unique in higher education, LMU’s Anti-Racism Project invites and challenges members of the LMU community to engage in a collective commitment to anti-racism at multiple levels (e.g., institution-wide, unit-level, and individual). LMU is one of the first universities to incorporate DEI university-wide in its promotion and tenure standards across areas of scholarship, teaching, and service.

COLLEGES AND SCHOOLS
LMU’s seven colleges and schools boast best-in-the-nation programs in the liberal arts, education, social sciences, film and television, law, business, and more.
- LMU Bellarmine College of Liberal Arts
- LMU College of Business Administration
- LMU College of Communication and Fine Arts
- LMU Frank R. Seaver College of Science and Engineering
- LMU Loyola Law School
- LMU School of Education
- LMU School of Film and Television
The LMU School of Education (SOE) trains future teachers, administrators, counselors, school psychologists, and other professionals to deliver an excellent educational experience at any type of school to all students, regardless of race, ethnic identity, gender, ability, socio-economic standing, sexual orientation, gender identity, and other factors. The SOE cultivates teachers, leaders, and mental health professionals who ignite changes in schools and communities to foster a more just and inclusive world for all.

The SOE is the university’s largest graduate program and offers fully accredited Master’s, credential and certificate programs, a Doctorate in Educational Leadership for Social Justice, and a growing undergraduate major in Education and Learning Sciences. The SOE fosters strong partnerships with diverse Los Angeles schools to provide a rich laboratory for both practical experience and in-depth research. Nearly 40 full-time faculty members serve over 800 students each year with an average class size of 13 students. The SOE students receive, on average, $16,000 in financial assistance to complete their programs. The School is currently #70 out of more than 1500 schools of education in the country, as ranked by U.S. News and World Report, with a commitment to social justice and globalism. The school embraces its inclusive model and is committed to preparing educators to work in all school settings (whether public, parochial, or charter) and regardless of race, ethnicity, gender, socioeconomic status, language, or ability level.

Members of the School community aim to lead actively through teaching, research, and community engagement in public school districts, Catholic schools, and charter school networks. This tri-sector approach is at the core of the School’s work, with a belief in the value and importance of the education of all youth across multiple educational sectors, in Los Angeles and beyond.

LMU’s School of Education was formally established in 1992 with 10 full-time faculty and three full-time staff. Five years later, the School was nationally accredited by the National Council for Accreditation in Teacher Education, one of the few private institutions to receive this status in California.

With its rise in U.S. News & World Report rankings, the School of Education now ranks in the top 5 percent nationally and seventh (of more than 80 education programs) in the state of California. SOE’s student population is highly diverse, with 51 percent identifying as Hispanic or Latina/o, 8 percent Asian or Pacific Islander, and 9 percent Black or African-American.

The SOE offers an array of programs and is home to more than 20 centers, preparation partnerships, and other initiatives with schools and other community organizations. The School is committed to improving education to all students, particularly those in underrepresented communities, and is home to nearly 20 distinct programs of study leading to master’s degrees, credentials, authorizations, and certificates, as well as one doctoral
degree. The Ed.D. in Leadership for Social Justice is the university's first research doctoral program and is the SOE's renowned flagship program. The three-year program is dedicated to preparing educational leaders for empowering change in preK-12 schools and other educational and community settings. Social justice is at the core of every course, where students are challenged to consider how economic, political, legal, and sociocultural systems contribute to inequities in education.

More information on the School's degree program offerings can be found at https://soe.lmu.edu/academics.

California, the nation's most populous state, has suffered teacher shortages for years. In this School, students develop intellectual, creative, communicational, informational, and intercultural skills and sensibilities needed to prepare them for success in today's classrooms and the globalized world.

LMU recently agreed to expand the School of Education's existing teacher preparation partnerships. This expansion will help ensure that every student in California has access to an excellent and equitable education by boosting the number of highly qualified teachers in the state, and by diversifying the teacher pipeline.

The California Commission on Teacher Credentialing (CTC) recently awarded SOE two grants totaling $750,000 over two years to develop the capacity to further implement undergraduate teacher education programs. The funds were used to support the development, implementation, and expansion of the following programs:

- A Bachelor of Arts Degree in Child Development with a PK-3 ECE Specialist Teaching Credential, and a transfer pathway for this program, in partnership with Los Angeles Mission College; and
- A Bachelor of Arts Degree in Education and Learning Sciences, and a transfer pathway for this program, in partnership with El Camino College, Santa Monica College, and Pasadena City College.

