



PIEDMONT COLLEGE



ANNOUNCING A NATIONAL SEARCH FOR THE

DEAN of the
School of Education



Piedmont College, a comprehensive, private liberal arts college with campuses in Demorest and Athens, GA, seeks a visionary and energetic academic administrator to lead its School of Education as Dean. Reporting to the Vice President of Academic Affairs, the **Dean of the School of Education** is a senior-level administrator and is an active participant on the VPAA's leadership team. Applications and nominations are invited.



The Opportunity

Piedmont College has been named a "Best College" and "Best Value" by *US News & World Report* among the Regional Universities in the South. Across two campuses, the College offers undergraduate and graduate programs, including doctoral degrees.

The new Dean will join Piedmont College at a significant time in its 121-year history. Undergraduate enrollment at the Demorest campus has increased by seven percent during each of the

past five years. Residential enrollment has increased by 20 percent during the same time period.

The School of Education has more than 1,200 students enrolled in undergraduate and graduate programs and is one of the largest educational programs in the state. It also has achieved national prominence through its Woodrow Wilson Teaching Fellows program.

In addition to its undergraduate and graduate degree programs, the School

of Education offers certification-only options on Piedmont's Athens and Demorest campuses. Beyond the two campuses, the school provides graduate degree programs to educators in off-campus cohorts in several locations across the state of Georgia.

The School of Education strives to prepare reflective, scholarly, proactive educators. The small class size and the cohesiveness of the Piedmont community help students to develop their full potential and to acquire the skills needed for successful professional careers.

One key aspect of the educational environment at Piedmont is the development of personalized pedagogy, whereby students are encouraged to understand and reflect upon their role as an educator. Pedagogy is conceptualized throughout every content thread in the program and is eventually applied in the classroom through field experience. In conjunction with local school districts, students choose from a wide variety of field placement options where they work in a student-teacher apprenticeship.

The School of Education has more than 30 full-time faculty members. These highly qualified individuals are skilled in their disciplines and bring a wealth of background experiences to the programs of study. Faculty members work well together and contribute to the overall success of the programs.

Mission Statement

Piedmont College dedicates itself to the transformative power of education through reciprocal learning, the development of compassionate leaders, and the stewardship of our local and global communities.

Core Values

Inquiry - Piedmont College fosters an environment for learning by engaging in critical and creative dialogue. All members of the college community are challenged to immerse themselves in discovery, analysis, and communication.

Service - Piedmont College cultivates a sense of gratitude and duty to humanity by offering opportunities for civic engagement, personal growth, and ethical reasoning in action.

Legacy - Piedmont College upholds the intellectual, social, and theological heritage of Congregationalism through excellence in teaching and scholarship and by embracing our diverse society. We further these principles by encouraging empathy, innovative thought, and responsibility towards ourselves and others.



Undergraduate Programs

The School of Education's undergraduate programs include Drama Education, Early Childhood Education, Educational Studies, Middle Grades Education, and Secondary Education.

Additionally, the School of Education has certification-only options for individuals seeking coursework leading to teacher certification. These candidates usually have a degree and do not wish to pursue another degree, but who desire to teach. For certification-only, students may choose Drama Education (P-12); Early Childhood (Elementary) Education (P-5); Middle Grades Education (4-8); Language arts; Mathematics; Natural Sciences; Social Sciences; Music Education (P-12); Secondary Education (6-12); Broadfield Science; Special Education (P-12); General Curriculum; and Instructional Technology.

Graduate Programs

Piedmont College is a leader in graduate education in northeast Georgia. Degree programs include the Master of Arts in Teaching, Master of Arts, Education Specialist, and Doctor of Education. Courses are taught at the Athens and Demorest campuses.

The School of Education also offers professional educators the opportunity to earn the MA and EdS degrees off-campus in a cohort model in local school districts across the state of Georgia. Working with school officials, the College identifies a location that is convenient for teachers. Classes are

held one or two evenings per week for eight-week periods, permitting educators to take two or three courses per semester. In the summer, classes for each course meet for four days.

School Leadership

For professional educators whose goals include serving as a school administrator, the School of Education offers a program in School Leadership with an emphasis on instructional leadership. Piedmont's School Leadership Certification Program is designed with the concept that the best school leaders are those who have a strong foundation in curriculum and instruction. The School seeks to prepare school leaders who view themselves as master teachers first. In addition to course work in leadership as well as curriculum and instruction, candidates complete an internship in the school setting.

The School of Education has an excellent reputation for improving teaching and learning with surrounding

school systems. The School has been able to reach a number of school systems due to the unique cohort delivery model that has been in place for a number of years.

All Education programs are recognized and approved by Georgia Professional Standards Commission (GaPSC). The School of Education is a member of the American Association of Colleges of Teacher Education (AACTE), Association of Independent Liberal Arts Colleges of Teacher Education (AILACTE), Georgia Association of Colleges of Teacher Education (GACTE), and Georgia Association of Independent Colleges of Teacher Education (GAICTE).

For more information on the School, go to www.piedmont.edu/education.

Duties and Responsibilities

The Dean of the School of Education is appointed by the President with the approval of the Board of Trustees, after consultation with faculty members from

Woodrow Wilson Georgia Teaching Fellowship Program at Piedmont College

Piedmont College is one of five Georgia colleges selected by the Woodrow Wilson National Fellowship Foundation in Princeton, NJ, to participate in a program designed to help attract the nation's very best science, technology, engineering, and math candidates to the teaching profession. The Woodrow Wilson Foundation provides stipends to "the best and brightest recent graduates and career changers" with backgrounds in the STEM fields—science, technology, engineering, and mathematics—who wish to change careers to become middle and high school science and math teachers in high-need areas.

disciplines within the school and the Vice President for Academic Affairs. The Dean coordinates and provides curricular oversight and ongoing assessment of the academic programs and instructional activities of the school.

