



Inviting Applications and Nominations for

Dean of the Richard W. Riley College of Education

WINTHROP UNIVERSITY, a top ranked public, comprehensive, masters-level university, seeks a dynamic, innovative, and collaborative leader to serve as **DEAN OF THE RICHARD W. RILEY COLLEGE OF EDUCATION**. As the chief administrative officer of the College of Education, the Dean will provide a strategic vision and plan that will continue to advance the mission of the College and University. The Dean reports directly to the Provost and Executive Vice President for Academic Affairs. The start date is July 1, 2022.

[VISIT WINTHROP.EDU/COE TO LEARN MORE.](https://www.winthrop.edu/coe)



ABOUT THE UNIVERSITY

Winthrop University is in the thriving city of Rock Hill, South Carolina, a vibrant suburb of Charlotte, North Carolina. Ranked 6th by *U.S. News & World Report* among Southern public universities and in the top 20 of public and private institutions in the region, the University provides an educational experience that blends liberal arts, professional programs, global awareness, and civic engagement, enabling students to develop the knowledge, skills, and values that enrich their lives and prepare them for all the future holds.

Serving approximately 5,000 undergraduate and graduate students, Winthrop prides itself on being a close-knit, diverse campus family. The University is at the forefront of educational opportunities and offers degrees that meet today's growing and emerging job markets.

Through national accreditation, the University has set a high bar of excellence with its accredited programs. Winthrop is one of only 37 U.S. universities and the only South Carolina institution with its undergraduate and graduate arts programs—theatre, dance, music, fine arts, and design—nationally accredited. Additionally, the Business College is AACSB-accredited—a designation held by less than 5% of business programs worldwide.

Winthrop has been listed in *U.S. News & World Report's* Top 10 Regional Public Universities in the South in the magazine's "America's Best Colleges" for more than two decades. Through the South Carolina IDeA Networks of Biomedical Research Excellence (SC INBRE) initiative, Winthrop has provided hundreds of student-centered research experiences since 2005,

increasing the matriculation of participating students into graduate and professional programs.

Winthrop is highly respected for its outstanding undergraduate research program, public art partnerships, and designation as a Certified Green Workplace.

ABOUT THE COLLEGE

The Richard W. Riley College of Education, the premier college of education in South Carolina and an established leader in the region and the nation, has a long and successful history of preparing teachers and leaders for work in and beyond schools. That tradition of excellence continues today as it prepares students to engage in careers in education, human science, leadership, sports, health, and technology.

Programs lead to specific career and other post-graduate options; yet the experiences students have and the skills they develop are flexible enough to allow them, as graduates, to impact the world in a variety of ways.

The College of Education (COE) engages students in dynamic programs and hands-on experiences that enable them to reach their goals and pursue their passions. The College is a community that learns together and thrives on close relationships that afford support from the faculty, staff, and program partners.

Approximately 1,200 undergraduate and graduate COE students are enrolled in programs across four departments: Counseling, Leadership, and Educational Studies; Curriculum and Pedagogy; Education Core; and Physical Education, Sport, and Human Performance.



Withers Building



Lois Rhame West Health, Physical Education, and Wellness Center

The College offers nine baccalaureate programs, seven master's programs, and an education specialist program. Beyond degrees, students can receive an endorsement in Gifted and Talented Education, Project-based Learning, English for Speakers of Other Languages (ESOL), Read to Succeed, and Teaching Children of Poverty; a Post-graduate Certificate in School Counseling; and a Graduate Professional Certificate in Middle Level Education.

The College of Education has a clinically based approach for preparing teachers that has teacher candidates engaging in a series of experiences in school settings over the course of their training, beginning in their freshman year. The Macfeat Laboratory School, serving 3- to 5-year-old children, serves the local community and provides links to current classroom practices for early childhood students. During designated semesters, study abroad opportunities also are accessible for undergraduate education students.

The College's Department of Physical Education, Sport, and Human Performance (PESH) is housed in the state-of-the-art Lois Rhame West Health, Physical Education, and Wellness Center. This 137,000-square-foot building features fully equipped athletic training education and exercise science laboratories along with five wired classrooms, a computer room, four gymnasiums, two activity spaces, four racquetball courts, a competitive swimming pool, a climbing wall, and weight room.

