



Assistant Dean of Teacher Education

Leadership Profile

Winter 2022/2023



WittKieffer

Executive Summary

Wayne State University seeks a forward-thinking and collaborative leader to serve as its next Assistant Dean for Teacher Education.

Wayne State University, founded in 1868, is a nationally recognized public, urban research University in Detroit, Michigan. Committed to educational opportunity, research and community enrichment, Wayne State serves a critical role in Michigan's higher education landscape. It holds the highest Carnegie Foundation for the Advancement of Teaching designations in both research and community engagement. Just as the city of Detroit is undergoing a renaissance, the University itself is in a time of significant transformation, strengthening its ability to serve students from Detroit and around the world. As Michigan's most diverse public University, Wayne State has long prided itself on being an institution of access and opportunity for students, no matter their background. Now, the U.S. News & World Report 2022 Best Colleges rankings has identified Wayne State as one of the top-performing schools in the nation — and the best in Michigan — at helping economically disadvantaged students succeed and graduate.

The College is seeking an Assistant Dean for the Division of Teacher Education to provide leadership in executing its mission to "prepare effective urban educators and scholars who are reflective, innovative, and committed to diversity." The College of Education serves approximately 2,000 undergraduate and graduate students across 30 degree programs that are housed within four academic Divisions: Teacher Education; Administrative and Organizational Studies; Theoretical and Behavioral Foundations; and Kinesiology, Health, and Sport Studies. Beyond academics, the College has many active scholars who acquire over \$3.75 million annually in external funding to support their research and community engagement activities.

The Division of Teacher Education is comprised of approximately 40 full-time faculty, directors, administrative staff, and many more adjunct faculty and clinical instructional coaches. The Division of Teacher Education offers Undergraduate, Master's, Educational Specialist, Graduate Certificate, and Doctoral programs to nearly 800 students. The Division's Bachelor's programs provides students with a number of routes to initial teacher certification and additional teaching endorsements at the elementary and secondary levels, as well as K-12 endorsements in the areas of special education, English as a second language, visual arts, and bilingual-bicultural education. Wayne State also offers Doctoral programs for students who intend to seek scholarly positions in colleges and universities, school districts, and other related educational agencies.

Reporting to the Dean of the College of Education, the Assistant Dean will work with internal and external constituents to advance a compelling vision for the Division of Teacher Education focused on preparing the educators of tomorrow. The Assistant Dean will lead the recruitment and retention of a diverse and distinguished faculty by encouraging and supporting scholarship and facilitating teaching excellence. They will advance the University's core commitment to diversity, equity, inclusion, and social justice by cultivating an environment which prepares professionals who have the commitment and competence to help people acquire the knowledge, skills, and understandings enabling them to participate in and contribute to a complex, changing society.

The Assistant Dean will possess a Ph.D. or Ed.D. in teacher education or a related discipline, and the reputation of a distinguished scholar with a record of academic accomplishment appropriate to appointment as a tenured full professor at Wayne State University. They will bring leadership experience at the program, department, and school or college level; and experience with teacher education standards, ensuring curriculum is aligned with state and national standards. The Assistant Dean will be committed to urban education and Wayne State's mission: "to create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities."

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the Assistant Dean for Teacher Education

The Assistant Dean for Teacher Education provides leadership to the Division of Teacher Education, which is comprised of approximately 40 full-time faculty, directors, administrative staff, and many more adjunct faculty and clinical instructional coaches. The Division offers Undergraduate, Master's, Graduate Certificate, Educational Specialist, and Doctoral programs to nearly 800 students and provides students with several routes to initial teacher certification and additional teaching endorsements at the elementary and secondary level, as well as K-12 endorsements in the areas of special education, English as a second language, visual arts, and bilingual-bicultural education. The Division also offers Doctoral programs for students who intend to seek scholarly positions in colleges and universities, school districts, and other related educational agencies.

Reporting to the Dean of the College of Education, the Assistant Dean will oversee the Director of the Office of Clinical Experiences, Office Manager, Engagement Specialist, and all faculty and academic staff. Additionally, the Assistant Dean will:

- Provide vision and leadership to the Division of Teacher Education;
- Oversee the [Office of Educational Partnerships and Experiences](#);
- Oversee all Division assessment and accreditation requirements in collaboration with the Director of Assessment and Accreditation;
- Support and facilitate faculty, staff, and student success in research, teaching, and service;
- Collaborate with the Michigan Department of Education, as well as other teacher education programs statewide;
- Establish and maintain new and existing relationships with local PK-12 school, community partners and funding agencies;
- Represent the Division on the College of Education Administrative Council; and
- Represent the Division and College of Education on University and statewide committees, task forces, and initiatives as requested.

