

GOVERNORS STATE UNIVERSITY
University Park, Illinois



DEAN, COLLEGE OF EDUCATION

Governors State University invites applications and nominations for the position of **DEAN, COLLEGE OF EDUCATION**. Review of candidate materials will begin *September 27, 2007*. It is anticipated that the new dean will begin service in January 2008.

INTRODUCTION TO GOVERNORS STATE UNIVERSITY

Founded July 17, 1969, Governors State University (GSU) is an upper division undergraduate university offering junior and senior level courses leading to a bachelor's degree, and graduate level courses leading either to a master's or doctoral degree. GSU is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. Conveniently located 35 miles south of downtown Chicago in the Chicago Southland area, the scenic 750 acre campus of Governors State University serves over 7,500 primarily non-traditional students annually in the Colleges of Arts and Sciences, Business and Public Administration, Education, Health Professions, and the University College. In total, GSU offers 48 different degree programs; all eligible programs are accredited.

A year-round university, the overarching mission of GSU emphasizes teaching, scholarship, and service. In particular, it is obligated to providing its culturally and diverse lifelong learners an affordable, accessible and demonstrably excellent undergraduate and graduate education. Moreover, GSU embraces a strong commitment to cultural diversity, which is evident in every facet of campus life. Currently, minorities comprise 36 percent of the total enrollment, female students encompass 70 percent of the population, and international students represent 14 countries. The average age of a GSU student is 34, and approximately \$22.5 million in financial aid is distributed to full- and part-time students annually. The 165 full-time members of the faculty constitute one of the most diverse within the state of Illinois (approximately 30 percent representing people of color); as well, the faculty represents one of the state's highest

percentages of individuals possessing doctoral or terminal degrees (approximately 90 percent). The total GSU operating budget is \$80 million.

Six unions are represented at the university: Fraternal Order of Police, International Brotherhood of Teamsters Local 743 representing Clerical and Maintenance Laborer Employees, Service Employees International Union Local 73 representing Building Service Workers, the International Union of Operating Engineers, Local 399 and the University Professionals of Illinois, Local 4100 representing faculty. The 1979 GSU constitution calls for faculty, student, and civil service senates, all to be assisted by a coordinating council. Each senate is charged with the responsibility of recommending to the president policy matters relevant to its constituency.

Beyond academic life, the Center for the Performing Arts, a state-of-the-art 1,200 seat facility, presented over 30 productions this past year and is the home of the Illinois Philharmonic Orchestra. Governors State, the only public university in the Chicago Southland area, also houses the internationally renowned Nathan Manilow Sculpture Park, and CenterPoint, which embraces small business development, entrepreneurship, and global trade centers. Consequentially, the university has been active in supporting a number of regional outreach opportunities in educational enrichment and leadership development.



THE CHICAGO SOUTHLAND AREA

Minutes from downtown Chicago, the Chicago Southland area offers outstanding restaurants, shopping and antiques opportunities, reasonably priced housing and cost of living, and a huge array of lodging, meeting and convention facilities. With the metropolitan region's largest concentration of forested recreational land and scores of sports facilities, the Chicago Southland is perfect for active lifestyles. Easily accessible to the University Park Metra train station, Midway and O'Hare international Airports, interstates I-55, I-57, I-80, I-90, I-94 and I-294, the Chicago Southland is Chicago's most convenient and affordable location.

The Chicago Southland, comprising sixty-one south and southwest suburbs of the city, encompasses nearly 400 square miles of urban and open spaces. Culturally, the Southland offers a variety of exciting entertainment options, from professional theatre to orchestras and musical groups, plus museums, art galleries and historic sites. Soccer fans will enjoy taking in a game at Toyota Park, home of the MLS Chicago Fire; music fans can attend concerts by the top names in popular music at the First Midwest Bank Amphitheatre in Tinley Park; and art aficionados will love the Nathan Manilow Sculpture Park, an outdoor sculpture park at Governors State University and home to 22 monumental works of art.

Chicago Southland theatres include the Center for Performing Arts at Governors State University, Moraine Valley Community College's Fine & Performing Arts Center, Freedom Hall in Park Forest, the Drama Group in Chicago Heights, the Illinois Theatre Center and Illinois Philharmonic Orchestra in Park Forest and the Southwest Symphony Orchestra in Oak Lawn.



Antiquing is a pleasant pastime in the Southland, with four historic communities offering antiques galore! Blue Island, Crete, Frankfort, and Orland Park have antique shops arranged in "antique rows," where shoppers can park and walk from store to store. Restaurants are nearby; the Chicago Southland area offers hundreds of dining options, from fine dining to family fare to ethnic specialties.

