

SEARCH PROFILE

DEAN OF THE COLLEGE OF EDUCATION,
HUMAN PERFORMANCE, AND HEALTH



UPSTATE

University of South Carolina

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THE OPPORTUNITY

The University of South Carolina Upstate seeks a strategic, collaborative, and creative leader to serve as the next Dean of the College of Education, Human Performance, and Health (CoEHPH). This is an outstanding opportunity for a community-minded academic administrator to lead distinctive undergraduate and graduate programs that develop educators and professionals who understand the intersections of education, wellness, and community health. The new Dean is expected to begin by July 1, 2025.

Reporting to [Dr. Pamela Steinke](#), Provost and Senior Vice Chancellor for Academic Affairs, the Dean will oversee two academic departments, serve on the Cabinet of [USC Upstate Chancellor Dr. Bennie Harris](#), and engage with regional school districts, non-profit organizations, centers, and health systems. Embracing their integral role within a renowned public, regional university, the dedicated faculty and staff of CoEHPH provide rigorous, career-relevant, and accessible education that enhances the quality of life in the Upstate region. With approximately 1,000 students, CoEHPH serves the region and state workforce with highly prepared graduates in

education, health, and wellness. The College also partners with area healthcare systems with undergraduate programs in child and family development, community health, exercise and sport science and graduate master's programs. Accredited by the Council for the Accreditation of Educator Preparation (CAEP), CoEHPH's teacher education programs mitigate the impact of the teacher shortage for regional partners.

In 2018, the former School of Education changed its name to the School of Education, Human Performance, and Health and restructured to reflect more fully the diversity of its degree and educational programs. In 2022, the University of South Carolina Board of Trustees approved changing the name to the College of Education, Human Performance, and Health. In 2024, USC Upstate received approval as a doctoral-granting institution and the Board of Trustees approved a proposal for an Ed.S. in Applied Teacher Leadership. Therefore, the next Dean is expected to build on the shared vision that is now guiding the faculty and staff, who see their work as transformative for students and the region.

THE UNIVERSITY AND THE UPSTATE REGION OF SOUTH CAROLINA

The University. USC Upstate, in the foothills of the Blue Ridge Mountains, is the largest comprehensive university in the USC System and the only public comprehensive university in the Upstate region. Independently accredited, USC Upstate currently offers more than 55 undergraduate and graduate [academic programs](#) including majors, post-baccalaureate certificates, master's programs and a doctoral program. USC Upstate is an award-winning university known for its innovation, student-centered practices and commitment to improving social and economic mobility in the region. Faculty governance is also a valued part of the culture at USC Upstate. As the faculty governance [website](#) explains, "Faculty Governance serves as a voice for the faculty in the decision-making processes that promote the achievement of these goals."

The Upstate Region of South Carolina. According to the [U.S. Census data](#) for 2023, there has been significant growth in the combined population of Spartanburg County, Greenville County, and city of Spartanburg. The overall population of the [ten-county Upstate region](#) is more than 1.5 million, with further growth projected in the next decade, given the array of international and regional employers including Spartanburg Regional Healthcare System, Prisma Health, Spartanburg and Greenville County Schools, BMW, Amazon, Michelin, Oshkosh Defense, and Milliken.

The mild climate, with four distinct seasons, allows for outdoor activities year-round. The area has lakes, rivers, parks, preserves, arboretums, and trails. Situated at the junction of I-85 and I-26, the city provides easy access to both the Blue Ridge mountains and Atlantic beaches. The city is 75 miles from Charlotte, 93 miles from Columbia, and approximately 175 miles from Atlanta.



FAST FACTS 2023 – 2024

Total fall enrollment: 4,923 students (90% undergraduate)*

Full-time undergraduate enrollment: 69%

Race/ethnicity of student population: 50% White, 29% Black or African American, 8% Hispanic, 4% Two or More Races

Gender of student population: 67% female, 31% male

Typical age of students: 64% of students between 18 and 23 years on the first day of class

Student-faculty ratio: 12:1

First-generation students: 13%

Six-year graduation rates: 46.4% (Fall 2018 FTFT students), 42.7% (Fall 2018 FTFT Pell/Pell-eligible students)

Number of faculty: 202 FT/209 PT (excluding administrative faculty and librarians)

Athletics: 15 teams competing in the NCAA Division I Big South Conference

Team mascot: Spartans

Number of student organizations/clubs: 90+ registered organizations

*Spring 2024 enrollment was approximately 4,203 students.



