SEARCH PROSPECTUS:

Dean for the Thelma P. Lally School of Education

The College of Saint Rose
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SEARCH FOR THE DEAN OF THE THELMA P. LALLY SCHOOL OF EDUCATION

The College of Saint Rose invites inquiries, nominations, and applications for the position of Dean for the Thelma P. Lally School of Education. Reporting directly to the Provost and Vice President for Academic Affairs, Dr. Steven Ralston, the Dean supplies leadership to the College’s academic programs housed within the Lally School of Education, providing support to the faculty and administrators in the School. The Dean will play a lead role in the implementation of the College’s Strategic Plan, the assessment and promotion of current programs, and the development of new programs and initiatives to ensure strength in the College’s enrollment, academic programs, and financial well-being as the College prepares to enter its second century.

OVERVIEW OF THE COLLEGE

COLLEGE MISSION STATEMENT

The College of Saint Rose community engages highly motivated undergraduate and graduate students in rigorous educational experiences. In the progressive tradition of the founding Sisters of Saint Joseph of Carondelet, the College welcomes individuals from all religious and cultural backgrounds. In addition to developing their intellectual capacities, students have the opportunity to cultivate their creative and spiritual gifts in a diverse learning community that fosters integrity, interdependence, and mutual respect. The College delivers distinctive and comprehensive liberal arts and professional programs that inspire graduates to be productive adults, critical thinkers and motivated, caring citizens. The College’s engagement with the urban environment expands the setting for educational opportunities and encourages the Saint Rose community’s energetic involvement and effective leadership in society.
INCLUSIVE EXCELLENCE
The College of Saint Rose is a diverse learning community that fosters integrity, interdependence, and mutual respect. Inclusive Excellence supports the advancement of reciprocal cultural sensitivity across campus, in order to build a culture that promotes the appreciation of diversity in every aspect of the College and the surrounding community. We are a place that values diversity including, but not limited to, race, ethnicity, sexual orientation, gender, gender identity and expression, socio-economic status, religion, ability, age, veteran status, and nationality.

THE COLLEGE COMMUNITY AND ITS NEIGHBORHOOD
Located in the heart of historic Albany—the capital of New York State—The College of Saint Rose is a private, independent, coeducational institution. Established by the Sisters of Saint Joseph of Carondelet as a college for women in 1920, the College became an independent and co-educational institution in 1969. Located in a thriving neighborhood with coffee shops, restaurants, a movie theater, and other businesses, the campus is located only ten minutes from the Capitol Building and 45 minutes from the Adirondack Mountains. The Capital Region is home to more than 20 institutions of higher education and dozens of cultural and arts facilities.

STUDENTS AND STUDENT LIFE
Nearly 4,000 students from 39 states and 68 countries are enrolled in the four academic schools that constitute The College of Saint Rose. Approximately 2/3 of students are undergraduates and approximately 1/3 are graduate students. As of the Fall of 2019, 66% of the total undergraduate and graduate students identify as female and 37% are students of color with 45% of the first-year class students of color. Designated as a Yellow-Ribbon School with its own Veteran Center, Saint Rose has received numerous accolades for its support of Veterans including being named as “Military Friendly” and as a “Best Place for Vets” for several consecutive years. The College is ranked #86 in the 2020 U.S. News & World Report Best Regional Universities in the North.

Housing on campus is available to students enrolled in both undergraduate and graduate programs. There are a variety of residence options, including traditional corridor-style buildings, suite-style, townhouses, Victorian-style houses, and apartments.

The Student Association, known as “SA,” is the student government on campus. SA expresses the voice of the student body to the faculty, administration, and trustees of Saint Rose. In that way, SA representatives provide input on policy on key campus issues. SA also oversees clubs and organizations on campus. The general business meetings give every student the chance to share ideas and raise concerns.
Student life at Saint Rose includes more than 40 energetic clubs and organizations, including an NCAA Division II Northeast-10 athletics program encompassing 19 intercollegiate sports, and numerous intramural options. College facilities include a Fitness Center, a pool, a gym, and an outdoor sports complex with an artificial turf soccer/lacrosse field, as well as a baseball field, softball field, and grass practice fields. The Student Association also organizes talent showcases and festivals, and a variety of social activities for both graduate and undergraduate students.

