



IUPUI
SCHOOL OF EDUCATION

LEADERSHIP PROFILE

FOUNDING DEAN



IUPUI – Indiana’s premier urban research university – seeks a dynamic, visionary leader to serve as Founding Dean of the IUPUI School of Education. The mission of the School of Education reflects IUPUI’s express commitments to urban communities, community-engaged scholarship, equity, diversity and inclusion, public scholarship, and translational research. The School is distinguished by our diverse and dynamic faculty who share a demonstrated commitment to social justice, community engagement, and critically-oriented scholarship that advances anti-oppressive education.

The Founding Dean will lead the School as it becomes an autonomous unit in 2018. Our new founding belies a long and rich history for the School. Education courses were first offered in Indianapolis in 1914. Our first Bachelor degree programs were offered in 1969. A School of Education at IUPUI was formed in 1975 as part of a core campus structure with a reporting line relationship to IU Bloomington. The current transition provides the Founding Dean opportunity to build on the School’s strong reputation for rigorous programs serving urban communities.

With an annual operating budget of \$7.5 million, the School currently serves 685 undergraduate and 300 graduate students with approximately 40 full-time and 70 part-time faculty and 30 full-time and 40 part-time staff. Graduates receive an Indiana University degree through our urban-focused undergraduate and graduate programs for teacher preparation, leadership, counseling, literacy, ESL, special education and our recently established Ph.D. program in Urban Education Studies. The School’s programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP) and by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).



IUPUI’s School of Education is distinguished by our demonstrated commitment to excellence through diversity. Our faculty are recognized locally and nationally for commitments to civic engagement, leadership on equity and diversity, excellence in innovative and multicultural teaching, significant contributions to the field as early career scholars, and for careers of service as scholars and mentors. Reflective of innovations and achievements in recruitment and retention of faculty, staff and students, the School’s particularly strong, diverse and dynamic faculty and staff deliver an exceptional portfolio of urban-focused undergraduate and graduate programs. Within these programs, our faculty and students



deliberately and openly examine issues related to social justice, including the complexities of race, ethnicity, class, gender, sexuality, disabilities, cultures, and languages of the urban education environment. Our anti-oppressive, anti-racist and asset-based approaches figure prominently in our undergraduate and graduate programs as well as in our research and service.

Consistent with our commitments, the IUPUI School of Education has a strong record of increasing our faculty diversity. In part, this is a result of our efforts to recruit and retain faculty invested in work in urban settings to foster equity, social justice and anti-oppressive practices.

The school attracts critically-oriented candidates due to our demonstrated record on these issues and our growing reputation as an innovative, urban-focused School of Education. This effort is embodied in the School's *Position Statement on Values Concerning Scholarship of Faculty*¹. Adopted by the School in 2011, this policy allows our faculty to pursue advancement by evidencing impact in our fields and communities in both traditional forms (e.g. peer-reviewed journal articles) and less traditional forms such as evidence of translational research, community-engaged scholarship, impact through advocacy, among others. This more expansive view of scholarship provides faculty discretion, seldom found in research-intensive universities, to articulate our scholarship in ways that align to the university mission to serve the public. Incorporated within our promotion and tenure processes, this policy contributes to the School's ability to attract and retain a diverse faculty committed to work in and with our communities. Building on these successes, the Founding Dean will work with faculty, staff, students, alumni, and community partners to continue to expand our reach and reputation regionally, nationally and internationally as an urban-serving research institution.



¹ see <http://education.indiana.edu/docs/section-specific/policy-council/2010-11/april-27-2011/11.52.pdf>

As one of the first campuses in the country to receive classification, and re-classification, for Community Engagement by the Carnegie Foundation for the Advancement of Teaching, IUPUI is at the forefront of advancing community-engaged scholarship. Thus, strong relationships with community partners play a significant role in shaping the development and delivery of our urban-focused programs, recruitment and retention of a diverse student body, service to our communities, and our research. We seek a Founding Dean who will nurture those relationships as well as position the School to advance and lead the national conversation in this area.



Contributing to our reputation as a center of urban education research, our faculty are leaders in national organizations including the American Educational Research Association (AERA), University Council for Educational Administration (UCEA), Association for the Study of Higher Education (ASHE), Critical Race Studies in Education Association (CRSEA), among other discipline-based organizations. We lead national top-tier journals for research and teaching including the International Journal of Qualitative Studies in Education, The Review of Higher Education, The Journal for the Study of Sports and Athletes in Higher Education, and Teaching for Equity and Excellence in Mathematics. Our faculty also lead innovative, equity-focused research centers and initiatives providing opportunities for researchers, students, educators, and community leaders.