Opportunities and Expectations for Leadership

Advance a compelling vision for the Division focused on preparing the educators of tomorrow

Working with the dean of the College, the incoming assistant dean will be expected to develop, articulate, and advance a clear and unifying strategic vision for the Division of Teacher Education. The assistant dean will work with internal and external constituent groups to develop a shared set of goals, objectives, and strategies. The Division's vision should support the scholarly work of the faculty and their local, regional, and national influence on education. As the State of Michigan has made significant changes to teacher certification requirements in recent years, the assistant dean will ensure the Division's curriculum remains in alignment with state requirements. The assistant dean will ensure the Division is proactive in responding to future changes, developing close ties to the Michigan Department of Education and others who have impact on policy surrounding teacher certification requirements.

Facilitate the accreditation process

The College of Education is accredited by the Council for the Accreditation of Education Preparation (CAEP) and the assistant dean, in collaboration with the director of accreditation and assessment, leads the CAEP accreditation process. The Division is in the process of compiling their self-study, which will be submitted in the summer of 2023. Upon arrival, the new assistant dean will begin preparing the Division for their April 2024 accreditation site visit, collaborating with the director of assessment and accreditation to co-lead that process.



Lead the recruitment and retention of distinguished faculty

The assistant dean will lead the Division's faculty by encouraging and supporting scholarship, facilitating teaching excellence, and cultivating collegial and constructive relationships with and among faculty. The assistant dean is responsible for the Division's effective recruitment, support, and evaluation of the faculty and staff. Fostering a culture of engagement, transparency, and equity, the assistant dean will support infrastructure for faculty research, teaching, and scholarly productivity. Working in partnership with the dean and other assistant deans, the assistant dean of teacher education will develop strategies to recruit and retain a diverse, exceptional faculty and staff, investing appropriately in mentorship and professional development opportunities to facilitate individual and collective excellence and success. To continue recruiting and retaining the best scholars, the assistant dean must further cultivate an environment that fosters cutting-edge scholarship and innovative practice, and be able to communicate the Division's mission and goals.

Advance the University's core commitment to diversity, equity, inclusion, and social justice

Wayne State is home to a diverse community of alumni, faculty, staff, and students dedicated to educational excellence. Through the College of Education's theme: "The Effective Urban Educator: Reflective, Innovative and Committed to Diversity," Wayne State reaffirms its mission and commits to excellence, inclusion, and social justice. Beyond that, all University administrators are charged with improving practices to recruit, develop, and retain outstanding faculty and staff who enhance both the diversity of the professoriate and the learning environment for all students. The assistant dean is tasked with further cultivating an environment which prepares professionals who have the commitment and competence to help people acquire the knowledge, skills, and understandings enabling them to participate in and contribute to a complex, changing society.

Strengthen and grow external partnerships

The College of Education and Division of Teacher Education enjoy strong partnerships with public, charter, and private schools in the Detroit Metro area, as well as other community-serving organizations. Fostering these relationships will be key to providing exceptional service to the community and offering opportunities for research and practice for students and faculty. Additionally, the assistant dean will have the opportunity to engage in state-wide advocacy work with the Michigan Department of Education and the Michigan Association of State Universities. It is of the utmost importance that the assistant dean establish strong relationships with the state in order to provide input and testimony regarding new standards, policies, and legislation the State is considering and to ensure the Division is aware of policy changes that impact teacher certification and curriculum needs as soon as, if not before, they are implemented by the State.

Professional Qualifications and Personal Qualities

Wayne State's College of Education seeks in its next Assistant Dean of Teacher Education a leader with a distinguished record of academic accomplishment and leadership. The ideal candidate will have the following qualification and qualities:

- A Ph.D./Ed.D in Teacher Education or a related discipline is required as well as the reputation as a distinguished scholar with a record of academic accomplishment appropriate to appointment as a tenured full professor or an associate professor whose record could warrant appointment as a tenured full professor at Wayne State University;
- Evidence of a sustained and successful program of research and securing external funding and grant work;
- Leadership experience at the program, department, and/or school/college level;
- Ability to lead and mentor junior faculty through their academic careers;
- Experience with teacher education standards, aligning teacher education curriculum with state and national standards, designing and implementing program assessments, and successful involvement with CAEP accreditation;
- Experience advancing antiracism, diversity, equity, and inclusive excellence in a higher education environment and a track record of scholarly engagement in this field;
- Commitment to urban education and Wayne State's mission: "to create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities";
- Understanding of the national education landscape as well as the capacity to serve as a respected thought leader within the local community and beyond; awareness of the challenges facing the field of teacher education and ability to lead the building of programs that anticipate and support the needs of a contemporary and diverse student body;
- A disposition for innovative leadership including the skills to develop, implement and evaluate strategic initiatives;
- Strong interpersonal communication skills, both in person and via various virtual methods; demonstrated willingness and ability to listen and collaborate with diverse audiences, acting as a team player in support of the College's priorities;
- A strong student focus and authentic interest in the development, formation and experiences of students; the ability to identify and cultivate opportunities to support student learning and success;
- Ability to engage and build meaningful partnerships with a wide variety of external constituents, including Pk-12 schools and state officials.

About Wayne State University

Overview

Wayne State University, founded in 1868, is a nationally recognized public, urban research University in Detroit. Committed to educational opportunity, research and community enrichment, Wayne State serves a critical role in Michigan's higher education landscape. It holds the highest Carnegie Foundation for the Advancement of Teaching designations in both research and community engagement. Just as the city of Detroit is undergoing a renaissance, the University itself is in a time of significant transformation, strengthening its ability to serve students from Michigan and around the world.

Wayne State University's campus, located in the University cultural center and historic district in the heart of Detroit's Midtown neighborhood, encompasses approximately 200 acres. The University enrolls nearly 25,000 students making it the third-largest among Michigan's 15 public universities and one of the largest in the nation. Wayne State boasts the most diverse student body among Michigan's public universities, with students of widely diverse backgrounds from nearly every U.S. state and 60 countries. In a recent survey, Wayne State University students ranked the campus diversity highest among a list of campus strengths.

Wayne State University is Detroit's seventh-largest employer, with more than 7,600 regular employees and more than 2,000 student employees. Wayne State has 2,701 faculty members—of whom 1,729 are full-time—and nearly 5,000 staff members. Approximately two-thirds of faculty and staff are represented by one of the 13 unions on campus. Wayne State University has nearly 300,000 alumni throughout the country, of whom about 75% live and work in Michigan.

The University's comprehensive academic programs are offered through 13 schools and colleges: the Mike Ilitch School of Business; the College of Education; the College of Engineering; the College of Fine, Performing and Communication Arts; the Graduate School; the Law School; the College of Liberal Arts and Sciences; the School of Information Sciences; the School of Medicine; the College of Nursing; the Eugene Applebaum College of Pharmacy and Health Sciences; the Irvin D. Reid Honors College; and the



School of Social Work. Students attending the School of Medicine have access to a variety of educational resources through 11 affiliate hospitals, including Detroit Medical Center, Henry Ford Health System and the Barbara Ann Karmanos Cancer Institute. A leader in green technology, the College of Engineering was first in the nation to launch an electric-drive vehicle engineering program and offer an alternative energy technology master's program. Alumni of the College of Fine, Performing and Communication Arts include a Pulitzer Prize-winning journalist and recipients of and nominees for the Grammy, Emmy, Tony, Golden Globe, Obie, Screen Actors Guild and Caldecott awards. The Hilberry Theatre is the nation's first and longest-running University graduate repertory theatre. Wayne State Law School educates a substantial number of Michigan's lawyers and jurists. Study-abroad opportunities are offered in 16 countries on five continents.

Wayne State University ranked 68th among American public universities according to the 2018 National Science Foundation Research rankings; its medical sciences, physics, chemistry, physical science and psychology programs and its law school rank in the top 100 nationwide. Annual research funding awarded in 2020 was nearly \$305 million. Wayne State has a thriving research and technology park called TechTown Detroit and a number of partnerships with government, industry and business. The University houses one of 41 National Cancer Institute-designated comprehensive cancer centers – the Barbara Ann Karmanos Cancer Institute – as well as the NIH funded Center for Urban Responses to Environmental Stressors.

Wayne State University commits to its urban research mission by continuing to provide access and opportunity to higher education for students of all backgrounds. This commitment helps nurture the next generation of professionals who will use their education to advance the causes of civil rights and social justice in all threads of society and helps meet the needs of Michigan, with special engagement with Detroit and its surrounding communities.

The University's fact book is available at oira.wayne.edu/publications/fact-book and financial statements can be found at fisops.wayne.edu/avp/reports.php.