Undergraduate teacher education programs are an increasingly popular pathway for becoming a teacher in California. Under such programs, future teachers are simultaneously earning their baccalaureate degrees alongside their teaching credentials.

The SOE graduates emerge as educators who have the tools and experiences to address the needs of today's students and schools.
REPRESENTATIVE POINTS OF PRIDE

OUR STUDENTS

Read about a few alumni including Kelly Gonzalez, M.A. ’13, board president of Los Angeles Unified School District; Stepan Mekhitarian, Ed.D. ’16, whose dissertation formed the basis for his career; Hilda Maldonado, Ed.D., ’21, first Latina superintendent in Santa Barbara; Erin Whaley, M.A. ’20, who is leading an innovative high school designed for students at highest risk for dropping out; Vanessa Garza, M.A. ’10, founding principal of a girls’ middle school that uses P.E. as a learning tool.

OUR RESEARCH CENTERS AND INSTITUTES

Read about the Center for Catholic Education (CCE) that prepares teachers for the quality and traditions of PK-12 Catholic education.

The Center for Equity for English Learners (CEEL) serves the needs of linguistically and culturally diverse students. Read more.

The Innovation in Digital Education and Leadership (iDEAL) Institute works alongside schools and communities to apply educational technology to teaching and leadership to ensure robust educational practices. Read more.

Read about the Center for Undergraduate Teacher Preparation (CUTP) which supports undergraduate students at LMU who are preparing for careers as teachers and serves as a resource for faculty and staff who support these students.

OUR FACULTY

Dolores Delgado Bernal, Ph.D., professor of educational leadership and administration in the LMU School of Education, has been named a 2023 American Educational Research Association (AERA) Fellow. The AERA Fellows Program honors scholars for their exemplary contributions in education research.

Magaly Lavadenz, Ph.D., is Leavey Presidential Endowed Chair in Moral and Ethical Leadership and founding Executive Director of the Center for Equity for English Learners in the School of Education at Loyola Marymount University.

William Perez, Ph.D., is a professor in the School of Education at Loyola Marymount University. His research focuses on the social and psychological processes associated with academic success and higher education access among immigrant, undocumented, indigenous, and deported students in the U.S. and Mexico.

OUR UNIQUE CURRICULAR PROGRAMS

Simulation Technology. The incorporation of modern educational technology in the SOE curriculum helps aspiring educational leaders prepare for challenging real-life scenarios. Read more.

Federal TRIO Programs. Nearly $3 million in federal grant funds allow SOE to expand support for students first in their families to attend college. Read more.

SOE in Washington Post. “How the NBA Got Serious about Mental Health” by William D. Parham, Ph.D., professor of counseling, was published in April 2022. Read more.

Community Honors Professor Graf. Victoria Graf, Ph.D., was appointed to the Advisory Commission on Special Education by California governor Gavin Newsom. Graf has been a professor at LMU SOE since 1979 and was the longtime director of its teacher preparation program for special education. She is a member of the Council for Exceptional Children, and in October 2022, the CCTE honored her with its Distinguished Teacher Educator Award for her years of leadership in the field. Read more.
THE POSITION

As the chief academic and executive officer of the LMU SOE, the Dean is responsible for the vitality and administration of all programs and activities within the College. The Dean, as senior academic administrator, is a member of the Dean’s Council and reports directly to the Executive Vice President and Provost. In close consultation and partnership with the faculty, the Dean ensures that college educational programs are exceptional in quality and designed to meet the needs of the University’s diverse student population. The Dean also promotes high standards in teaching and scholarship. The Dean is responsible for donor development and fundraising for the School and represents the School to internal and external constituencies. The Dean also works with the School’s Board of Visitors to support the connections between the School’s programs, faculty scholarship, and external partners.

Reporting to the Dean are three Associate Deans and one Assistant Dean in addition to the academic department chairs. The Dean oversees an annual budget of $18.4M and reviews the budgets of the academic programs and other units in the SOE. The Dean works transparently and collaboratively with students, faculty, staff, fellow deans, administrators, alumni, donors, and community leaders.

