

SEARCH PROFILE

DEAN OF EDUCATION



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The University of Redlands invites inquiries, nominations, and applications for the position of Dean of the School of Education. The School of Education, having recently celebrated its Centennial and seeing an increase in student enrollment, seeks an innovative leader who will work closely with its committed faculty and staff to enhance its compelling core ideals of equity, access, and social and educational justice, and continue to engage and inspire students. The Dean reports to the Provost and sits on the President's Cabinet.



THE UNIVERSITY

The University of Redlands is a private, nonprofit, independent liberal arts university committed to providing a personalized education and to preparing students for a life of personal and professional growth and service to the community. Redlands provides a welcoming environment devoted to educational justice, where access and opportunity come together to equip individuals to build a better future for themselves and those around them.

The University offers more than 40 undergraduate programs as well as 33 graduate programs, blending liberal arts and professional study, applied and theoretical education, traditional majors, and self-designed curricula. Total student enrollment is approximately 3,100. According to the Fall 2024 census, the University's students included 1,963 in the College of Arts and Sciences, 482 in the School of Business & Society, 571 in the School of Education, and 71 in the San Francisco Theological Seminary. Woodbury University, in the process of merging with the University of Redlands, has a student enrollment of approximately 850, in the Schools of Architecture; Media, Culture, Design; and Business. The University of Redlands has 177 full-time faculty and approximately 300 adjunct or part-time faculty who teach classes. Students and faculty are supported by about 450 administrative and staff positions (full-time and part-time).

MISSION, VISION, AND VALUES

MISSION

We welcome, educate, and empower a diverse community of learners for lives of meaning, impact, and joy.

VISION

By 2032, the University of Redlands will lead California in providing a student-focused, personalized education that drives student success.

VALUES

- **Excellence:** We strive to do our best in all that we pursue while empowering our students through scholarship and the skills needed to develop professional, civic, and interpersonal expertise.
- **Exploration:** We pursue a better understanding and appreciation of ourselves and the world through academic inquiry, research, experiential learning, and collegial discourse.
- **Inclusivity:** We seek the different perspectives, experiences, cultures, backgrounds, abilities, talents, and contributions that comprise a global society and we work to build a strong multi-dimensional, and sustainable community.
- **Justice:** We promote fairness, integrity, liberty, and equity in our thoughts, service, and actions to lead our local communities and the world.
- **Kindness:** We foster a community that is friendly, considerate, respectful, and empathetic as we care for and shape citizens who understand that their actions and words impact others.
- **Service:** Through selfless acts, we contribute to the health and wellness of others as we strive to create a better society and world.

THE UNIVERSITY (CONT.)

Redlands prides itself on drawing a diverse student body. Almost 50% of students are the first in their families to attend college and no racial/ethnic group holds a majority. Students enrolled at the University of Redlands come from 38 other countries. The vast majority of students come from California and within 100 miles of the University's main campus in the Inland Empire. Almost 97% of undergraduates received financial aid, with Redlands spending 37% of its gross operating revenue on aid to students.

In 2020, the University recommitted to the ideals of diversity, equity, and inclusion and a multi-part plan of action is well underway. Important steps have been the appointment of the University's first senior diversity and inclusion officer and the adoption of a [University-wide statement](#) against racism, endorsed by faculty, administration, and trustees. In 2022, President Newkirk led the development of an anti-racism committee charged to address areas as recommended by the Anti-Racism Framework developed by the NADOHE. In 2024, the University released its Anti-Racism action plan. In addition, the University is a Hispanic-Serving Institution, and received a \$3M Developing Hispanic-Serving Institutions grant in 2023.

The University's campuses include an award-winning 160-acre main campus in Redlands; a wooded 13-acre San Anselmo campus in Marin County that houses the San Francisco Theological Seminary and the Presidio Center for Sustainable Solutions; and a regional campus in Riverside, California, that provides innovative programs for working professionals. An application is under review by the U.S. Department of Education enabling Woodbury University in Los Angeles, California, to merge into Redlands and bring its renowned programs in Architecture; Media, Culture, and Design; and Business to the University. Also, under final review is a merger between Redlands and the Presidio Graduate School, located on the San Anselmo campus and offering an MBA in Sustainable Solutions.

Over 54,000 living alumni call Redlands their alma mater and surveys show that generations have found the University prepared them well for career success and lifelong learning.

