



## **Dean, College of Education**

### **The Opportunity**

The University of Kentucky (UK) invites nominations, inquiries and applications for the position of dean of the College of Education.

UK is a leading land-grant and public research university located in Lexington, Kentucky. Its mission is to advance Kentucky through outstanding education, research, service and care.

Counted among the highest levels of Carnegie Research institutions, the University of Kentucky is continuing its ascent as one of the nation's premier public research universities with expectations that the College of Education will continue to grow significantly in stature across all dimensions of the institution's mission.

UK is one of a few universities to have an academic medical campus and all seven health-related colleges (Dentistry, Health Sciences, Medicine, Nursing, Pharmacy, Public Health and Social Work) on a single, contiguous campus. Along with one of the country's leading academic medical systems, this depth and breadth of disciplines on one campus positions UK to offer interprofessional health care education and opportunities for collaborative, integrated research.

Lexington, in the beautiful Bluegrass region of Kentucky, has a population of more than 323,000 and the larger metro area is home to more than 517,000. The community is often ranked among the best places to live in the country by numerous outlets. Its busy, but accessible, airport is served by multiple airlines. Approximately 70 miles from Cincinnati and Louisville, Lexington is an important part of Kentucky's "Golden Triangle" — a region of the state noted for its healthy economy and outstanding quality of life with easy access to a wide variety of arts, culture, sporting events, educational opportunities and entertainment.

The University of Kentucky College of Education is committed to studying and solving the most critical education, human sciences, sport sciences and health and societal challenges of our time. The College of Education has more than 2,900 students in over 100 undergraduate, graduate, post-baccalaureate and other licensure programs in many fields. The College of Education's students and graduates consistently earn top honors and are highly sought after in their respective fields. Further, students are taught by a breadth of experienced, well-respected and award-winning faculty and are guided by a dedicated support staff, who have expertise in navigating many of the challenges facing our society.

By fostering a culture of inclusion, reflective practice and research inquiry within a community of students, staff and faculty, UK's College of Education is nationally ranked No. 64 among all education graduate programs and is No. 1 in Kentucky, according to U.S. News & World Report's 2023 Best Graduate School Rankings. Graduates of the College of Education make an impact in all 50 states and more than 40 countries by serving their communities through high-quality teaching, research and engagement.

As part of the Commonwealth of Kentucky's flagship, land-grant university, the College of Education's faculty, staff and students are involved in active research that directly impacts people in the state, across the United States and around the world. College of Education students are a tremendous source of inspiration and pride for the

university and the Commonwealth. Incredibly curious and innovative, UK students demonstrate aptitudes for independent thought, ingenuity, creativity and research.

The College of Education's dean serves as the chief academic officer, administrative officer and spokesperson for the college. Reporting directly to the provost, the dean holds a tenured faculty rank (professor) while providing strong and visionary leadership and strategic direction for the academic departments, programs and initiatives within a complex fiscal environment. The dean ensures the academic, research and community engagement missions of the college are achieved, and that the college is well-positioned to address contemporary and emerging issues facing the fields of education and sport and human sciences. With a demonstrated commitment to teaching, scholarship, research productivity and service, the dean will be a recognized scholar with both a national and international profile who can and will amplify the visibility, prominence and global reputation of the College of Education at the University of Kentucky.

### **By the Numbers**

As of the 2024-2025 academic year, the College of Education is composed of 3,295 students, 110 full-time faculty and 118 staff members.

An annual budget of approximately \$25 million supports college functions and initiatives.

- 3,295 Total Students (Fall 2024 — CPE Enrollment)
  - Bachelor's Degree Students — 1,929
  - Master's and Specialist Degree Students — 457
  - Doctoral Degree Students — 327
  - Other graduate students (non-degree programs; includes non-degree and graduate certificates) — 579
  - 73% Full-time Students
  - 30% First Generation (Undergraduate)
  - 16% Pell Eligible (Undergraduate)
  - 70% In-state
  - 20% Underrepresented Minorities (URM; the state's official designation)

### **Enrollment & Demographics | Institutional Research, Analytics and Decision Support**

- 139 Total Faculty (2024-25)
  - 110 Full-time Faculty, approximately 70% are tenured or tenure-eligible
  - 29 Part-time Faculty
- 118 Total Staff (2024-25)
  - 92 Full-time Staff
  - 26 Part-time Staff
- 20 Undergraduate Programs
  - 14 degree programs
  - Six undergraduate certificate programs
  - Three minors
- 49 Graduate Programs
  - 19 master's degree programs (including 31 specializations)
  - Three education specialist degree programs
  - 10 doctoral degree programs (including 12 specializations)
  - 17 certificate programs
- 15 centers, clinics, labs and other initiatives as defined further below.