For recreation, the Southland offers unparalleled recreational activities. The region's forest preserves offer a host of outdoor activities, and local park districts operate recreational facilities for all. Commuter train lines provide quick access to downtown Chicago to explore the Windy City's many cultural, sports, shopping and dining opportunities.

In total, the Chicago Southland's diversity, affordability and close proximity to Chicago make it *the* ideal location.

The Chicago Southland...Just Beyond the City Limits!



THE COLLEGE OF EDUCATION

The College of Education at Governors State University embraces two domains that provide the educational, support, and research services that improve lives in our communities, our schools, and our families. The COE offers programs that create highly skilled and qualified professionals in two divisions: the Division of Education, and the Division of Psychology and Counseling. Programs range from Early Childhood Education to School Counseling and from Theoretical Psychology to Educational Administration. The College of Education will participate in a formal review by the National Council for the Accreditation of Teacher Education (NCATE) in 2009-2010.

The College of Education's Alternative Certification Program was named one of only six finalists nationally for the 2006 Christa McAuliffe Excellence in Teacher Education Award by the Association of State Colleges and Universities (AASCU). The Christa McAuliffe Award, given in honor of the teacher/astronaut who died in the Space Shuttle Challenger disaster in 1986, recognizes quality teacher-training programs, which contribute to teacher candidate knowledge and demonstrate the impact of the teacher candidates on their students. Previous winners have included Ball State, Old Dominion, Valdosta State, Indiana State, and San Diego State Universities.

The GSU College of Education—with its gifted faculty, diverse and talented students, and array of distinctive programs at both undergraduate and graduate levels—is poised to move forward in highly innovative ways, firmly establishing itself as the premier teacher preparation institution in the state of Illinois.



UNDERGRADUATE PROGRAMS

The *Bachelor of Arts in Early Childhood Education* prepares students to begin successful careers as classroom teachers with children from birth through grade three. Professional education courses provide strong preparation in professional skills and dispositions. General education courses expand knowledge of pre-kindergarten and primary curricula as well as one's ability to understand students and their communities. Offering a combination of classroom instruction and pre-student teaching field experiences, the BA in Early Childhood Education leads to a supervised capstone student teaching experience, which includes both pre-kindergarten and primary level settings. Fully approved by the Illinois State Board of Education, this degree program prepares students for teacher certification.

The *Bachelor of Arts in Elementary Education* prepares students for a career as a classroom teacher, grades kindergarten through nine. Fully approved by the Illinois State Board of Education's Type 03 Certificate, this curriculum builds a strong foundation in professional skills and dispositions. General education courses expand one's knowledge of elementary school curricula, as well as one's ability to understand students and their communities. This innovative, high-quality program offers a combination of classroom instruction and pre-student teaching field experiences, leading to a supervised capstone student teaching experience.

The *undergraduate major in psychology* provides students with an understanding of the factors that affect human behavior and the techniques that treat behavioral and psychological disorders. The curriculum offers many opportunities for development of special interests, personal growth, and research in the behavioral sciences, all under faculty supervision. Undergraduate students who expect to pursue graduate study in psychology should, with the assistance of their advisor, carefully select the courses that will qualify them for admission to a

graduate program. Graduate programs commonly require twenty-four to thirty hours in undergraduate psychology, including statistics, research methodology, cognitive or learning psychology, developmental psychology, experimental psychology, social psychology, and abnormal psychology.

SCHOOL CERTIFICATION PROGRAMS IN OTHER GSU COLLEGES

Secondary Teaching: Biology College of Arts & Sciences

The curriculum for the undergraduate major in biology with a teacher education sequence provides a strong background in the basic concepts of molecular, organismic, and population biology for the student who is interested in a career in science teaching at the secondary level.

Secondary Teaching: Chemistry College of Arts & Sciences

The curriculum for the undergraduate major in chemistry with teacher education sequence provides a strong background in the basic concepts of analytical, organic, physical, and inorganic chemistry for the student who is interested in a career in science teaching at the secondary level.

Secondary Teaching: English College of Arts & Sciences

The undergraduate major in English offers students a strong academic background in English studies, the creative analysis of literature and extensive practice in the process of writing that will enable them to analyze, understand, and appreciate the diversity of the human experience and to meet controversy and challenge in appropriate, practical and intellectually satisfying ways. Additionally, the curriculum provides a strong professional preparation for the student who is interested in a career in teaching at the secondary level.