ACCREDITATION

The University of Redlands is accredited by the Western Association of Schools and Colleges (WASC). There are additional accreditations for specific programs:

- Chemistry programs by the American Chemical Society
- Conservatory of Music by the National Association of Schools of Music (NASM)
- Communication Sciences & Disorders programs by the American Speech-Language-Hearing Association
- School of Education by the California Commission on Teacher Credentialing
- School of Business & Society by the Accreditation Council for Business Schools and Programs

SELECTED RECENT ACCOLADES

Arbor Day Foundation

- Tree Campus USA (14 consecutive years)

Colleges of Distinction

- Based on engaged students, great teaching, vibrant community, and successful outcomes

Fiske Guide to Colleges (College of Arts and Sciences)

- Best and Most Interesting

Fulbright Scholarships

- Recognized by the U.S. Department of State as a Fulbright Hispanic-Serving Institution (HSI) Leader
- 28 Fulbright students in the last 15 years
- Recognized by the Department of Education as a "Top Producer of Fulbright Students"

The Princeton Review

- Best Western Colleges

U.S. News & World Report

- Top 10 Best in the West
- Top 5 Best Undergraduate Teaching
- Top 10 Best Value in the West
- #6 Best Colleges for Veterans

Wall Street Journal

- Top 20% Best Colleges in the U.S.

Washington Monthly

- "Best Bang for the Buck Colleges"
- Top 3% (20 of 604), Best National Universities, Masters, based on contributions to the public good, including social mobility, research, and service





HISTORY OF THE UNIVERSITY OF REDLANDS

Founded in 1907, the University prides itself on providing students a transformative education in an environment of academic and personal responsibility. Expressed in the language of an earlier time, Redlands, at its founding, sought to “mold the mind and the heart so that in the conflict of life, keenness and conscience shall go forth together.” Today, it remains centered on students and their life experiences made more powerful by its unique Southern California setting.

The University’s main campus opened in 1909 with nine faculty members, 10 courses of study, and 59 students, and conferred its first degrees in 1910. A School of Music followed in 1911 and a School of Education in 1924, with the School of Business becoming a separate entity in 2001. The School of Business was recently renamed the School of Business & Society (SBS).

Co-curricular life was a feature of the University from its earliest times, with the founding of the first fraternity in 1909 and the first sorority in 1910, along with the founding of a women’s literary society and the school newspaper shortly thereafter. Athletics was also established as an important part of campus life. The University’s yearbook, *La Letra*, was named after the “R” that was created by students on a nearby mountainside in 1913, which persists as one of the largest collegiate letters in the nation.

Innovations characterized the 1960s and 1970s, including the founding of Johnston College, now the Johnston Center for Integrative Studies, which enables students to design their own curriculum and degrees, and the introduction of the Salzburg Program for study abroad, which has provided many thousands of Redlands students from all majors with both cultural enrichment and life-long, memorable experiential opportunities.

Recent campus acquisitions – a major programmatic innovation and strategic decision – occurred with the three mergers the University has achieved in the last five years. The first was the San Francisco Theological Seminary and the University of Redlands in 2019, in which Redlands acquired a 13-acre campus in San Anselmo, 15 miles north of the Golden Gate Bridge. In addition to Theology, the campus hosts courses through the School of Business & Society and is the home of the Presidio Graduate School, the second merger of the University in 2022. With the acquisition of Woodbury University in June of 2024, and anticipated merger, the University will acquire a campus in Los Angeles, California, situated near the studios and cultural industries of Burbank. In addition, a regional site in Riverside, California, was established to serve working adults and is an important resource for the School of Education.



SCHOOL OF EDUCATION

For 100 years, the School of Education has upheld a commitment to develop compassionate, influential professionals who are dedicated to social and educational justice and contributing to something greater than themselves. The School's credential, undergraduate, and graduate programs prepare teachers, counselors, student affairs professionals, and administrators to be leaders in their field and to uphold educational justice in today's diverse and challenging educational and mental health landscape. Characterized by personalized, inclusive, and globally engaged teaching and scholarship, these programs are delivered by faculty members who are practitioners, researchers, and scholars.

The Office of the School of Education comprises the Dean, Associate Dean of Academic Affairs, Associate Dean of Operations and Analytics, Executive Secretary to the Dean, and Administrative Assistant. They are joined by 17 full-time faculty and over 80 part-time expert practitioners. The School offers courses on the main Redlands campus, the Riverside regional site, and online. Additionally, the School has deep partnerships with over 200 educational institutions in the region.

ACADEMIC PROGRAMS

The School of Education has three departments: the Department of Counseling and Human Services, the Department of Leadership and Higher Education, and the Department of Teaching and Learning. Across these three departments, the School offers one doctorate (in Leadership for Educational Justice) and eleven master's degrees (Clinical Mental Health Counseling; Counseling & Psychotherapy; Education: Learning & Teaching Mild to

Moderate Support Needs Special Education; Education: Learning & Teaching Mild to Moderate Support Needs/ Multiple Subject Track; Education: Learning & Teaching Mild to Moderate Support Needs/Single Subject Track; Education: Learning & Teaching Multiple Subject Track; Education: Learning & Teaching Single Subject Track; Education: Higher Education and Student Affairs; Education: School Counseling; Education: School Counseling College Emphasis; and Education: School Counseling P-12 & College Emphasis). The School of Education also offers a BA in Education Studies: Elementary Education and a new BA in Secondary Mathematics Teaching with a Single Subject Math Credential. In partnership with the College of Arts and