Centered at the IUPUI School of Education, the Great Lakes Equity Center is one of four regional Equity Assistance Centers providing training and technical assistance on educational issues related to race, gender, religion and national origin. As the US DoE's Region III Equity Assistance Center, the center serves a 13 state region (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, Oklahoma, South Dakota, and Wisconsin). Funded under Title IV of the Civil Rights Act of 1964, the center supports schools and communities in creating equitable educational opportunities for all students. These efforts are complemented by ongoing efforts such as the Center on Urban and Multicultural Education (CUME) and the Urban Center for the Advancement of

STEM Education (UCASE). CUME promotes equity and cultural competency in leadership, teaching, curriculum, and program design by informing policy and practice through impact studies on contemporary urban education reform and by engaging educational and community partners in the development of innovative, ethical, and effective leadership in and around urban schools. UCASE represents a joint interdisciplinary effort among the School of Education, School of Science, and School of Engineering and Technology at IUPUI. Through a combination of program development, science, technology, engineering, and mathematics (STEM) education research, and graduate and undergraduate scholarships, UCASE fosters the goals of increasing the numbers of highly qualified K-12 STEM teachers, and expanding knowledge of culturally relevant STEM teaching and learning.

Reflective of our current trajectory, the IUPUI School of Education Centers and faculty have secured grants in the past five years from the U.S. Dept. of Education, the U.S. Dept. of Health and Human Services, and the National Science Foundation, among others. The rate of proposed and awarded externally funded research activity increases each year. Currently, the school is engaged in projects totaling \$12.7 million in external funding.

The Founding Dean will capitalize on the existing strengths of the IUPUI School of Education and collaborate with faculty, staff, students and community partners to forge new educational pathways with and for students from underserved communities, foster community-engaged scholarship with and for those communities, and advance the School's work and reputation as a center of urban education research and teaching.



The Position

As the IUPUI School of Education transitions to an autonomous School, priorities and opportunities for the Founding Dean include collaboratively crafting the School's mission, vision, values, and strategic plan. We seek a Founding Dean who will build on and strengthen the administrative structure to support ongoing work of the School as well as future directions. The Founding Dean will champion access, equity, and excellence throughout education systems, including responding and contributing to important state and national priorities for education. Fostering anti-oppressive, anti-racist and assets-based advocacy among faculty, staff, students, alumni, and community partners, the Founding Dean will invest in the recruitment, retention, and support of a diverse faculty, staff and student body.

With an emphasis on program quality, equity, and viability, the Founding Dean will support enhancement of existing programs and oversee development of new academic programs and delivery structures. To ensure a strong and viable School through management of resources in a fiscal environment characterized by Responsibility Center Management, the Founding Dean will take a keen interest in generating and sustaining diverse revenue streams through program development/expansion, enrollment management, fundraising, and extramural support for research and scholarly activities. Further, candidates should possess the ability to develop and sustain strong external relationships with leaders from multiple sectors including school districts, community organizations, public officials, foundations, and universities.



Reporting to Nasser Paydar, IUPUI Chancellor, through the Executive Vice Chancellor and Chief Academic Officer of IUPUI, the Founding Dean for the IUPUI School of Education is responsible for leading the school in fulfilling our mission to serve the public. Oversight of academic quality of programs, planning for strategic advancement grounded in campus and school values, ensuring overall fiscal health, and serving as the public face of the school are primary responsibilities of the Founding Dean. Through shared administrative and faculty governance, the Founding Dean will provide academic and administrative leadership as the School transitions to an independent unit.

The IUPUI School of Education's Founding Dean will leverage the School's assets to maximize our educational impact locally, regionally and nationally; encourage collaborative and interdisciplinary efforts across and beyond the university; and foster a school environment that recognizes and rewards excellence in research, teaching and service. The Founding Dean will lead the School in our efforts to prepare excellent educators able to advance anti-oppressive policies and practices in urban education settings.

Essential Qualifications

Candidates for the Founding Dean position must possess:

- A doctorate in education or a related discipline;
- Record of fostering student, faculty and staff success;
- Significant and substantive experience as an academic administrator in postsecondary education, preferably at an urban-serving institution;
- Demonstrated commitment to and success in nurturing environments supportive of diversity, inclusion, and social justice;
- Demonstrated commitment to and success in community engagement;
- Scholarly accomplishments to warrant appointment at the rank of Professor within the School of Education;
- Demonstrated ability to secure and manage a wide range of resources to accomplish goals;
- Understanding of and experience with the complexities of operating in a decentralized, Responsibility Center Management structure;
- Communication skills that provide effective advocacy for the School within the university and to external constituencies;
- Evidence of balancing strong fiscal and business management skills while advocating for the School's research, teaching, and service missions;
- Experience in instituting quality hiring and mentoring practices and implementing meaningful evaluation systems that hold individuals accountable for performance; and
- Ability to provide leadership to an academic unit undergoing transition to an independent School.

