The Search for the
DEAN OF THE COLLEGE OF EDUCATION

FROSTBURG STATE UNIVERSITY
One University. A World of Experiences.
THE SEARCH FOR THE DEAN OF THE COLLEGE OF EDUCATION

THE OPPORTUNITY

Frostburg State University, a 5,200-student public, four-year university in Western Maryland and a member of the University System of Maryland, invites inquiries, nominations and applications for the position of Dean of the College of Education. Reporting to Provost Elizabeth Throop, the Dean is responsible for providing leadership within the college and across campus. The preferred start date is July 2020 but is negotiable.

The University is looking for a highly motivated, dynamic professional who has the experience and is ready to lead the University’s College of Education to a higher level of prominence and success in today’s complex higher education environment. Leadership and collaboration are essential skills.

RESPONSIBILITIES

The Dean of the College of Education serves as the chief academic and administrative officer for the College of Education. The Dean provides oversight of and strategic leadership for teaching excellence in our undergraduate and graduate programs, student enrollment and retention, effective use of technology, curricular and programmatic innovation, professional development of the faculty, budget management, and advancement work. Working with University administration and the two departments in the College (Educational Professions; Kinesiology and Recreation), the Dean discusses issues and makes decisions regarding faculty and staff, students, academic programs, and various state, regional, disciplinary, and federal oversight groups, including the Maryland State Department of Education and other accrediting or approval agencies. Engagement with the local and state educational community, especially P-12 schools and districts in the region, state, and nation, are key responsibilities. Other related duties may be required, including the opportunity for a future college reorganization.
FROSTBURG’S MISSION:
Frostburg State University is a student-centered teaching and learning institution featuring experiential opportunities.

The University offers students a distinctive and distinguished baccalaureate education along with a select set of applied master’s and doctoral programs.

Frostburg serves regional and statewide economic and workforce development; promotes cultural enrichment, civic responsibility, and sustainability; and prepares future leaders to meet the challenges of a complex and changing global society.

MINIMUM QUALIFICATIONS

• A doctorate in a discipline represented within the College or a related field.
• Experience in recruitment of, working with, and planning for diversity, inclusion, and equity.
• At least 4 years of experience at the department chair level (or equivalent) or above.
• Strong budgeting skills
• Record of excellent teaching, scholarship and/or creative activity, and tenurability at a regional comprehensive university.
• Fierce commitment to inclusion, equity, and diversity.
• Ability to think with interdisciplinarity.
• Demonstrated experience or clear potential for leadership in academic collaborations and collegial shared governance.
• Strong organizational, writing, and presentation skills.
• Experience with data-guided decision making.
• Possess current insight into salient trends as determined by a variety of data sources, regional and disciplinary accrediting processes, and other relevant professional accreditation organizations as required.
• Demonstrated experience with a variety of teaching modalities, including on-line education.

PREFERRED QUALIFICATIONS

• Demonstrated excellence in strategic vision and action.
• Expertise in program planning and execution in a variety of formats.
• Deep knowledge of contemporary issues in higher education and salient and emergent academic teacher preparation or health sciences.
• A successful candidate will be innovative and forward-looking with strong interests in collaboration across the University and the University System of Maryland and a dedication to diverse student recruitment, retention, success, and graduation.
COLLEGE OF EDUCATION CORE VALUES

- Academic Excellence
- Lifelong Learning
- Diverse Learning Environments
- High Standards of Ethics, Integrity, Responsibility, and Accountability
- Engagement and Collaboration with Community Members and Organizations
- Reflection and Assessment to Make Informed Decisions

COLLEGE OF EDUCATION GOALS

- COE programs provide candidates with the knowledge and skills and model dispositions that lead to academic excellence, service, research, and other professional activities.
- COE programs promote the tools needed for candidates to develop the ability to reflect and use data to make informed decisions.
- COE programs deliver engaging and stimulating experiences to promote professional development and lifelong learning.
- COE is committed to creating supportive learning environments that promote community outreach and collaboration with community needs and future employers.
- COE recruits and retains diverse and high-quality students, faculty, staff and administrators.
- COE supports efforts to continually reflect and improve on the operations of the College and departments.

COLLEGE OF EDUCATION VISION STATEMENT

The College of Education is recognized for providing experientially based learning opportunities. Its distinctive and distinguished programs contribute to the reputation of Frostburg State University as the premier educational and cultural center for the region and for serving as a catalyst for economic development.

COLLEGE OF EDUCATION MISSION

The mission of the College of Education is to advance the study and best practices in the fields of teaching, kinesiology, and recreation by providing candidates with rigorous experientially based programs.
ABOUT THE COLLEGE OF EDUCATION

Frostburg State University has provided paths to success for students for over 100 years. Founded in 1898 to prepare teachers, the College of Education today offers a distinctive and distinguished baccalaureate education along with a select set of applied master’s and doctoral programs.

Initial certification programs include undergraduate programs in Early Childhood/Elementary, Elementary, Elementary/Middle, and Secondary (English, Mathematics, Social Science, and Foreign Languages) and P-12 programs in Music Education and Health/Physical Education. The graduate initial certification programs include a Master of Arts in Teaching (M.A.T.) Elementary and Secondary/P-12 (English, Mathematics, Foreign Languages, Biology, Chemistry, Physics, Earth Science, Social Studies and P-12 Art Education).

The Advanced Programs consist of a Master of Education with specializations in Curriculum & Instruction, Educational Leadership, Literacy Education, School Counseling, Special Education, and Interdisciplinary and a doctorate in Education Leadership.