LEADERSHIP AGENDA FOR THE NEXT DEAN

The incoming Dean will find a welcoming community of committed faculty and staff who are dedicated to their students, their research, and to the mission of the University. The Dean’s leadership agenda focuses on supporting this mission, the goals of the SOE and LMU strategic plans, and seeking out new opportunities for innovation, collaboration, and entrepreneurism. At the same time, the new Dean will attend to the important operational matters that make continued excellence and growth possible and ensure faculty, staff, and students can work, create, and succeed within campus structures. Assuring sound operations and administration is important and necessary but not sufficient for the School to reach the promise of its future.

The following emphases are critical areas for leadership for the new Dean.

- Develop a focused, unified, and mission-driven vision for the future of the SOE that builds on the joint strategic planning of LMU and SOE;
- Creatively grow and manage financial resources and revenue;
- Foster ongoing partnerships and collaborations within the university and externally, leveraging existing strengths and expertise;
- Partner openly with faculty and staff in decision making, demonstrating a clear commitment to shared governance and transparency;
- Champion social justice, anti-racism, diversity, inclusion, and student success.

Develop a Focused, Unified, Mission-Driven Vision for the Future of the SOE

The Dean will inspire the faculty of the SOE to join in a common vision and communicate a focused, unified plan for the School of Education that helps fulfill the strategic plan of the SOE and the mission and strategic plan of LMU. The Dean will foster a culture of academic excellence and bolster processes to ensure continuous academic improvement and innovation that define the LMU culture and experience for both faculty and staff. This includes ongoing attention to faculty development that enables the faculty to continue to respond to emerging student needs while also serving as leaders in their academic fields consistent with LMU’s traditional teacher/scholar model.
As the leader of a School at an R2 institution, the Dean will continue to find new and innovative ways to support and celebrate faculty scholarship and ensure that the university structures support that work. The Dean will also inspire and support interdisciplinary and cross-program collaborations that ensure alignment within and between disciplines in SOE and across the greater university.

**Creatively Grow Financial Resources and Revenue**
The Dean must cultivate the long-term financial viability of SOE by effective and transparent planning, by aligning existing resources to support ongoing priorities and emerging ambitions, and by generating new resources through diverse sources. The dean will have primary responsibility for the School’s fundraising efforts and will partner with the director of development and development staff to raise monies for scholarships, endowed professorships, centers, initiatives, and naming gifts. In addition, the dean will also assess and build new programmatic revenue including fee-based programs (online and hybrid), increase research contracts and grants and facilitate and streamline faculty and staff efforts to do so, and exhibit savvy fiscal management of existing resources. The School of Education employs a Responsibility Center Management (“RCM”) budget model, so the dean will be expected to think strategically and creatively about future revenue sources.

**Foster Ongoing Partnerships and Collaborations Within the University and Externally**
The Dean will collaborate internally and externally to advance the mission of the School. At the School level, the Dean will advance cross-departmental work, drawing on the strengths and expertise of faculty from multiple disciplines to advance new thinking across educational sectors and academic units. At the campus level, the Dean will work with other deans and their faculties to identify opportunities for innovative joint programs and research initiatives and advocate for university support and alignment with these efforts. The Dean will also be a respected voice in the Los Angeles community, the state, and the national landscape with a focus upon developing educational partnerships of mutual benefit. To that end, the Dean will increase the visibility of the School and bring external thought leadership to the University. This work should continue across sectors including Catholic, public, and charter schools; with large educational partners like Teach for America; and with other nonprofit, private, and governmental organizations.

**Partner Openly with Faculty and Staff in Decision Making, Demonstrating a Commitment to Shared Governance and Transparency**
The Dean will be experienced in shared governance and will have robust consensus building, collaboration, and communication skills, as well as a commitment to transparency. The Dean will be a bold developer of teams and inclusive culture and will nurture and empower faculty and staff in their professional development. The Dean will support innovative approaches to pedagogy, facilitate and enhance research productivity, and work to build an environment of trust.

In this context, the Dean will welcome, orient, and cultivate the success of the next generation of SOE faculty. At the same time, the Dean will need to continue to identify and support faculty leadership across generations and create a renewed sense of shared vision for moving the School into the future.