ALUMNI
Saint Rose alumni make up a vast international community of more than 42,000 creative, innovative professionals who connect by networking and opening doors for others to new opportunities. Almost half of them are from the School of Education. Alumni come together on social media, and for events such as Homecoming and Family Weekend, generously sharing their stories of success. Alumni also serve as mentors to students in a variety of disciplines, helping guide students to internships and career opportunities.

Alumni enjoy access to career services at the College. Other benefits include discounts on insurance and other services, application fee waivers, and scholarships for children of alumni.

COLLEGE LEADERSHIP AND GOVERNANCE
The College of Saint Rose, sponsored by the Sisters of Saint Joseph of Carondelet, Albany Province, is chartered by the Board of Regents of New York State. The College is governed by its Board of Trustees and led by the President of the College, supported by the President's Leadership Team. Twenty-five percent of Trustees are Sisters of Saint Joseph of Carondelet.

The President's Cabinet is the primary Leadership Team of the College and includes the Provost and Vice President for Academic Affairs, the Sr. Vice President for Strategic Initiatives, as well as the vice presidents for Student Development and Chief Diversity Officer, Finance and Administration, Institutional Advancement, Enrollment Management and Marketing, the Associate Vice President for Athletics and Recreation and the Chief of Staff. Together, they provide a cross-institutional perspective and support to the President.

STRATEGIC PLAN
Under President Stefanco’s leadership, the College undertook a process inclusive of students, faculty, staff, parents, and alumni, to identify five areas of strategic priority (www.strose.edu/strategic-plan/) to build on strengths, address identified challenges, and position the College for its second century.

Global Connectedness:
Become an institution that reflects, inspires, and empowers global connectedness, with a student, faculty, staff, and administrator community that embraces national and international diversity in its curricular and co-curricular experiences, values, actions, and culture.

Student Success:
Achieve recognition as an institution that creates a culture of student engagement that promotes lifelong intellectual and scholarly inquiry, and crosses experiential, social, economic, and cultural boundaries. The College will ensure that all students have a clear pathway toward degree and certificate completion while preparing graduates for career launch and advancement, and service to their communities and the world.

Comprehensive Institution:
Further establish The College of Saint Rose as a robust, mission-centric, comprehensive institution with multiple academic units offering nationally recognized programs grounded in a deeply thoughtful liberal arts and sciences curriculum, and professional degree programs at the undergraduate and graduate levels.

Culture of Innovation and Creativity:
Achieve recognition for creativity and experimentation in solving real-world problems, using innovative approaches that enhance students’ ability to engage meaningfully with challenging concepts within and beyond classroom boundaries. Members of the College community will demonstrate a commitment to the role of the liberal arts and sciences in developing informed global citizens who are dedicated to the betterment of society.
Fiscal Strength:
Enhance the College’s fiscal condition as measured by its balance sheet and sustained by operational soundness in generating revenue, with a primary and fundamental focus on serving students.

THE ACADEMIC PROGRAM
The Office of the Provost and Vice President for Academic Affairs, under the leadership of Dr. Steven Ralston, has oversight for the academic program of the College. Dr. Ralston joined the College of Saint Rose in July 2018 following service as the Provost and Vice President for Academic Affairs at Morehead State University (KY). He previously served as the Dean of the School of Communication and the Arts at Marist College in Poughkeepsie.