School Service Personnel: Non-Teaching Speech-Language Pathology College of Health Professions

The program is approved by the Illinois State Board of Education and meets academic requirements for the School Service Personnel Certificate (Type 73) endorsed as Non-Teaching Speech-Language Pathologist. This certificate (or the Initial Special Certificate, Type-10) is required for all speech-language pathologists employed in Illinois public schools.

MASTER'S DEGREE PROGRAMS



The *graduate major in counseling* offers a choice of three sequences: community counseling, marriage and family counseling, and school counseling. Through these sequences, learners are prepared to enter the counseling profession with a special focus in urban settings. Students progress through a sequence of curricular and clinical experiences, which include working with individuals, couples, and/or families. Moreover, students gain experience with clients both in our on-campus clinic and in an off-campus internship. Supervision of clinical experience includes individual, group, and live supervision. All three sequences are accredited by the Council for Accreditation of

Counseling and Related Educational Programs (CACREP). The counseling program at GSU meets the academic requirements for Illinois licensure as a Professional Counselor (LPC). The Illinois State Board of Education (ISBE) has approved the School Counseling program at GSU as leading to the School Service Personnel Certificate (Type 73).

The *Master of Arts in Early Childhood Education* provides three options in order to meet the educational needs of a variety of candidates.

The *Master of Arts in Education* is designed to enhance and facilitate one's professional development as an in-service classroom teacher, regardless of teaching level—primary/elementary, middle school/junior high, or secondary. By relating theory to practice, the program emphasizes one's development as a reflective practitioner committed to lifelong learning and the pursuit of high expectations.

The *Master of Arts in Educational Administration* offers the background and specific knowledge, skills, and dispositions necessary for a career as an elementary or secondary school principal, a supervisor, a curriculum consultant, department chairperson, or school business official. The curriculum includes a number of courses that provide essential knowledge and skills for continued growth in positions of educational leadership.

The *graduate major in multi-categorical special education* prepares individuals to teach in special education settings, which cover the full range of students encompassed by the Illinois LBS I Unlimited credential, i.e., students with LD, S/ED, MR/MI/CI, PH, traumatic brain injury (TBI) and autism. Graduates of the MCSE program serve across the continuum of services instructional, resource, and including settings and as collaborators/consultants to educators, administrators, staff, and parents. The program is fully approved by the Illinois State Board of Education.

The *Master of Arts in Psychology* program consists of two sequences: clinical and theoretical. Based upon the scientist-practitioner model that calls for psychologists to be trained both as scientists and as practitioners, this program offers students a strong theoretical base, assessment training, and research skills. Both sequences are designed to prepare students to pursue advanced graduate degrees in psychology. There are two options in the MA in Psychology program: clinical psychology and theoretical psychology.

The *Master of Arts in Reading* program prepares teachers to assume the role of reading specialist or clinician, and to deliver staff development within schools serving an expanding multicultural student population. The following endorsements are available through the MA in Reading program: reading specialist endorsement, reading teacher endorsement, reading supervisory endorsement.



OFF CAMPUS PROGRAMS—NAPERVILLE EDUCATION CENTER

Governors State University now offers a *Bachelor of Arts in Criminal Justice* at the Naperville Education Center for students entering with an associate's degree or 60 college credit hours. Careers in the criminal justice field call for greater understanding of our society, its components, and institutions, and how these factors affect the administration of law and justice. Graduates of this program will have both the theoretical background to pursue graduate work in the social sciences and the professional education and practical skills demanded in justice-related professions.

Also offered at the Naperville Education Center, the *Bachelor of Arts in Psychology* provides students with the opportunity to think as scientists about behavior and experience, as well as developing the skills and values that reflect psychology as both a science and an applied field. In attempting to meet this goal, the program seeks to assist individuals with beginning to view themselves along the scientist-practitioner model. The program strives to prepare students for graduate training in psychology and counseling and a baccalaureate level career that draws on an understanding of human behavior and functioning. The curriculum is aligned with the 2006 American Psychological Association's undergraduate psychology learning goals, and provides many opportunities to gain the knowledge base, methods, values, skills, and applications in psychology; technological literacy; communication skills; socio-cultural and international awareness; and personal and professional growth.

COHORT PROGRAMS/NON-DEGREE PROGRAMS

Cohort programs in a number of educational specialties are offered throughout the Southland area. Additionally, several non-degree courses are offered periodically, both on-line and in alternate locations.

THE DEAN'S ROLE

Under the energetic leadership of its new president Dr. Elaine Maimon, Governors State University will begin the process of developing a five-year strategic plan, which will give focus, emphasis, and direction to the advancement of GSU's position as the only public university serving lifelong learners in the Chicago Southland area.