## **Programs and Departments**

The College of Education includes seven departments with varying degrees and specializations.

- Curriculum and Instruction

The [Department of Curriculum and Instruction](#) is committed to advancing innovative research, teaching and service alongside the students and communities it serves. It engages in reflective practices to prepare educators, researchers and professionals to build a more equitable world. The department includes four undergraduate programs and five graduate programs.

- Early Childhood, Special Education and Counselor Education

The [Department of Early Childhood, Special Education and Counselor Education](#) prepares early childhood and special educators as well as rehabilitation counselors to provide the best educational and rehabilitation services to individuals with and without disabilities across the lifespan through research and collaboration with other professionals and agencies. The department includes three undergraduate programs, 12 graduate programs and five non-degree certification programs.

- Educational Leadership Studies

The [Department of Educational Leadership Studies](#) prepares educational leaders for a variety of settings, including community education, P-12 schools and districts and higher education. The department includes one undergraduate program, four graduate programs and several graduate and undergraduate certificate options.

- Educational Policy Studies and Evaluation

The [Department of Educational Policy Studies and Evaluation](#) offers degree programs in social, historical and policy studies of education, higher education, student services and educational research methods. It also offers graduate certificate programs in international education and research methods in education, serving students interested in both academic and applied careers. The department includes three master's degrees and two doctoral degrees.

- Educational, School and Counseling Psychology

The [Department of Educational, School and Counseling Psychology](#) offers four distinct program areas: educational psychology, school psychology, counseling psychology and quantitative and psychometric methods. The department offers three master's/specialist programs and four doctoral programs.

- Kinesiology and Health Promotion

The [Department of Kinesiology and Health Promotion](#) aims to achieve excellence and to improve the health of the citizens of the Commonwealth, the nation and the world through research and scholarly activity, education and service. More specifically, its mission is to prepare highly competent, reflective professionals who are leaders in kinesiology and health promotion, contribute to the knowledge base in these professions through basic and applied research and scholarly activity, prepare professionals who can work with people from a variety of backgrounds and perspectives to enable and empower them to become lifelong learners and provide professional services to public and private organizations. The department

offers four undergraduate degrees and five graduate degrees, encompassing a variety of specializations, in addition to several undergraduate and graduate certificates.

- Science, Technology, Engineering and Mathematics (STEM) Education

The [Department of Science, Technology, Engineering and Mathematics \(STEM\) Education](#) strives to engage in innovative research, scholarship, teaching and service with a commitment to strong STEM education. In collaboration with students, schools and wider communities, the department aims to broaden participation in STEM by cultivating authentic engagement in high quality P20 STEM education in the Commonwealth, nation and world. The department offers one undergraduate program, one undergraduate certificate and three graduate programs.

The following units support the College of Education.

- The college's office of research, in partnership with the UK Office of Research, maintains an active research portfolio through the efforts of each department. Currently, the office supports personnel involved in \$30 million in active research that positively impacts the people in Kentucky, across the United States and around the world. UK provides research support through many accessible avenues, including extensive pre- and post-award support.

The office supports undergraduate students through a dedicated pool of funds. Through yearly opportunities for which undergraduates can apply, students can pursue mentored research and creative work. Graduate students are supported through a dedicated pool of funds, distributed by each department, which supports their education and research endeavors. Together, these dedicated fund sources seek to continually support students, regardless of their research experience, to discover, invent and create like never before.