As the College’s chief academic officer, Dr. Ralston leads the College’s strategic planning and provides leadership to all academic units to ensure that Academic Affairs fulfills the mission of the College. The schools of the College include the Thelma P. Lally School of Education, the School of Arts and Humanities, the School of Mathematics and Sciences, and the Huether School of Business. Each school is led by a dean who reports directly to the Provost. All academic programs are within the Provost’s purview, as are Graduate and Professional Programs, the Library, Advising, the Registrar, various Centers and Institutes, and the Emery Clinical Service Center.

More than 250 full and part-time permanent employees compose the academic portion of the College. To learn more about all Academic Schools and Programs, including Undergraduate Programs, Graduate Studies, New Programs, International Programs, Academic Resources, Student Development Resources, the Registrar’s office, and the Library, please explore www.strose.edu/academics/schools/.

The College of Saint Rose is accredited by the Middle States Commission on Higher Education. All of its degrees and programs are registered and its professional programs fully approved by the Board of Regents through the New York State Education Department.

Saint Rose offers 49 undergraduate programs, 31 master’s programs, and 20 advanced certificates through its four schools. All undergraduate students engage in a rigorous liberal education curriculum. The College also offers 13 dual degrees within the institution, and several dual degrees in partnership with other institutions, enabling students to earn their bachelor’s and master’s or doctoral degrees in an accelerated time frame.

The curriculum at Saint Rose offers students a variety of experiential learning opportunities which link academic theory with real-life experiences. In service-learning courses, Saint Rose faculty partner with local community organizations to provide service opportunities that foster a broader and deeper understanding of course content. In addition, by responding to community needs, students develop a sense of civic engagement that fully supports the College’s mission of service to the urban community. Similarly, Saint Rose undergraduate and graduate students enjoy opportunities to conduct research. Supported by faculty, they propose projects, apply coursework to topics that interest them, frame questions, and test hypotheses. Research collaborations

OVERVIEW OF THE COLLEGE (cont.)
among students and participation at professional conferences also build interpersonal and communication skills that prepare students for the workplace. The College supports student travel to conferences to present research, awards summer research grants to undergraduates, publishes an annual Journal of Undergraduate Research, and holds an all-College undergraduate research symposium each spring. For students seeking an international experience to further enrich their studies, Saint Rose offers study abroad opportunities in more than 25 countries.

Opportunities for internships, student teaching assignments, as well as clinical and other types of field placements are offered in disciplines across all four Schools. Interns have the opportunity to gain valuable experience in laboratories, businesses, media organizations, not-for-profit agencies, and educational and government institutions, working directly with professionals in their chosen fields.

THE FACULTY
The Faculty develops and administers the curriculum, guided by the Faculty Manual and Governance documents. Under leadership provided by the Representative Committee of the Faculty (RepCom), graduate and undergraduate faculty recommend the approval of curricular initiatives in cooperation with appropriate committees, including, but not limited to, the Undergraduate Academic Committee, the Graduate Academic Committee, and the Strategic Planning and Priorities Committee.

Approximately 177 full-time tenured or tenure track and 169 adjunct faculty actively engage in teaching, research, and creative activities, bringing breadth and depth of experience to the academic community. More than 95 percent of the tenured/tenure-track faculty hold the highest degree in their fields.

The student-faculty ratio is 14:1, allowing close interaction with faculty. Small classes allow for frequent interaction between students and their professors, and each student is mentored by a faculty advisor in their major. In addition, professors engage students in scholarly research, shaping and refining their work while serving as mentors, role models and, in some cases, co-researchers.
THELMA P. LALLY SCHOOL OF EDUCATION OVERVIEW
Serving more than 1,000 graduate and undergraduate students, the Thelma P. Lally School of Education is a significant center in New York State for certifying educational professionals. The School offers 47 graduate and undergraduate degree programs, extension programs, and certificates of advanced study. The Thelma P. Lally School of Education has a long history of partnerships with professional agencies and schools throughout the Capital Region. In recent years, the School has acquired several federal grants related to teaching, leadership, and international exchange. In October 2019 the U.S. Department of Education awarded the School a $1.1 million five-year grant entitled Project THRIVE (Targeting Healthy Resiliency in Vested Educators) to train educators to address issues of diversity and mental health among special education students and to address the shortage of both special education teachers and school psychologists.