The College's Bachelor of Science in Human Development & Family Studies is the only Certified Family Life Educator (CFLE) approved program in South Carolina and nationally recognized by the National Council on Family Relations. The Bachelor of Science in Special Education-Multi-Categorical is named among the top 35 programs for Applied Behavior Analysis by Action Behavior Centers.

Winthrop's Counseling and Development Program provides an intellectually stimulating and supportive environment for the professional development of school and clinical mental health counselors who are committed to the skill sets and best practice in their roles as clinicians, advocates, and consultants. The College's M.Ed. in Counseling and Development program operates a Community Counseling Clinic that provides quality, affordable counseling and referral services to the local community.

In addition to academic programs, the College of Education is committed to working with schools and communities through outreach and research activities. This clinically based approach is supported by a nine-district, 52-school University-School Partnership Network. As part of its community outreach, the College is currently implementing four federal grants that total more than \$10 million in partnership with eight South Carolina school districts.

Since its establishment in 2010, the Jim and Sue Rex Institute for Educational Renewal and Partnerships, a service-oriented organization within the College, has had a vital role in initiatives to engage faculty in internal and external collaboration, partnership, and outreach with schools, school districts, and other educational leadership partners. The Rex Institute houses the College's Office of Field and Clinical Experiences.

The College of Education has significant accreditations and affiliations. The Educator Preparation Program at Winthrop University is accredited by the Council for Accreditation of Educator Preparation (CAEP) to offer initial teacher preparation programs as well as advanced educator preparation. The Athletic Training program is accredited by the Commission on Accreditation of Athletic Training Education (CAATE). The Sport Management program is accredited by the Commission on Sport Management Accreditation

(COSMA), the Counseling and Development program is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP), and the Exercise Science program is accredited by the Commission on Accreditation of Allied Health Programs (CAAHEP). All education programs are approved by the South Carolina State Board of Education, and all programs are nationally recognized by their specialized professional associations.

THE OPPORTUNITY

The Dean of the College of Education is an outstanding opportunity for an experienced academic leader, who is innovative and inspiring. The Dean is responsible for the College's overall administrative guidance and works with academic leadership from all areas of the University.

The Dean's Council in the College of Education serves in an advisory capacity to the Dean in matters related to the ongoing work of the College and administrative policy. The Council plays a key role in setting the vision and goals for the College and in using unit data to support continuous improvement of the College and its programs. The Council is comprised of the dean, associate deans, department chairs, center directors, chair of the COE Faculty Assembly, and others identified by the Dean who are in leadership positions in the College.

The College is multi-faceted and expansive. The administrators, chairs, and directors reporting to the Dean include the Associate Dean for Assessment and Accreditation; the Director of the Rex Institute for Educational Renewal and Partnerships and Chair of the Education CORE Department; the Senior

Associate to the Dean for Grants and Partnerships; the Chair of the Department of Counseling, Leadership, & Educational Studies; the Chair of the Department of Curriculum & Pedagogy; the Chair of the Department of Physical Education, Sport, & Human Performance; the COE Graduate Director; the Director of the COE Instructional Technology Center; the Director of Macfeat Early Childhood Laboratory School; an Executive Support Specialist; and the Budget Coordinator and Withers Building Manager.

DUTIES AND RESPONSIBILITIES

Mission, vision, goal-setting, and reporting

- Uses strategic planning to ensure that relevant and forward-looking mission, vision, and goals guide ongoing work of the College.
- Ensures that decisions are fair-minded, informed, and mission-oriented.
- Facilitates the College's efforts to support the University's mission and strategic goals.
- Submits well-constructed, insightful college annual and other reports as requested.

Faculty and staff hiring and retention, tenure and promotion, oversight, and development

- Submits staffing plans and ensures personnel requests are based on the most pressing needs and future directions of the College.
- Ensures that college faculty, staff, and administrators are provided professional development opportunities that will help them succeed, be retained, and advance in their careers, including training related to tenure and promotion expectations.
- Manages college personnel, in collaboration with respective supervisors, and appropriately handles or guides personnel issues that may arise.
- Ensures that annual evaluation and tenure and promotion review processes are handled in a fair and unbiased manner.