The new dean of the College of Education will report directly to the provost and vice president for academic affairs and will maintain overall responsibility for: instructional, research, and service programs; curriculum and program development; faculty and staff employment, deployment, and evaluation; student support services; fiscal allocation of available financial, space, and other resources; and all other aspects of college operations.

The dean's chief responsibilities will include:

- providing leadership in implementing the academic vision and strategic planning for the college and its programs;
- working closely with division chairs, divisional faculty, and other college and university administrators to develop plans and initiatives that contribute to the immediate and long-term development and improvement of the college;
- ensuring compliance with all university, and state and national standards for accreditation;

- representing the college and university to both internal and external constituencies including faculty, students, alumni, and state, local and national organizations and agencies.



IDEAL LEADERSHIP ATTRIBUTES

The Governors State University College of Education community will be looking for a new dean who possesses the following traits:

- A highly collaborative administrator who will thrive in a diverse and dynamic environment and who supports the mission of Governors State University and the College of Education
- A gifted academic leader committed to excellence and innovation in education
- A person who will work together with faculty and staff to develop a culture of creativity and excellence through appropriate research, planning, and assessment
- An effective partner with the Governors State University senior leadership
- An experienced and capable fiscal manager who will lead the college with vitality, transparency, and accountability
- An engaging individual with outstanding interpersonal and communication skills who will work positively and effectively with faculty, staff, students, alumni, community and governmental leaders, media, and the public
- A successful fundraiser who can acquire external financial support for the college
- A keen listener who will translate ideas into action
- An energetic supporter of the objectives of equal opportunity who will work effectively with a culturally diverse faculty, student body, and workforce
- An accomplished strategic planner who will engage the college community in thinking broadly about the college's potential
- A person of impeccable integrity who views the aspirations of the Governors State University College of Education as paramount



STRATEGIC PRIORITIES FOR THE NEW DEAN

Strategic planning

Strategic planning will continue to advance Governors State University's position as the premier academic institution serving lifelong learners in the Chicago Southland area. One of the new dean's most pressing priorities will be leading and nurturing his/her colleagues in the effective mapping and implementation of strategic priorities. This, in turn, should drive essential decisions about marketing and overall budget allocation.

New opportunities and initiatives within a challenging fiscal climate

The dean will be committed to the university's mission while challenging her/his educational and administrative colleagues to identify new opportunities and initiatives within the challenging economic climate facing higher education in the state of Illinois. The next dean of the College of Education must have the political savvy and insight to provide transparent leadership in its relationship with legislative bodies at both the state and national levels. Moreover, the new dean should be prepared to work with his/her colleagues to challenge current fiscal assumptions so that new pathways may emerge.

Responding to changing demographics, increasing enrollment, and enhancing retention

The college must be poised to respond expeditiously yet reflectively to the challenges of the rapidly changing demographics in the region, shifts in the job market, changes in technology, and the constantly evolving needs of its learners. The new dean will be responsible for working with his/her colleagues to develop a comprehensive enrollment and retention management plan, which, through appropriate annual assessment, will anticipate emerging themes, assist in

allocating or reallocating resources, and build strategies to recruit and retain the best match of students to programs.

A commitment to academic excellence

The strength of any college begins with the quality of its faculty, students, and academic offerings. Every effort must be made to ensure that the quality of programs offered in the College of Education continues to grow in stature and that the place of academics within the institutional fabric remains the primary focus. The new dean must continue to engage with faculty, students, local superintendents of schools, public school colleagues, and others in frank and open discussions of GSU's academic program. Likewise, he/she should support faculty and academic administrators in setting and meeting high academic standards, as well as serving as an external interpreter and an enthusiastic spokesperson internally and externally for the university, its distinctive mission, and its innovative academic programs.

New degree programs

There are emerging possibilities for distinctive new degree programs that capitalize on the GSU's tradition of interdisciplinarity. The new dean will need to work collaboratively to launch doctoral degrees in leadership and counseling to meet societal needs and to help recruit new learners to the university.

Relationship with the Chicago Southland educational community

The partnership between the university and with educators in Chicago Southland community has been longstanding source of pride. The next dean must be able to communicate the vision of the college effectively with key leaders in the public school and community college sectors. Similarly, he/she should continue to seek their counsel and support in building the College of Education's compelling academic program.