CURRENT ENROLLMENT PER PROGRAM

- EdD, Education in Leadership for Educational Justice – 90
- MA, Clinical Mental Health Counseling – 39
- MA, Counseling and Psychotherapy – 23
- MA in Education, Learning and Teaching (all programs) – 259
- MA in Education, Higher Education and Student Affairs – 19
- MA in Education, School Counseling - 24
- MA in Education, School Counseling College Emphasis - 11
- MA in Education, School Counseling P-12 and College Emphasis - 64
- BA in Education Studies, Elementary Education – 8
- Credential Only Programs – 31

SCHOOL OF EDUCATION (CONT.)

Sciences, the School also offers an undergraduate Teacher Credential Pathway, which can be completed while earning a bachelor's degree. Additional credential-only programs are offered, including California Service Credentials in Administrative Service and in Pupil Personnel Service, and Preliminary Teaching Credentials. Year-long teaching residencies are provided for candidates to train alongside veteran mentor teachers while working closely with faculty and university supervisors.

Students may expand their global literacy by enrolling in one of the study-away opportunities offered by the School's faculty. In the summer of 2025, for example, students may accompany faculty members to Cuba or Guatemala for a two-week immersive experience.

CENTERS AND INSTITUTES

The Center for Educational Justice (CEJ) was formed in 2006 to strengthen and promote equity and justice in society generally and education specifically. CEJ accomplishes its mission through strategic support, advocacy, and sponsorship of justice-related activities and initiatives. The Center for Educational Justice is grounded in a shared set of principles, which include a commitment to ideals such as promoting democracy, preserving free speech and open inquiry, building collaborative spaces, and working across social and political boundaries.

The Race in Education Analytics Learning Lab (REAL Lab) opens opportunities for students to produce knowledge about the role of race in education. The REAL Lab engages students in quantitative and mixed methods research projects that allow them to critically examine systems, policies, and practices as they seek change within their various professional contexts.

The Alliance for Community Transformation & Wellness (ACTW), established in 2014, engages the Inland Empire in conversations about and action to promote mental health and wellness. ACTW seeks to bring information and resources to those suffering and their allies while working to end mental health discrimination. Since its inception, ACTW has developed a number of pathways for engaging the community and building new partnerships, including a Riverside Free Clinic, Out in the Open, Y Girls Vibe, the Refine Mural Tour, and the annual Vibe Festival of Wellness, which includes a 5K & Family Fun Run. Building on the work of the ACTW, the School of Education received a \$4.3 million grant from the Department of Education to establish the Inland Empire Mental Health Training and Integration Center (MHTIC). The center will increase resources to mental health therapy programs including providing stipends to students for work in schools and Spanish-speaking communities.

SCHOOL OF EDUCATION'S VISION

Inspire more justice-related dialogue and action.

MISSION

Strengthen social and educational justice through student, staff, and faculty engagement.

GUIDING PRINCIPLES ROOTED IN SOCIAL AND EDUCATIONAL JUSTICE

- Advocate practices that emphasize equity and democracy for all.
- Promote diversity of people, thought, experience, and expression.
- Lead systemic change.
- Champion educational accessibility for all.
- Encourage inclusive education through diverse learning, teaching, and scholarship.
- Model self-awareness as a foundation for growth and change.



SCHOOL OF EDUCATION (CONT.)

STUDENTS AND STUDENT LIFE

In Fall 2024, almost 600 students (536 graduate students; 35 undergraduates) were enrolled in coursework in the School of Education. The School's student population reflects the multicultural richness of the region, with about half of all School of Education students being the first in their families to attend college and 55% identifying as Latinx/Hispanic, 7% as African American, and 5% as Asian American. Approximately 76% of students identify as female. The majority of students reside in California; in 2024, about 37 students from other countries enrolled in programs.

A specialized orientation is provided to students in each program. As part of President Newkirk's initiative to put the "uni" back in "university," many of the support services have been coordinated and centralized. The Student Success Center combines Academic Support and Accessibility and Advising services to students across the University by offering tutoring, writing assistance, peer mentoring, professional advising, success coaching, and academic success workshops, as well as support for students with disabilities. The Office of Career and Professional Development prepares both undergraduate and graduate students for success, hosting a variety of events and supporting students as they chart their internship, professional growth, and career paths. Due to the small classes and opportunities outside the classroom, students' connections with professors, peers, and mentors form academic and professional networks that serve students for a lifetime.