The professional education programs of the Thelma P. Lally School are accredited by the National Council for Accreditation of Teacher Education. Saint Rose is a member of the Association for Advancing Quality in Educator Preparation. The graduate program in Communication Sciences and Disorders is accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology for Communication Sciences and Disorders. Relevant programs are nationally recognized by the Council for Exceptional Children, National Association for the Education of Young Children, National Association of School Psychologists, National Council of Teachers of English, National Science Teaching Association, National Council of Teachers of Mathematics and the National Council for the Social Studies.

The School’s 33 tenured/tenure-track faculty and over 20 adjunct faculty provide excellence in teaching within the departments of Communication Sciences and Disorders, Counseling and Educational Leadership, Educational and School Psychology, Higher Education Leadership and
administration, special education and literacy, and teacher education. Faculty are dedicated to their students and are respected for their distinguished teaching, service, knowledge, and research, many nationally and internationally. The School of Education also offers its programs in educational leadership in the metropolitan NYC area in partnership with Center for Integrated Teacher Education (CITE).

The School is home to the Joy S. Emery Educational and Clinical Services Center, which offers a wide array of services to students and members of the community. The Patricia Standish Curriculum Library houses over 12,000 resources and materials to support undergraduate and graduate students within the School of Education. This well-utilized library, which serves students in addition to the campus library, includes children’s literature, textbooks, standardized tests, kits and manipulatives, learning games, and other curriculum-related materials. The Curriculum Library is administered by the Library Director but is housed in the School of Education.

The mission statement for the Thelma P. Lally School of Education reflects the overall direction of The College while it specifically emphasizes the values within the School: “The Thelma P. Lally School of Education prepares high-quality, distinctive professionals dedicated to supporting diverse populations and an ongoing commitment to social justices. Through the efforts of faculty and collaborative partners, we balance research and practice to positively impact local, national, and global communities. Innovative and integrative scholarship, analysis, and reflection are hallmarks of our teaching practice. Our graduates are ready to incorporate theory and evidence-based practice to meet the demands of our esteemed professions.” All programs within the Lally School of Education require field and clinical experiences. This contributes to the school’s successful employment and graduate school acceptance rates, impressive pass rates on the New York State Teacher Certification Examination and strong graduation rates for both undergraduate and graduate cohorts. The Lally School of Education’s 26,000 alumni provide a strong and engaged network. Many hold leadership roles in a variety of organizations, agencies, and coalitions.

The Dean will join Saint Rose’s three other Deans who collaborate with the Provost to advance the mission of academic programs and the College overall. The Deans support each other as they negotiate budget challenges that affect all faculty and academic programs, creating a spirit of collegial respect. The Deans value the highly professional faculty, their commitment to research and academic excellence, and their support for the outstanding students of the college.
LEADERSHIP AGENDA FOR THE
DEAN OF THE THELMA P. LALLY
SCHOOL OF EDUCATION
As the chief academic officer for the Thelma P. Lally School of Education, the Dean will

• Coordinate and support the faculty’s efforts in growing the School of Education and developing and maintaining partnerships with the community. The Dean will collaborate closely with faculty to strengthen and develop undergraduate and graduate programs and community relationships and maintain professional accreditations.

• Facilitate collaboration and communication between education faculty and the College and serve as a bridge between the core academic mission and other operational areas of the institution. As a member of the Provost’s leadership team and the primary link between the administration and faculty, the Dean will communicate effectively with diverse campus constituencies, and model transparency and intentionality in communicating with faculty and its representative body.