COLLEGE OF EDUCATION, HUMAN PERFORMANCE, AND HEALTH

One of five academic divisions at USC Upstate, the [College of Education, Human Performance, and Health](#) is organized in two large departments: the Department of Education and the Department of Human Performance and Health. Each department is headed by a Chair, and each department has both undergraduate and graduate programs. Faculty members have exceptional skills in the classroom, as well as exemplary public scholarship and community research. Currently there are 17 distinct degree programs offered within CoEHPH.

Undergraduate programs. These undergraduate programs in CoEHPH lead to initial certification: [Early Childhood Education](#), [Elementary Education](#), [Middle Level Education](#), [Physical Education](#), [Secondary Education \(with six distinct concentration areas\)](#), and [Special Education—Learning Disabilities](#). The College maintains accreditation through the [Council for the Accreditation of Educator Preparation](#) (CAEP).

The College also offers undergraduate programs in [Exercise and Sport Science](#), [Child Development and Family Studies](#), and [Community Health](#), and a fourth undergraduate program in Sport Management is awaiting SACSCOC approval. Exercise and Sport Science graduates are prepared for a variety of careers, including fitness specialist, personal trainer, and strength and conditioning specialist. Graduates of this program are also well prepared for

advanced study in athletic training, sport nutrition, exercise physiology, cardiac rehabilitation, physical therapy, occupational therapy, and physician assistant. The Child Development and Family Studies program prepares students for professional work with young children between the ages of birth to six years. Additionally, students are prepared to work with families from diverse cultural, ethnic, and socioeconomic backgrounds. Community Health program graduates—instead of focusing on the clinical aspects of care—work with neighborhoods, regions, and groups and support a healthy life to better understand the foundational blocks of health of individuals and of a given community. The Sport Management degree will help students to better understand the business behind sport as well as learn how to utilize the latest trends and technologies impacting the industry

Graduate programs. At the graduate level, CoEHPH currently offers four distinctive programs that prepare students to serve the region's schools even more effectively, and a fifth graduate program is awaiting SACSCOC approval. Designed for working professionals, the [M.Ed. in Applied Learning and Instruction](#) is an opportunity for educators to pursue an advanced degree online while also adding endorsements to their teaching certificate. Offered in partnership with local school districts, this program

COLLEGE OF EDUCATION, HUMAN PERFORMANCE, AND HEALTH (CONT.)

emphasizes theory and evolving practices to meet the needs of students in diverse classrooms. The [M.Ed. in Visual Impairment](#) is the only program in South Carolina for certified teachers who seek additional credentials in teaching students with visual impairments. The M.A.T. in Special Education: Visual Impairment is a graduate program for those seeking initial licensure in visual impairment. The [M.S. in Exercise Science](#) program is the first in the state to offer a graduate program in the realms of exercise and neurocognitive physiology. The program is supported by a recently developed exercise science laboratory with state-of-the-art equipment. The Ed.S. in Applied Teacher Leadership (approved by CHE and pending SACSCOC approval) will be the first Education Specialist program at the University of South Carolina Upstate; it aims to comprehensively prepare

candidates to extend their reach to others' classrooms and ultimately make an impact on school and school district success. The program targets certified teachers and is rooted in instructional leadership and addresses recent recruitment and retention initiatives exercised by P-12 and higher education organizations alike.

All academic programs in CoEHPH focus on developing professional skills that translate to improving the lives of others. The faculty and staff, deeply committed to student success and academic excellence, use an interdisciplinary approach to craft professionals who are able to make a difference in their local communities. A sense of unity and esprit de corps among the faculty and staff in CoEHPH has led to creative new program development and eagerness to begin strategic planning for further growth.

POINTS OF PRIDE IN CoEHPH

- The new Ed.S. in Applied Teacher Leadership and the B.S. in Sport Management programs were recently approved at the state level, with the first cohort of students to begin in Fall 2025.
- CoEHPH sustains partnerships with over 10 school districts and over 40 therapy-, recreational-, community-, and family-based centers for placements and internships.
- The Community Health program integrates advocacy with community partnerships.
- The Child Development and Family Studies program uses state-of-the-art technology to train childcare and teaching professionals through CoEHPH's partnership with the Franklin School—an early childhood education center in the city of Spartanburg's Northside neighborhood.
- Students benefit from the state-of-the-art Exercise Science laboratory.
- Faculty in CoEHPH have been awarded more than \$3.5 million in external grants and funding, including those from the National Endowment for the Humanities, the National Science Foundation, and U.S. Department of Education.
- 100% of CoEHPH students are engaged in experiential education through internships, service learning, and/or student teaching.
- Student engagement and learning is inspired through diverse student groups like [Call Me MiSTER](#), Exercise Science Student Organization, and a broad range of initiatives, partnerships, and annual events.