As one of a handful of universities in the nation with a land-grant mission, a medical center and academic units on one contiguous campus, UK provides researchers the opportunity to collaborate across specialty areas. Behind the advanced technologies and collaborations, College of Education researchers always consider the human lives that are impacted. Often, this impact is made in areas where needs are among the greatest and resources are lacking. A few examples include:

- [Improving Health and Quality of Life](#)
  - [Helping Teachers Give Children a Great Start](#)
  - [Creating More Inclusive STEM Fields](#)
  - [Supporting Youth Substance Use Prevention and Empowerment Programming](#)
  - [Supporting Teaching English Language Learners Shows Gains in K-8 Student Reading Scores](#)
  - [Partnerships With Other Universities to Reach Underserved Populations](#)
- The college works with UK's Student Success teams to manage and provide services to support students and equip them with the tools they need to be successful both inside and outside the classroom. The Student Success team is committed to delivering unparalleled student services by putting students first through building relationships and empowering them to reach their academic, personal and professional goals.
  - The college faculty and staff support graduate students and help equip them with tools they need to be successful. A core team supports the relationship among programs, students, faculty and the Graduate School. They also support national accreditation, including educator preparation. With a growing number

of national accreditation opportunities for our programs, the team guides faculty and staff as they navigate the accreditation processes.

- The UK Office for Faculty Advancement, in collaboration with the college and its leadership, supplements the growth and development of faculty through mentorship, professional development opportunities and overall support for the various tenure and promotion processes at UK. The office serves as the primary contact for faculty affairs and supports faculty throughout their careers at UK.
- The college's community outreach and engagement office seeks to create a vibrant community of discipline-specific programming (e.g., student organizations, undergraduate and graduate certificate programs, professional speaker series and staff and faculty affinity groups) that provides everyone in the college with mentoring and support throughout their tenure at UK. The office supports the college's overseas student teaching program, the college's Undergraduate Certificate in Globally Competent Teaching and several faculty-directed education abroad programs and international research initiatives. The office also serves to cultivate, sustain and grow partnerships, especially those that benefit the areas where the UK community lives and works. Examples of College of Education Strategic Partnerships include:
  - [iCANendthetrend](#)
  - [Biodynamics Laboratory](#)
  - [Body Composition Core Laboratory](#)
  - [Center for Applied Behavioral Supports \(UK-CABS\)](#)
  - [Early Childhood Laboratory](#)
  - [Exercise Physiology Laboratory](#)
  - [First Responder Research Laboratory](#)
  - [Literacy Clinic](#)
  - [Pediatric Exercise Physiology Laboratory](#)
  - [PREVENT Community-Engaged Research Lab](#)
  - [See Blue Mathematics Clinic](#)

### **University Goals and Objectives**

The University of Kentucky is a public, land-grant university dedicated to improving people's lives through excellence in education, research and creative work, service and health care. As Kentucky's flagship institution, the university plays a critical leadership role by promoting a strong community of many people and perspectives, economic development and human well-being.

The University of Kentucky:

- Facilitates learning, informed by scholarship and research;
- Expands knowledge through research, scholarship and creative activity; and
- Serves a global community by disseminating, sharing and applying knowledge.

The university, as the flagship institution, plays a critical leadership role for the Commonwealth by contributing to the economic development and quality of life within Kentucky's borders and beyond. The university nurtures building one community made up of many people from a wide variety of backgrounds.

As Kentucky's indispensable institution, UK transforms the lives of its students and advances the Commonwealth it serves — and beyond — through teaching and learning, discovery, research and creativity, promotion of health and deep community engagement.

## **Position Summary**

The dean for the College of Education reports to the university's provost and is responsible for all students, faculty and staff in the college. As a chief administrative officer within the university, the dean meets with the provost individually, collectively with other deans and other leadership in the Office of the Provost. The dean has autonomy and authority for the management and coordination of the College of Education and for implementing its plans, programs, services and scholarly and research endeavors. The College of Education's academic department chairs, associate deans, assistant deans and research center directors report directly to the dean.

Responsibilities of the position include, but are not limited to:

- Administering the educational, research and service work of the college and its efficient conduct and management in all matters not specifically charged in the university's Governing Regulations.
- Leading in the delivery of curriculum of the college and the quality of the instruction given therein.
- Enforcing and utilizing the university's Governing Regulations, Administrative Regulations and the bylaws of the College of Education.
- Fostering an environment of shared governance by building relations with all campus communities while shepherding a culture of collaboration.
- Emphasizing wellness and well-being for all faculty, staff and students.
- Ensuring one community for all faculty, staff and students that is welcoming of all identities and perspectives.
- Serving as an ex officio member of all college committees defined in the bylaws of the College of Education.
- Supervising direct reports, including the academic department chairs, associate deans, assistant deans, research center directors and key administrative staff of the college.
- Renewing appointments and recruiting as needed appropriate academic department chairs, associate deans and research center directors as necessary to fulfill specific administrative responsibilities and to advance the college's academic goals.
- Ensuring responsibility for the assignment of duties to all personnel and for the services provided by the faculty of the college, individually and wholly.
- Leading the development and implementation of a strategy that will position the college as among the highest rated in the country for extramurally funded research, in conjunction with the vice president for research.
- Making recommendations on appointments, reappointments, terminal appointments, decisions not to reappoint, post-retirement appointments, promotions, granting of tenure, salaries and salary changes for members of the college or for ultimate action thereon when such authority has been delegated by the president or provost.
- Managing the college budget and positioning it for success under the university's financial allocation models that incentivize institutional priorities such as enrollment, credit hour production and student graduation, among other factors.
- Leading a comprehensive philanthropic and development strategy for the college and ensuring that it is coordinated fully with UK Philanthropy.
- Overseeing the annual performance evaluations of all faculty. This includes conducting the evaluations of all direct reports and reviewing and approving the performance evaluations of faculty submitted by the department chairs.
- Conducting periodic reviews of academic units relative to their missions, administration and finances and making recommendations for improving their performance as outlined in the Administrative Regulations.
- Serving as a chief administrative officer for the college who reports to the provost as noted in [Governing Regulation VII](#). The dean will be expected to meet regularly with the provost for both individual meetings and as part of regular meetings with the other deans.

- Ensuring the integrity and compliance of all College of Education policies that relate to student selection and admission, their subsequent education programs and the promotion and effectiveness of student support services and programs.
- Assuming responsibility for the appropriate allocation of research and administrative space assigned to the College of Education, for periodic review of space utilization and for establishing and implementing guidelines for retention or reallocation of space based on faculty productivity.
- Providing leadership for alumni engagement.
- Partnering, participating in planning and developing public relations and marketing activities with the university's central units to support and align with the institution's mission and strategic plan.
- Assuming such other duties and responsibilities as may be requested by the provost.

### **Candidate Qualifications**

- The dean will possess a distinguished record of scholarship appropriate for an academic appointment at the rank of professor with tenure in one of the academic departments within the College of Education.
- The dean will have at least five years of significant academic administration experience in higher education at the level of department chair, department head, associate dean or equivalent role.

### **Preferred Professional Experience and Characteristics**

- A successful academic administrative leadership record that demonstrates compelling evidence of their capacity to manage the college.
- An ability to develop and fulfill the college's land-grant mission through building a shared collaborative vision.
- A strong record of research including a portfolio of extramural funded research and scholarship with national and international stature and ability to cultivate and extend the college's research agenda.
- A demonstrated commitment to advancing the quality of undergraduate and graduate education.
- A demonstrated commitment to inclusive excellence through research, instruction, advising and service to the institution and field.
- Possess an innovative, open-minded and transformational set of ideas and leadership skills to enhance the college profile amongst the changing landscape in the field of education.
- Experience cultivating and successfully garnering support from individual donors, foundations, and corporations.
- Ability to develop collaborations and foster external partnerships with P-12 schools, local communities, state legislatures and other constituency groups.
- A strong advocate in a challenging, public fiscal environment to secure resources necessary for the growth and improvement of the college.
- Experience with development and utilization of online and distance learning programs.
- Commitment to ensuring effective student recruitment and successful activities to stimulate the college's enrollment growth.
- Experience in leading and organizing school-wide accreditation activities.
- Experience in leading a diverse set of academic units in education and kinesiology.
- Ability to strategically manage the college's fiscal resources in a transparent manner.
- An understanding of and clear commitment to building a community of belonging at all levels.
- A commitment to working with staff and faculty to attract and retain promising early career and experienced individuals.
- An effective communicator with a commitment to transparency, collaboration and shared decision-making.

## **Personal Characteristics and Competencies**

- Views the dean position as an opportunity to serve and inspire all College of Education stakeholders.
- Advocates for and champions the college to advance the vision, hopes, desires and needs of the staff, students, faculty and the communities in which they work, live and serve.
- Nurtures the professional growth and success of College of Education leadership, faculty, staff and students.
- Possesses an energetic, well-grounded and success-oriented personality driven by a desire to help others.
- Shows initiative and self-discipline, with the confidence and charisma to lead, encourage and empower others.
- Promotes equity and consensus-building through shared decision-making practices.
- Is a team leader who seeks collective wisdom and input from all college stakeholders.
- Well-versed in education-related issues at the local, association, state and national levels.
- Is flexible and can facilitate multiple competing priorities and divergent viewpoints.
- Can execute complex decisions that align with university policies based on the university culture of shared governance.
- Models a strong moral compass with unquestionable integrity and high professional standards.
- Possesses effective social skills.
- Prioritizes the mental well-being of all college stakeholders via accessibility, transparency and setting and respecting boundaries.
- Possesses excellent written and oral communication skills with the ability to communicate complex or technical information clearly to a range of audiences.
- Values a community made up of people from many different backgrounds and perspectives and actively looks for opportunities to engage with and elevate underserved community members.