Learn more about Wayne State University by visiting the University website at: <http://www.wayne.edu>

Mission

We create and advance knowledge, prepare a diverse student body to thrive, and positively impact local and global communities.

Vision

We will be a preeminent, public, urban research university known for academic and research excellence, success across a diverse student body, and meaningful engagement in its urban community and around the world.

Values

- **Collaboration:** *When we work together, drawing upon various talents and perspectives, we achieve better results.*

- **Integrity:** *We keep our word, live up to our commitments, and are accountable to ourselves and each other.*
- **Innovation:** *We are unafraid to try new things and learn by both failure and success.*
- **Excellence:** *We strive for the highest-quality outcomes in everything we do.*
- **Diversity and inclusion:** *We value all people and understand that their unique experiences, talents, and perspectives make us a stronger organization and better people.*
- **Leadership:** *We are proud of our long history as an anchor institution in Detroit and will continue to serve our community while playing a lead role in the city's resurgence.*

Strategic focus

On Jan. 28, 2022, the Board of Governors approved Wayne State's 2022-27 strategic plan, "Our Moment in Time." This plan reaffirms the University's core mission, builds upon the highly successful 2016-21 strategic plan, focuses on key elements of scholarship and engagement, and incorporates lessons learned from the pandemic. In keeping with the heart of everything Wayne State does, "Our Moment in Time" prioritizes student success and impactful engagement with the city of Detroit and surrounding communities, as well as academic excellence, research that tackles real-world problems, interdisciplinary collaboration, and more. The plan focuses on WSU's long-term vision and goals in the following key areas: research and discovery; teaching, learning and student success; outreach and engagement; diversity, equity and inclusion; and financial sustainability and operational excellence. To read more about the strategic planning process, please [click here](#). The full strategic plan is available to review [here](#).

College of Education

The College of Education at Wayne State University is located in and serves the needs of one of the nation's largest metropolitan areas. Thus, the College reflects the dynamic character of urban life and, in its concern with urban problems, places great faith in education as the means by which human circumstances can be improved. To this end, the College prepares educators who have the knowledge, commitment and competence to help young people achieve academic success, preserve individuality, develop democratic values, and realize self-fulfillment.

Since beginning as a teacher's college in 1881, the College of Education has grown to offer award-winning, nationally recognized bachelor's, master's, education specialist and doctoral degree programs in 29 programs with 39 degree and certificate options, which are accredited through their national professional organizations and by the Michigan Department of Education.

The College of Education's diverse academic programs benefit greatly from the College's history of engagement in its urban community and the comprehensive range of programs spanning teaching and research opportunities afforded by its location in metropolitan Detroit.

The College of Education has provided Michigan with teachers, principals, superintendents, counselors, educational psychologists, kinesiologists, sports administrators, school and community health educators and experts in instructional design and in educational evaluation & research design. These programs are currently organized under four Divisions within the College: the Division of Teacher Education, the Division of Kinesiology, Health & Sports Studies, the Division of Administrative and Organizational

Studies, and the Division of Theoretical and Behavioral Foundations. The College has a mixture of undergraduate and graduate programs that prepare students for both applied and research occupations in six career clusters: Counseling and Educational Psychology; Educational Evaluation and Research; Educational Leadership and Policy Studies; Health, Exercise and Sports; Learning Design and Technology; and Teaching and Curriculum.

The College of Education has a diverse community of alumni, faculty, staff, and students dedicated to educational excellence. The College of Education engages with the community through its partnerships with a variety of agencies, businesses, school districts, and non-profits agencies. The College of Education's faculty and staff are dedicated to preparing professionals who can contribute in meaningful ways to a global, technology-oriented society by helping them acquire the knowledge, skills and attitudes necessary to succeed in their chosen careers in education, health, wellness, sports, counseling, government and more.

Research is an integral part of the Wayne State University College of Education. The College is committed to the scholarly study of education and the practical application of teaching and learning methodologies in school, community and industry settings. The Office of Research works with faculty and staff to initiate, promote and secure funding for research programs and community engagement activities. The staff provides grant and [contract support services](#) covering all aspects of proposal preparation and submission, as well post-award administration.

In addition, the College is home to the Detroit Partnership for Education Equity & Research (Detroit PEER), a collaboration between researchers in the College and community partners — including the Detroit Public Schools Community District and Every School Day Counts Detroit coalition — focused on improving Detroit schools. As well as the Center for Health and Community Impact, which is committed to advancing health and social equity at local, regional and national levels.