Program/initiative development

- Ensures that the College is successful in maintaining national accreditations.
- Promotes continuous curriculum review and development that leads to innovative new and redesigned or improved programs, including input from external constituents.



- Promotes the development of co-curricular opportunities for college majors, such as professional development, community-based, and global learning opportunities.
- Develops or promotes local and extended partnerships that support quality programs and co-curricular activities for students.

Student enrollment, retention, and success

- Engages with local and state educational leaders to address issues related to the state's teacher shortage.
- Ensures that the College has up-to-date and targeted recruitment and retention/student success plans and that those plans are actively implemented, including identification and pursuit of program-specific retention goals.
- Works with department chairs, faculty, and support personnel (e.g., SAS) to improve student advising and student success support systems across programs in the College.

Budget management and new revenue development

- Engages COE leaders in collaborative budget planning that meets college/unit/program needs and advances promising new initiatives.
- Oversees college and department/unit budgets to ensure strategic and proper use of resources to meet identified goals.
- Collaborates with Advancement and others on and off campus in pursuit of new or increased giving.
- Promotes grant-writing projects that align with the College's mission and strategic initiatives.



Facilities planning and oversight

- Ensures that college facilities needs are identified, prioritized, and that problem areas are addressed.
- Facilitates improvements and expanded use of COE instructional and work spaces.

Innovation and collaboration

- Fosters ongoing collaboration and good relationships with academic departments and colleges across campus in support of programs that meet student needs.
- Develops and maintains positive, effective working relationships across campus in support of cross-college and university initiatives.
- Represents the College in a positive manner within the Winthrop community and in local, state, and national arenas.
- Provides general oversight and guidance to collaborative initiatives, such as the the Williams Literacy Collaborative and the Floyd College Readiness Program.

OBJECTIVES FOR THE NEW DEAN

Leadership in College of Education

- Develop a successful teacher residency program that will eventually expand to more South Carolina school districts.
- Develop international opportunities for COE students and faculty.
- Have all undergraduate and graduate programs in the College fully viable and reaching their markets.
- Secure faculty leadership in all program areas with solid program teams.
- Ensure that all programs have strong assessment systems and effective data management systems.

Leadership on campus and in the community

- Support the Provost and Academic Leadership Council in implementation of all aspects of the Academic Master Plan.
- Steward financial resources and collaborate on development of new budget and enrollment management models.
- Continue to build and maintain strong P-12 school district/school partnerships as well as state-level relationships and collaborations that benefit both Winthrop and the schools.

- Actively contribute to building a strong, cohesive academic leadership team.
- Leverage community relationships to advance experiential learning and program development opportunities in counseling, health, and human performance programs that align to student demand and workforce needs.

REQUIRED QUALIFICATIONS

- An earned doctorate from an accredited institution in one of the disciplines in the Richard W. Riley College of Education
- Progressive experience in positions of academic leadership, such as program director, department chair, associate dean, and/or dean
- Evidence of excellence in teaching, service, and scholarship appropriate to faculty appointment at the rank of associate or full professor
- Experience with faculty and staff recruitment, development, and evaluation
- Evidence of commitment to enhancing student learning and success
- Documented experience with accreditation processes, student learning outcomes assessment, and program review and assessment
- A record of fostering collaboration, diversity, and inclusion in work and learning environments
- Experience with planning and management of complex budgets
- Experience with strategic planning and providing leadership in the evaluation of existing and development of new academic programs responsive to changing needs in the school districts and regional workforce
- Evidence of ability to develop and maintain excellent working relationships with a robust school partnership network, college alumni, and experiential learning partners



Adrienne McCormick, Ph.D. Provost and Executive Vice President for Academic Affairs

Dr. Adrienne McCormick has served as Provost and Executive Vice President for Academic Affairs since July 2019. She joined the Winthrop community in 2018 as Dean of the College of Arts and Sciences.