The successful candidate will be an experienced, entrepreneurial, marketing-minded, creative and collaborative leader with a deep appreciation for the scholarly and practical importance of the disciplines and professions within the College of Education. The dean will be committed to developing and promoting innovation in learning across the lifespan. The dean will recruit, retain and lead a strong community of students made up of different backgrounds and perspectives as well as faculty and staff to achieve this goal. The dean will use innovative, field-tested strategies to prioritize existing interpersonal and professional relationships within the college and cultivate these beyond the college. The dean will lead efforts to enhance the college's national and international visibility and reputation.

## **Application Process**

The Search Committee invites letters of nomination, applications (letter of interest, complete CV, and list of five references) or expressions of interest to be submitted to the search firm assisting the University of Kentucky. Confidential review of materials will begin immediately and continue until final candidates for the appointment are identified. It is preferred, however, that all nominations and applications be submitted both with Parker and at UK Jobs (<https://ukjobs.uky.edu/postings/549859>) prior to **November 30, 2024**.

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## The Community



The city of Lexington is a wonderful place in which to live, work and study. Lexington recently appeared on USA Today’s list of the top cities in which to live, Vogue’s list of destinations to visit and Forbes’ Top 20 Cleanest Cities. In 2019, Lexington was ranked in the top 30 in U.S. News & World Report’s Best Places to Live. With a population of roughly 323,000, anchoring a metropolitan area of 517,056 people, Lexington offers both the warmth and hospitality of a small city, alongside the amenities typically found in a large city. Lexington

describes itself as having “a fortified economy, strong in manufacturing, technology and entrepreneurial support, benefiting from a diverse, balanced business base.” Leading employers in the metro region include Amazon, IBM, Lexmark, Lockheed-Martin, Toyota and UPS. Lexington also has a convenient regional airport.

Lexington is also home to great sporting traditions, including horse racing and Kentucky Wildcat basketball and football. In the spring and fall, one can spend a beautiful afternoon watching thoroughbred racing at Keeneland, which hosted the 2022 Breeders’ Cup. The Kentucky Derby, run in nearby Louisville, is known as one of the world’s premier racing events. The region also boasts excellent parks and natural wonders, including Red River Gorge and Mammoth Cave, the longest underground cave system in the world.

The food scene is filled with Kentucky originals, southern classics and creative fusion. City residents benefit from a great local farm-to-table food environment with re-imagined southern staples coupled with inventive bourbon-infused creations. In the heart of Bourbon Country, one of Lexington’s most exciting hotspots, the Distillery District, offers creative cuisine, craft beers, local bourbons and premium ice cream on a revitalized 25-acre historic property.

Lexington has a vibrant arts scene with offerings in music, dance, theater and visual and literary arts. The Lexington Philharmonic Orchestra provides more than 100 concerts, educational events and community programs each year. The Lexington Opera House is a premier cultural destination in downtown Lexington that serves an average of 85,000 patrons every year, offering ballet, opera, children’s productions, family shows, comedy, music and professional national Broadway tours.

The city also boasts rich cultural diversity. The international population grew 300% in the last decade and more than 150 languages are spoken in Lexington. International investment, students, academics and visitors from around the world bring a wealth of economic and cultural diversity to Lexington. 14.5% of the population identify as black or African American and 7.4% as Hispanic. The city is recognized for LGBTQ inclusivity, and UK HealthCare has received the designation of a LGBTQ+ Healthcare Equality Leader from the Human Rights Campaign Foundation.

The true charm of Lexington lies in the fact that it has all the amenities of a big city while maintaining that special small-town feel. In mere minutes, motorists can drive past spectacular horse farms, through downtown and back to rolling countryside. While many cities insist on saying it, Lexington truly offers something for everyone.

For more information about Lexington, see [VisitLEX](#).