More information about the College of Education — including a complete list of degree programs at both the undergraduate and graduate levels — can be found at www.frostburg.edu/colleges/COE.

CHILDREN’S LITERACY CENTRE

Frostburg State University is unique among Colleges of Education by having a vibrant Children’s Literacy Centre. The entire community looks forward to, especially, the Frostburg Storybook Holiday, held every December. The Children’s Literature Centre was created to promote literacy by:

• Providing a focal point for the study and dissemination of children’s literature.
• Serving as the catalyst for new and innovative approaches to building the foundations of literacy through technology.
• Developing positive attitudes toward reading through a collaborative network including home, school and community.
• Working to cultivate an awareness and understanding of current children’s literature, authors and illustrators.
• Building a bridge to cultural understanding through children’s literature.

The Children’s Literature Centre events include:

• Spring Festival of Children’s Literature
• Frostburg Pirates Ahoy!
• Summer Author Institute
• CLC Book Award Banquet
• Frostburg Storybook Holiday
• Harry Potter Book Night
ABOUT FROSTBURG STATE UNIVERSITY

Frostburg State University is a student-centered institution dedicated to providing transformative experiences as part of students’ educational journey. This foundation launches its graduates to professional success, achieved through strong academics and experiential education, as well as personal attention from knowledgeable faculty and staff.

Accredited by the Middle States Commission on Higher Education, FSU offers more than 100 innovative programs at the undergraduate, master’s and doctoral levels. The University is the only four-year public institution in Maryland west of the Baltimore-Washington metropolitan area, and serves as the premier educational and cultural center for Western Maryland and surrounding counties in Pennsylvania and West Virginia.

Frostburg State University is a comprehensive, regional, largely residential university set on 260 acres in the scenic highlands of Western Maryland. Programs are also offered at sites around Maryland and online. The University is about two hours from Washington, D.C., Baltimore and Pittsburgh.

More generally, Frostburg State University is recognized nationally across a variety of notable awards:

- Frostburg State University is one of *U.S. News and World Report*’s Top Public Schools, Regional Universities North.
- *U.S. News and World Report*’s 2018 online program rankings include Frostburg State University’s MBA, M.Ed. – Special Education Concentration, bachelor’s (RN to BSN) and Master of Science in Nursing.
- Frostburg State University was ranked 100th in the U.S. by *The Economist* among all four-year non-vocational colleges and universities in terms of value added, based on U.S. Department of Education College Scorecard data.
- Brookings Institute ranked Frostburg State University in the top-25 percent of all U.S. four-year colleges and universities in terms of value added, based on U.S. Department of Education College Scorecard data.
- Frostburg State University was named the 2016 Public Institution of the Year by the Washington Center for Internships and Academic Seminars, America’s largest academic internship program.

FSU/COE DEMOGRAPHICS

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<thead>
<tr>
<th>Category</th>
<th>Undergraduates</th>
<th>Graduate &amp; Doctoral</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4,638 / 637</td>
<td>656 / 334</td>
</tr>
<tr>
<td>Female/Male</td>
<td>54/46% / 62%/38%</td>
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</tr>
<tr>
<td>Traditionally Underserved</td>
<td>28% / 30%</td>
<td></td>
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<tr>
<td>low income</td>
<td>38% / 40%</td>
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FSU/COE ETHNICITY

<table>
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<tr>
<th>Ethnicity</th>
<th>Undergraduate</th>
<th>Graduate</th>
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<tbody>
<tr>
<td>American Indian</td>
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<tr>
<td>Asian</td>
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<td>African American</td>
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<td>Hispanic</td>
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<tr>
<td>White</td>
<td>53% / 67%</td>
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<td>Not reported:</td>
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<td></td>
</tr>
<tr>
<td>Two or more races:</td>
<td>4% / 3%</td>
<td></td>
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Data from Fall 2018
APPLICATION PROCESS

To apply, visit www.frostburg.peopleadmin.com.

The following are required:

- Substantive cover letter addressing the qualifications and expectations listed earlier;
- Curriculum vitae/résumé;
- Statement outlining the candidate’s commitment to inclusion and diversity; and
- Contact information for three professional references and a note indicating the nature of your working relationship with each. References will not be contacted without the explicit permission of the candidate.

Applications will be accepted until October 31, 2019.

Frostburg State University welcomes and encourages women, veterans and minorities to apply and seeks to recruit and retain a diverse workforce.

Frostburg State University is an Equal Opportunity Employer. Appropriate auxiliary aids and services for qualified individuals with disability will be provided upon request. Please notify us in advance.

About the University: A member institution of the University System of Maryland, Frostburg State University is a public, comprehensive, largely residential regional university offering programs in the sciences, education, business, the arts and humanities at both the undergraduate and graduate levels. FSU prides itself on being a dynamic, learning-centered institution that emphasizes teaching with opportunities for professional development and research. More than 5,000 students enroll yearly.

About the Area: Frostburg State University is located on a scenic 260-acre campus in the mountains of Western Maryland, a region rich in history, quaint shopping areas and eclectic cafes and food choices. The Western Maryland region is considered to be a four-season outdoor mecca of recreational experiences offering activities such as: hiking, mountain biking, water sports, snow skiing/boarding, golfing, climbing, etc. Frostburg offers a family-friendly college town feel with easy access to major cities like Pittsburgh, Washington, DC, and Baltimore. If you are looking for insightful colleagues, energetic students, and a great place to work and call home in a region with unlimited adventure seeking opportunities, FSU is for you!