**Champion Social Justice, Anti-Racism, Diversity, Inclusion and Student Success**
The SOE Dean must be an effective spokesperson for the benefits of a progressive Catholic, Jesuit education that is centered upon embracing diversity and social justice and celebrates inclusive excellence and supports the whole person. The Dean will create and support an inclusive, anti-racist, and justice-oriented environment within the College that reflects the present and future of the communities (local, national, international) served by LMU and SOE. This culture should permeate student, faculty, and staff recruiting; community and alumni relations; faculty and staff training; and curricular development. A key opportunity to do this will be ongoing participation in LMU’s Strategic Plan and accreditation in addition to the SOE strategic plan. The Spotlight Initiatives of LMU’s Strategic Plan (Learning for Justice, Inclusion, and Transformation; Integrative and Interdisciplinary Thinking; Personalized Connections and Discovery; Innovation in Graduate and Professional Education; Access LMU) each hold significant possibilities for SOE to contribute to the ongoing mission-centric success of the University.
REQUIRED QUALIFICATIONS

The successful candidate for the Dean will demonstrate these required qualifications:

- An earned doctorate (or appropriate terminal degree) and a strong professional record that would merit the rank of full professor at LMU in an SOE program;
- A record of accomplished leadership with increasing responsibility and complexity, including management of people and budgets, ability to collaborate, and effectiveness in advocating for academic programs;
- A strong commitment to diversity, equity, and inclusion with demonstrated success in fostering a positive, inclusive, anti-racist, equitable and collaborative teaching, learning, and work environment; and
- A champion of education in the context of LMU's Jesuit/Marymount tradition as embodied in the University's mission of the encouragement of learning, education of the whole person, the service of faith and promotion of justice.

PREFERRED QUALIFICATIONS

The ideal candidate for the Dean will also demonstrate many of these preferred qualifications:

- Demonstrated commitment and experience working with Black, Latinx, and other historically excluded communities such as those served by the educators SOE prepares;
- Prior experience and success as an administrative leader (e.g., as an academic dean, associate dean, department chair, program director, or non-academic position with similar responsibilities);
- Demonstrated expertise in financial management, fundraising, grant writing, and/or other forms of revenue generation and robust networks with funding agencies and organizations;
- Prior experience and engagement with preK-12 education (public, private and/or charter schools);
- Unwavering commitment to shared governance, support for faculty scholarship and professional development, and the recruitment, retention, tenure, and promotion processes for faculty;
- Ability to genuinely connect with students and understand their needs and aspirations, to advocate for the importance of teaching, counseling and the support of the well-being of students and staff, and educational leadership as a profession, and to build on the SOE strategic plan to ensure a shared vision for SOE;
- Extraordinary interpersonal communication skills and commitment to transparency, as well as an ability to build relationships and partnerships across constituencies based on trust.
Academic Search is assisting Loyola Marymount University in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with either of the two Senior Consultants for this search—Dr. Linda McMillin (linda.mcmillin@academicsearch.org) and Dr. Margaret Venable (margaret.venable@academicsearch.org).

START DATE
The next Dean is expected to start in June 2024.

COMPENSATION
The expected annual (12-month) salary range for this position is $250,000 - $300,000, commensurate with qualifications and experience.

APPLICATIONS
Applicants should send these separate documents (in PDF format) to LMUDeanofEducation@academicsearch.org by February 9, 2024:

- A detailed cover letter, addressed to the Search Committee, expressing your interest in this position and addressing how you meet the qualifications as outlined in the profile;
- A current resume/curriculum vitae; and
- A list of five professional references, including names, titles, organizations, phone numbers, and email addresses, noting your relationship with each reference.

References will not be contacted until later in the search process and only with the candidate’s permission. A background check (including identity, degree verification, and criminal records check) must be completed satisfactorily before any candidate can be offered this position.

APPLICATION DEADLINE
Although the search remains open until the position is filled, for full consideration by the search committee, candidates should submit all application materials by February 9, 2024. Semifinalists for the position will be invited for a confidential in-person interview in Los Angeles on March 7-8. Finalists will participate in campus interviews that will include an open public presentation.

NOMINATIONS
Nominations are welcome but not required to be considered for this position. Leaders who know of outstanding candidates are encouraged to submit confidential nominations by sending an email to LMUDeanofEducation@academicsearch.org. Be sure to include the nominee’s full name, position, institution/organization, and email address. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

LMU, an equal opportunity employer, values diversity and is committed to providing an environment free from discrimination and harassment as defined by federal, state and local law. Loyola Marymount seeks professionally outstanding candidates who value its mission and share its commitment to academic excellence, the education of the whole person, and the building of a just society. LMU is actively working to promote an intercultural learning community. See our Statement of Non-Discrimination and Discriminatory Harassment and Complaint Process for more information.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Loyola Marymount University 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.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.