College of Education Facts

- \$3.6 million in Education grants and contracts
- 99.4% of first year teachers rated highly effective or effective by their schools
- 156 Fall 2022 Ph.D. and Ed.D. student enrollment
- \$770,000 Dollar amount of scholarship awards to College of Education students in academic year 2022-2023
- Educates nearly 4,000 students each year
- 63,747 College of Education alumni
- 715 Fall 2022 Master and Education Specialist enrollment
- 15% of WSU graduate students enrolled in the College of Education
- 381 Graduates degrees conferred in Academic Year 2021
- 20 Average Education lecture class size
- 25 : 1 Student to faculty ratio in the College of Education
- 1,131 Fall 2022 undergraduate enrollment

Accreditation

Wayne State University is accredited by the Higher Learning Commission.

The College of Education's teacher certification programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP).

The Academic Division of Teacher Education

There are a number of pathways to teacher certification at Wayne State University, and all prepare future teachers to be knowledgeable, skillful, and caring professionals who can make a difference in the lives of children and youth. Students in the teacher certification programs benefit from outstanding faculty for their university coursework and clinical experiences in Detroit and beyond that prepare them to work effectively and passionately with diverse children and youth. The faculty in Teacher Education conduct research and teach courses that focus on creating school experiences that are academically rigorous, personally meaningful and sustain a vibrant democracy.

The Division of Teacher Education offers alternative and traditional pathways at the graduate (certificate, masters, educational specialist, doctorate) and undergraduate levels in programs including Early and Elementary Education, Secondary Education, Visual Arts Education, Bilingual Education, ESL and World Languages, Special Education, and Educational Studies. The Division also has a minor in Urban Education and Equity Studies and a minor in Deaf Studies projected to begin fall, 2023.



Detroit, Michigan

The College of Education at Wayne State University is located in the heart of Detroit's rapidly revitalizing Midtown area. Detroit is the largest city in Michigan and a major port on the Detroit River, an international waterway that connects the western Great Lakes to Lake Erie and the Saint Lawrence Seaway. In 2014, the city had a population of approximately 680,000, and the population of the surrounding metropolitan area is more than five million. The city's population is primarily African American and is increasingly diverse, with new residents eager to participate in Detroit's transformation representing a spectrum of ages, races and cultures. The southwest Detroit area has vibrant and growing LatinX American communities and the city of Dearborn has the largest Arab American community outside of the Middle East. The combined Detroit-Windsor (Ontario) metropolitan area, a critical commercial center on the U.S.-Canada border, has a total population of 5.7 million. Known as the nation's traditional automotive center, Detroit is synonymous with the American automobile industry and an important source of popular music legacies celebrated in the city's two familiar nicknames, "The Motor City" and "Motown."

Detroit's Midtown neighborhood is home to Wayne State as well as excellent museums, theatres, libraries, concert halls and professional sports venues. Among the cultural institutions within walking distance of the main campus are the main branch of the Detroit Public Library, the Detroit Institute of Arts, the Charles H. Wright Museum of African American History, the Michigan Science Center, the Fisher Theatre, the Detroit Children's Museum, and the Detroit Historical Museum. As Detroit has undergone a historical resurgence, Midtown has been at the heart of the growth. In 2014, USA Today named it one of its "10 Up-and-Coming Neighborhoods around the USA."

Wayne State University promotes cooperation among Midtown's three anchor institutions: Wayne State, Henry Ford Health System and the Detroit Medical Center. Wayne State has assumed leadership roles in collaborations designed to ensure public safety, promote local transportation, boost economic development and beautify the area. Since 1999, the University has committed nearly \$700 million to projects on and adjacent to the campus, changing Midtown's landscape and ambiance. This includes the new Integrative Biosciences Center (IBio), which will push the frontiers of multidisciplinary health sciences and attract faculty and economic development from across the nation.





Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting Wayne State University in this search. For fullest consideration, candidate materials should be received by February 17, 2023.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Lauren Bruce-Stets and Sarah Seavey
WayneStateADTE@wittkieffer.com

Wayne State University is a premier, public, urban research university located in the heart of Detroit where students from all backgrounds are offered a rich, high quality education. Our deep rooted commitment to excellence, collaboration, integrity, diversity and inclusion creates exceptional educational opportunities preparing students for success in a diverse, global society. WSU encourages applications from women, people of color and other underrepresented people. WSU is an affirmative action/equal opportunity employer.