• Serve as a consistent voice for faculty and students as well as an advocate for academic priorities. The Dean will engage faculty in formal and informal ways to understand, value, and support their expertise, dedication, and commitment to students and the School. The Dean will work with the faculty to advanced shared governance in order to ensure that the structure provides and supports effective policies and procedures as well as faculty voice in decision making. The Dean will lead discussions on important issues to foster the exchange of ideas in service to the School, with a priority of engaging the faculty in development and delivering programs relevant to the School and College missions of diversity, inclusion, and social justice. The Dean will also demonstrate a commitment to diversity and inclusion in all of their work.

Provide effective management of financial and other resources of the School to support existing programs and grow revenue. In conjunction with the Office of Institutional Advancement, leads fundraising efforts for the School of Education; provides leadership that increases resource streams and encourages research grants, and public/private partnerships.

REQUIRED QUALIFICATIONS
The new Dean of the Thelma P. Lally School of Education will:

• hold an earned terminal degree in a discipline related to the School;
• provide evidence of demonstrated successful academic administrative experience in higher education;
• have knowledge and/or experience with national accreditation agencies such as AAQEP, CAEP, ASHA, NASP, CACAEP, CACREP, as well as state education departments;
• have prior successful higher education teaching experience.
DESIRED EXPERIENCE, KNOWLEDGE, AND CHARACTERISTICS

- Familiarity with best practices in enhancing student success, retention, and graduation, and commitment to implementing practices proven to ensure student success and on time graduation.
- Effectiveness in working in a multicultural environment and success in promoting diversity and inclusion.
- Commitment to and experience with shared governance.
- Experience in implementing innovative academic program development and delivery, including traditional, off-site, virtual and/or partnered initiatives.
- Understanding of issues and trends in higher education nationally.
- Understanding of both undergraduate and graduate programs, including professional degree programs.
- Experience with institutional and program accreditation procedures and processes.
- Ability to foster collegiality and cooperation with the faculty.
- Commitment to and experience with professional development for faculty.
- Experience in collaboration with Student Development and other campus offices in support of the full arc of the student experience.
- Experience in managing budgets in an environment of constrained resources.
- Experience in resource development through grants in support of academic initiatives, scholarship, and/or faculty development.
- Familiarity with, and success working in, the medium and/or small college environment.
- Commitment to dialogue, authentic listening, and transparency in decision making and budget prioritization and allocation.

- Facility with the effective use of data to inform decision-making.
- Experience in assessment of both undergraduate and graduate academic programs.
- Demonstrated ability to cultivate and maintain collaborative partnerships with stakeholders in the local, regional, and national venues to expand visibility, obtain revenue sources, improve enrollment, and provide new opportunities for faculty and students.
- Demonstrated scholarly or creative work in higher education.
- Experience with recruitment and retention of domestic, veteran, and international students for both undergraduate and graduate programs with a willingness to go beyond the state of New York, such as military bases and global outreach.
- Commitment to maintaining and strengthening collaborations with Pre-K—12 schools, medical facilities, community agencies, and other partners.
PROCEDURE FOR NOMINATIONS AND APPLICATIONS

The College of Saint Rose is being assisted by Academic Search. Confidential discussions may be arranged by contacting Dr. Pamela Balch, Senior Consultant, at pam.balch@academicsearch.org. Applications should include 1) a detailed cover letter addressing the leadership agenda items; a current curriculum vitae (CV); and a list of five professional references with contact information and an explanation of the working relationship. References will not be contacted without explicit permission from the candidate. Inquiries, nominations, and applications should be sent to STROSEDOE@academicsearch.org.

This position is open until filled, but only applications received by January 21, 2020 will be given full consideration.

The College of Saint Rose does not discriminate on the basis of age, race, color, sex, religion, creed, disability, national/ethnic origin, gender identity or expression, sexual orientation, familial status, marital status, military status, or domestic violence victim status or other protected statuses in the administration of its educational policies, admissions policies, scholarship and loan programs, athletics and other school-administered programs.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting The College of Saint Rose in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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