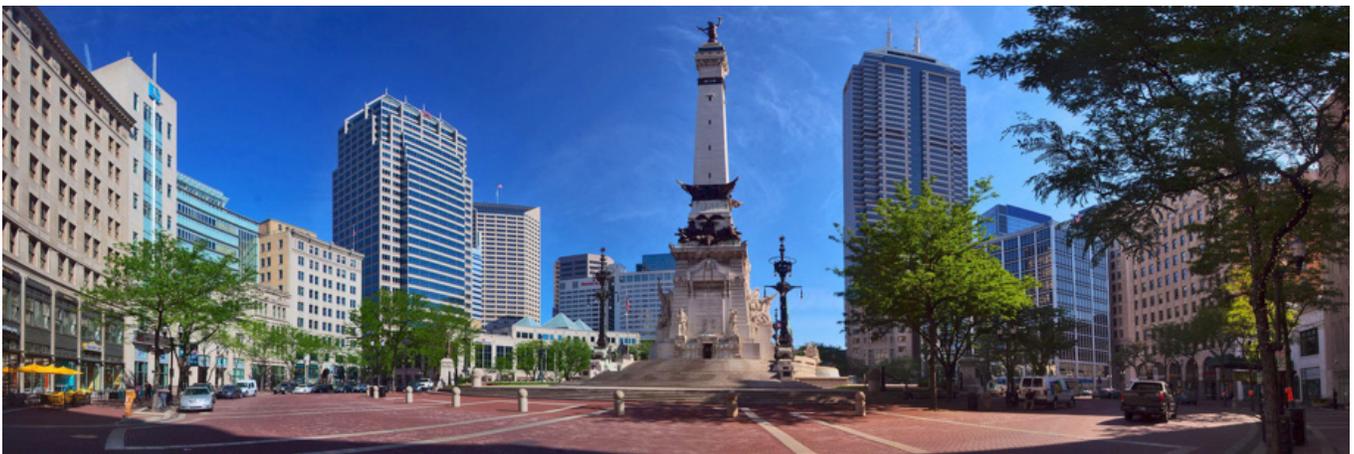
Preferred Qualifications

- Evidence of visionary leadership serving as the primary representative and champion for an academic institution;
- Evidence of commitments to developing strong teaching and research programs at an urban research university;
- Evidence of experience in strategic planning that involves faculty and staff in collaborative decision making;
- Demonstrated experience working with high-level donors, alumni, advisory board members, school district partners, public officials, community based organizations, and other external stakeholders;
- National reputation and strong connection to national organizations and associations;
- Demonstrated leadership in managing effectively in an academic environment including working closely and collaboratively with Deans and other units to further university goals and objectives.

IUPUI

Serving 30,000 students, IUPUI is a national leader in civic engagement, service learning, first-year experiences, and assessment of institutional effectiveness. Located in the center of the city, IUPUI is an integral part of the Indianapolis metropolitan area of 1.9 million residents. Our location in the state capital facilitates work with government, business, and community organizations and enhances collaboration on research, education, economic development, and cultural initiatives. Boasting a desirable quality of life and reasonable cost of living, Indianapolis is a diverse city situated in a dynamic regional economy and home to a variety of outstanding cultural institutions, a rich art, theater and entertainment scene, and number of professional sports teams.

To apply, submit a cover letter, CV, statement of leadership philosophy, and a list of 3-6 references to <http://indiana.peopleadmin.com/postings/5087> . Review of candidate materials will begin on **February 8, 2018 and will continue until the position is filled**. For more information about IUPUI, please visit <https://www.iupui.edu>; for more information about the School of Education, please visit <https://education.iupui.edu>. Questions regarding the position or application process should be directed to: Stephen Hundley, Senior Advisor to the Chancellor and Professor of Organizational Leadership, 301 University Boulevard, Suite 4049, Indianapolis, IN 46202 or via email at shundley@iupui.edu.



Indiana University is an equal opportunity and affirmative action employer, and a provider of American Disabilities Act services. All qualified applicants will receive consideration for employment without regard to age, ethnicity, color, race, religion, sex, sexual orientation or identity, marital status, national origin, disability status, or protected veteran status. Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission, as required by Title IX.

As one of only 18 universities nationwide to be recognized as the recipient of the prestigious Higher Education Excellence in Diversity (HEED) Award from Insight Into Diversity (the nation's oldest diversity higher education publication) for six consecutive years, IUPUI is an urban-serving institution with a mission and vision that include both diversity and community engagement. The School of Education is looking for a dean who will contribute to IUPUI's commitment to engage the city, state, nation, and beyond through teaching, research, and service that are inclusive of the rich diversity of our campus and city as we prepare our graduates to enter and lead in an increasingly complex world.