AGENDA FOR THE NEXT CoEHPH DEAN

The new Dean has the opportunity to build on the momentum in CoEHPH and at USC Upstate in addressing these priorities:

- Responding to the needs of the growing Upstate region, collaborate with faculty, staff, and members of local schools, non-profit organizations, centers, and businesses to develop innovative degree and certificate programs that respond to the employment and economic needs of the growing Upstate region;
- Inviting the creativity and energy of CoEHPH faculty and staff to address recruitment and retention, lead strategic planning to increase enrollment;
- Be a visible, active presence on campus and in the community, including within school districts and health-related agencies;
- Continue to use data to measure and strengthen the impact of CoEHPH programs and to consider the feasibility of new undergraduate and graduate programs;
- Partner with USC Upstate colleagues on programs and initiatives that transcend traditional divisions; and
- Grow graduate programs and maximize flexible options for adult learners.

REQUIRED QUALIFICATIONS

The next Dean of the College of Education, Human Performance, and Health shall demonstrate these ***all these required qualifications:***

- An earned doctorate from an accredited institution;
- A progressive record of successful academic leadership, including the development of academic programs, policies, and assessments;
- A record of teaching, service, scholarly achievement, research, and professional accomplishments sufficient to meet the requirements for tenure and appointment at the rank of Associate Professor or above in a department in CoEHPH at USC Upstate; and
- Experience with regional and specialized accreditation processes and requirements, especially CAEP.



PREFERRED QUALIFICATIONS

The next Dean of the College of Education, Human Performance, and Health may also demonstrate ***some of these preferred qualifications:***

- Knowledge of best practices in K-12 public education;
- Knowledge of best practices in exercise science programs;
- Knowledge of best practices in community health programs;
- Knowledge of how four-year regional metropolitan public universities operate;
- Financial acumen to manage the budget of the College;
- Respect for the role of shared governance in university policies and practices;

- Strong written communication and speaking skills; and/or
- Experience with securing external funding, including grants.





APPLICATION AND NOMINATION PROCESSES

Academic Search is partnering with the University of South Carolina Upstate in this search. Those who are considering applying are encouraged to schedule a confidential conversation with Senior Consultant Dr. Ginny Horvath (ginny.horvath@academicsearch.org).

To apply, a candidate should submit these three separate documents electronically in .pdf format to UpstateCoEHPHDean@academicsearch.org:

- A detailed letter of interest addressing the CoEHPH leadership agenda and qualifications as outlined in this profile;
- A full resume/*curriculum vitae* with relevant administrative responsibilities and accomplishments; and
- A list of five professional references, including names, titles, organizations, phone numbers, and email addresses, noting the candidate's relationship for each reference.

References will not be contacted until later in the search process and only with the candidate's permission. A background check (including identity, degree verification, and criminal records check) must be completed satisfactorily before any candidate can be offered this position.

Review of materials will begin immediately and continue until the appointment is made. Applications will be accepted until the position is filled, but for full consideration by the search committee, please submit materials by January 14, 2025. Finalists for the position will participate in campus interviews that will include a public presentation.

Please submit nominations to

UpstateCoEHPHDean@academicsearch.org. Be sure to include the nominee's full name, position, institution/organization, and email address.

Applicants will be asked to identify veteran status and citizen status as required under South Carolina law.

The University of South Carolina does not discriminate in educational or employment opportunities or decisions for qualified persons on the basis of age, ancestry, citizenship status, color, disability, ethnicity, familial status, gender (including transgender), gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, pregnancy (false pregnancy, termination of pregnancy, childbirth, recovery therefrom or related medical conditions, breastfeeding), race, religion (including religious dress and grooming practices), sex, sexual orientation, veteran status, or any other bases under federal, state, local law, or regulations. Women, minorities, protected veterans, and individuals with disabilities are encouraged to apply.

ABOUT ACADEMIC SEARCH

Academic Search is assisting University of South Carolina Upstate in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