Within the first year, the Dean will be responsible for the

- Preparation for and management of on-site visit by Georgia Professional Standards Commission evaluation team in Fall 2019
- Management of the school's transition of all graduate programs to hybrid (i.e., 51-99% online) format by Fall 2020
- Collaborative implementation of college's new faculty and staff evaluation system

Other responsibilities of the Dean are:

- Recommending the appointment, reappointment, promotion, dismissal and non-renewal of faculty, department chairs, program directors/ coordinators, program liaisons, and nominations for graduate faculty status.
- Preparing annual budget requests for the school.
- Overseeing the academic activity of the school, including advisement, scholarship, and academic discipline.
- Serving as the medium of communication for all official business of the school.
- Submitting annual impact reports detailing the assessment and program improvements of the school.
- Evaluating associate deans, department chairs, program directors/ coordinators, and support staff.
- Ensuring that annual program reviews are geared towards continuous improvement
- Promoting positive working relationships with professional community, including regional technical colleges.

Required Qualifications

Candidates must have a doctorate in Education or related field from a regionally accredited institution



and credentials appropriate for an appointment at the rank of professor. At least five years of experience directly related to the specified duties and responsibilities are required.

Other qualifications include:

- Current knowledge of trends in higher education and teacher education programs
- Strong interpersonal and communication skills and the ability to work effectively with a wide range of constituencies in a diverse community
- Ability to communicate effectively, both orally and in writing
- Ability to develop and deliver presentations
- Ability to develop and maintain recordkeeping systems and procedures
- Knowledge of customer service principles, techniques, systems, and standards
- Proficiency in budgeting and staffing for a school of more than 30 full-time faculty members
- Skill in budget preparation and fiscal management
- Skill in the use of personal computers and related software applications
- Knowledge of human resources concepts, practices, policies, and procedures
- Skill in examining and re-engineering operations and procedures, formulating policy, and developing

and implementing new strategies and procedures

- Skill in organizing resources and establishing priorities
- Ability to develop, plan, and implement short- and long-range goals
- Ability to plan, implement, and administer budget information and control systems
- Ability to make administrative/ procedural decisions and judgments
- Knowledge of project management principles, practices, techniques, and tools
- Ability to supervise and train employees, to include organizing, prioritizing, and scheduling work assignments
- Ability to make administrative/ procedural decisions and judgments.
- Ability to foster a cooperative work environment
- Ability to identify and implement creative revenue-generation plans, programs, and initiatives
- Ability to negotiate and manage contractual arrangements
- Knowledge and understanding of Piedmont College policies and procedures

Piedmont College

Founded in 1897, Piedmont is a comprehensive liberal arts institution in northeast Georgia. The College has more than 2,300 students enrolled across four academic schools; the School of Arts

and Sciences, Walker School of Business, School of Education, and the Daniel School of Nursing and Health Sciences.

Piedmont's 200-acre residential campus is in Demorest, GA, in the foothills of the Appalachian Mountains. The Athens campus, which is designed for commuting students, is in one of Georgia's most historic and popular cities. Both campuses offer undergraduate and graduate programs. Piedmont is affiliated with the United Church of Christ and with the National Association of Congregational Christian Churches. The College is committed to nurturing a diverse and inclusive community that cherishes academic freedom.

The student/faculty ratio is 14 to 1, and most professors hold a doctorate or the terminal degree in their field. Piedmont is known for the individual attention and one-on-one instruction provided by professors, whose first commitment is to their students' education.

Piedmont offers majors in more than 50 disciplines and interdisciplinary studies that lead to Bachelor of Arts, Bachelor of Fine Arts, Bachelor of Science, and Bachelor of Science in Nursing degrees. The College encourages study across multiple disciplines, and students can select related courses in different schools to create their own interdisciplinary degree program.

The Master of Business Administration degree is offered at both campuses. The Daniel School of Nursing & Health Sciences has experienced tremendous growth in enrollment and offers the only baccalaureate program in Cardiovascular Technology in the state.

Piedmont promotes international and domestic travel opportunities for academic credit within a variety of study areas. Students also may study abroad for a semester at the University of Nottingham, England, and Paderborn University, Germany.

Piedmont is a member of the NCAA Division III, USA South Athletic Conference. The College also has active intramural teams in a variety of sports.



With a substantial endowment, Piedmont is able to provide a high-quality education while maintaining tuition that is among the lowest of all private colleges in the state.

Demorest, Georgia

Demorest is a picturesque rural community with numerous outdoor recreational activities. The city has

a relatively low cost of living, with desirable and affordable housing, quality schools, and excellent medical care.

Larger cities that offer a wide variety of cultural, entertainment, sports, dining, and shopping opportunities are only short drives away. Demorest is just 25 minutes from Gainesville, GA; 45 minutes from Athens, GA, and 70 miles from Atlanta, GA, and Greenville, SC.

Applications & Nominations

Confidential inquiries are welcomed; nominations are invited.

1. Application packet must include:

- a) Letter of interest
- b) Current curriculum vitae
- c) At least five references with full contact, including e-mail, information (References will not be contacted without applicant's consent.)

2. **Submit application packet to Piedmont-Edu@myersmcrac.com by February 11, 2019, for best consideration.** Applications will be accepted until the position is filled.

Submit nominations to Piedmont-Edu-nominate@myersmcrac.com with full contact, including e-mail, information on the individual being nominated.

Kenny Daugherty, President of Myers McRae Executive Search and Consulting, is assisting Piedmont College with this search.



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Piedmont College is an EEO/Title VIII/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. All qualified applicants will receive equal consideration for employment without regard to race, color, national origin, religion, sex, disability or age.