Dr. McCormick's prior academic leadership experiences included Dean of the College of Liberal Arts and Sciences at the State University of New York at Oswego from 2014-2018. Previously, at State University of New York at Fredonia from 1998 to 2014, she held progressively responsible leadership positions. She served as Interim Associate Provost for Curriculum, Assessment, and Academic Support; Interim Assistant Provost for Special Initiatives; Chair of the Department of English;

Director of the Gender and Women's Studies Program; and Professor of English.

Her teaching interests include contemporary American literature, with a focus on women's literature and poetry by multi-ethnic American writers. For more than 10 years, she has taught Literary London study abroad courses, featuring contemporary London-based British poets writing on cultural belonging, migration, and the boundaries of postcolonial and postmodern identity. Her leadership efforts have focused on interdisciplinary collaboration, external funding for STEM and STEAM initiatives, comprehensive internationalization efforts, and inclusive excellence in campus programming and faculty and staff recruitment efforts.

She holds a Bachelor of Arts degree in English Literature and Dramatic Arts from Queens University of Charlotte, North Carolina, and a Master of Arts degree in Literature in English from the University of Tennessee, Knoxville. At the University of Maryland at College Park, she received her Ph.D. in English and a certificate in Women's Studies.



Winthrop University recognizes that employees are the essential resource of the institution. Winthrop is committed to the principles of equal employment. It is the policy of the University that all personnel-related decisions be made without regard to race, color, religion, sex (including pregnancy and childbirth, or related medical conditions), national origin, age (forty-plus / 40+), protected disability, veteran status, sexual orientation, gender identity, or other characteristic protected under applicable federal, state, or local law. This policy applies to all personnel actions including, but not limited to, recruitment, hiring, classification/compensation, benefits, promotions, transfers, layoffs, recall from layoffs and educational, social, or recreational programs of this institution.



Rock Hill, South Carolina

Rock Hill is a business-savvy blend of historic charm, responsibly implemented expansion, and warm hospitality. Currently a community of 67,000 residents, the city has experienced rapid growth over the past few years and is expected to continue that trend as South Carolina is the 6th fastest growing state in the U.S. and York County is one of the fastest growing counties in the nation with a population of over 300,000 citizens. The area offers a wide variety of shopping, dining, and recreation, with all the amenities of a major city. Charlotte, North Carolina, with a metro population of 2.7 million people, is a 20-mile drive away.

Some of the exciting growth in Rock Hill is the development of Knowledge Park, a master planned area, home to technology leaders, innovative startups, and creative industries. Within Knowledge Park and

adjacent to Winthrop is University Center, a mixed use development of 14 buildings that include: market rate apartments, student housing, Class A office space, an indoor sports complex, a hotel, numerous retail and food vendors, restaurants, an outdoor entertainment venue, and more.

Rock Hill's reputation as a sports destination continues to grow as the Carolina Panthers Headquarters & Training Facility, a \$1 billion investment in a 240-acre site currently under construction, is added to an impressive array of venues including a Velodrome, BMX Supercross Track, soccer and tennis complexes, and Miracle Park with fields specifically designed for individuals with physical and cognitive challenges.

Named an "All-America City" by the National Civic League in 2019, Rock Hill is a great place to live, work, and enjoy unforgettable adventures.

APPLICATION & NOMINATION PROCESS

Confidential inquiries are welcomed, and nominations are invited.

Applications

1) Application packet must include:

- a) A letter of application that addresses the responsibilities and qualifications of the position
- b) Current curriculum vitae
- c) At least four references with full contact information including e-mails

References will not be contacted without consent from applicant.

2) Submit application packet (preferably as PDFs) to:

Winthrop-DeanCOE@myersmcrac.com

Additional information will be requested upon receipt of application.

Review of applications begins immediately. For best consideration, submit applications by **February 21, 2022**. Applications will be accepted until the position is filled.

Nominations

Submit nominations to:

Winthrop-DeanCOE-nominate@myersmcrac.com

with complete contact and e-mail information for the individual being nominated.

Jennifer Barfield, Senior Vice President of **Myers McRae Executive Search and Consulting**, is assisting Winthrop University with this search