Fundraising, grant/contract development, and institutional advancement

Along with his/her colleagues, the new dean will create a blueprint for a program of fundraising and planned giving to supplement state assistance and student tuition and fees. Likewise, the new dean will nurture a focused plan for applied research accompanied by appropriate grant and contract development and management. Finally, the new dean will foster a renewed awareness in institutional advancement as he/she begins to enhance name recognition and branding for the College of Education, both of which are central to furthering the educational and fundraising goals of the college.

Outreach, collaboration, and goodwill

For the past 38 years, the College of Education has shown itself to be an asset to the Chicago Southland region and will continue to be seen as a resource to community and local elected leaders, all of whom have been highly supportive of its distinctive mission. The dean will make community outreach and participation an integral part of his/her administration through the active nurturing of relationships with alumnae/alumni, governmental bodies, professional organizations, other colleges and universities, foundations, communities, and friends. Leadership in the community will require creativity and aspiration, as well as effective communication skills and a genuine commitment to work with others in pursuit of an even stronger College of Education.

Building a bright future for the College of Education

Finally, the next dean must be a visionary, ethical, compassionate, creative, communicative, and energetic leader who is fully capable of working collaboratively with all constituencies—internal and external—to help the College of Education realize the full potential of its mission.



PROFESSIONAL QUALIFICATIONS

The university is seeking candidates who have shown evidence of the following professional accomplishments:

- An earned doctorate;
- A demonstrable record of teaching, scholarship, and professional service sufficient to be considered as a tenured professor in one of the divisions of the college;
- A proven record of successful involvement with academic and/or professional accreditation activities;
- A record of progressively responsible administrative and leadership experience at the level of division/department chair, or above, in an accredited institution of higher learning;
- An unwavering commitment to quality and excellence in education;
- A confirmed record of successful development and support of academic programs;
- A strong understanding of higher education operations (i.e., campus planning, administration, enrollment management, fiscal planning and resource management);

- Demonstrated success in fostering collegial and team-based relationships within the university and external community;
- A record of promoting diversity among faculty, staff, and students;
- Is capable of working in a union environment and with collective bargaining issues;
- An impeccable record of excellence in communication and human relations skills, as well as the ability and skills to utilize the diverse strengths of faculty to develop and foster collaborative, communicative, and common goals for the College of Education.



PERSONAL CHARACTERISTICS

The successful candidate will possess the following academic leadership characteristics:

- Prefers to work in a multicultural and multiracial environment;
- Desires to work with a non-traditional student population;
- Enjoys finding creative solutions to challenging problems;
- Values collaborative efforts;
- Uncompromising integrity;
- Exceptional oral and written communication skills;
- Experience with NCATE accreditation reviews or as an NCATE examiner
- Effective interpersonal skills;
- A track record of demonstrated success in the following areas:
 - articulating and implementing a compelling vision of academic excellence;
 - hiring exceptional administrative colleagues and effectively delegating administrative tasks and responsibilities;
 - developing, implementing, and assessing high quality academic programs;
 - managing effectively and working collaboratively to meet institutional and NCATE accreditation goals;
 - working with colleagues to develop and implement online programs;
 - partnering effectively with others.
- In all, someone who:
 - is student-centered;
 - listens and understands;
 - values and promotes collaborative efforts;
 - is fair-minded and patient;
 - is detail oriented but also grasps the big picture;
 - is inclusionary and transparent;

- possesses uncompromising integrity and ethics;
- displays a sense of humor.



THE PROCESS OF APPLICATION

The Governors State University Dean of the College of Education Search Committee will begin to review candidate materials on *September 27, 2007* and will continue until the position is filled. It is anticipated that the new dean will begin service in January 2008.

Dr. Garry W. Owens of Academic Search, Inc. will be assisting Governors State University with this search. For additional information or questions, nominators or prospective candidates may contact Dr. Owens by e-mail at garry.owens@academic-search.com, or by phone at either 214-705-0480 (office) or 806-239-3049 (mobile).

Application process. Please include: 1) a cover letter of candidacy responding *specifically* to the desired attributes for leadership, professional qualifications, and strategic priorities outlined in the position profile; 2) curriculum vitae; 3) and the names, e-mail addresses and telephone numbers of five professional references (for future contact—please also include your professional relationship with each reference listed). All materials will be received and maintained in full confidence.

All application and nomination materials should be submitted electronically (MS Word or PDF preferred) to: GSUDean@academic-search.com. Please visit the Governors State University website at www.govst.edu or www.academic-search.com ("Current Searches") for more information.

Governors State University, an affirmative action/equal opportunity employer, is committed to achieving excellence through diversity. The university encourages applications from women, persons with disabilities, and ethnic/racial minorities.