A Graduate Student Association in the School of Education is also a source of advocacy, support, and engagement for students and serves as an advisory body to the School's leadership. The School also has an advisory board that serves as a collective thought partner focused on mission-centered action that supports the work in the School and affects the larger field of K-12, higher education, and counseling and human services.

THE UNIVERSITY'S OTHER ACADEMIC PROGRAMS

College of Arts and Sciences. With more than 40 programs of study from which to choose, undergraduates in the College of Arts and Sciences (CAS) may also create self-directed majors in the Johnston Center for Integrative Studies. Students enjoy small class sizes and a student-to-faculty ratio of 13-to-1. In addition to bachelor's degrees, the College offers ten graduate degrees, six from its renowned Music program, one in Communication Sciences and Disorders, one in Public Policy & Administration, and two in Geographic Information Systems. The latter programs benefit from the University's relationship with Esri, the world's leading geographic information systems (GIS) company.

School of Business & Society. The School of Business & Society (SBS) meets the complex needs of today's post-traditional professional learners. Faculty and staff are committed to increasing high-quality access to graduate/professional and undergraduate degree programs for individuals seeking early, mid-, and late-career advancement. Courses are offered at the main Redlands campus, the San Anselmo campus, online, and on regional campuses. SBS offers two undergraduate majors and four master's programs. The School also hosts the Center for Spatial Business and the Banta Center for Ethical and Purposeful Leadership. Presidio Graduate School and the University of Redlands are in the process of a merger, which will result in the creation of the Presidio Center for Sustainable Solutions in the School of Business & Society. Drawing on the strengths of the University of Redlands, SBS's curriculum is informed by liberal arts values, which are reflected in notable programs in ethics, geographic information systems for business, and international outreach, including short-term study abroad options.

San Francisco Theological Seminary. The San Francisco Theological Seminary (SFTS) prepares students for theological engagement, transformational impact, and active leadership in communities and public life. SFTS faculty members are committed to research and teaching that leads to expanded knowledge and a better world. SFTS offers a Doctor of Ministry, two master's degrees, a chaplaincy program, and a variety of non-degree certificate programs. A member of the Bay Area's Graduate Theological Union, one of the world's largest multi-faith educational consortiums, SFTS also provides students with access to resources from institutions ranging from the Institute for Buddhist Studies to the University of California, Berkeley.



FINANCIAL MATTERS

The University's budget for fiscal year 2024-25 is \$111 million. The 2024-25 direct expenditures budget for the School of Education is \$3.74 million, with 9% for operations and 91% for personnel. Facilities, Marketing, Enrollment and Student Success are budgeted centrally, so those expenses are not included in the school's budget. There are no allocations for indirect costs to the school.

Redlands experienced operational deficits over the years 2016-2019. Accordingly, a comprehensive financial plan was started in January 2020 to resize the organization and get finances back in balance. The plan, created through a transparent and collaborative process, fully engaged the faculty governance process, and sought input from all institutional stakeholders—the Board of Trustees, Cabinet, administrators, faculty, students, alumni, and community members. The collaborative work has provided a pathway to financial sustainability and has been effective. Merging with the Presidio Graduate School and Woodbury University has enabled the University of Redlands to achieve economies of scale in providing services across the three campuses,

which has further contributed to the University's financial sustainability. Furthermore, Redlands has developed numerous improvements to management of its resources, through new procurement practices, installation of solar arrays to reduce energy costs, renovations that reduce energy usage, and innovative development of new revenue streams ranging from international academic partnerships to the University Village development project adjacent to the University Train Station.

The University's \$200 million comprehensive fundraising campaign concluded successfully in 2021 with a final total of \$207.2 million raised, and a new capital campaign is under development to achieve ambitious goals identified during the strategic planning process of 2021. The University's endowment has grown from \$211M to \$254M in the past five years, and last fiscal year, approximately 4,400 alumni and friends contributed \$11.5M to support scholarships, academic, student life, athletics, capital projects, and more.

CAMPUS FEATURES AND LOCATIONS

The 160-acre main Redlands campus is located on Serrano and Cahuilla Native American lands, halfway between Los Angeles and Palm Springs and at the base of beautiful Southern California mountains in the city of Redlands. The main campus is recognized for its historic buildings and award-winning grounds, featuring orange groves, architectural landmarks, and more than 3,000 trees. In all, the campus has 64 facilities, including 27 residence halls, housing a majority of the University's undergraduates. The Administration Building is the most iconic building, erected in 1909 with identical façades on the north and south and four pillars gracing each colonnade in a Greek Revival Beaux-Arts architectural style. The Memorial Chapel was built in 1927 and offers a venue for large university and public events. The Stauffer Complex for Science and Environmental Studies provides a four-building complex of classrooms, laboratories, and faculty offices. The Center for the Arts—a 42,000-square-foot space for art, art history, and theatre—is the first Gold LEED Certified Building on campus, as well as the first in the City of Redlands.

Redlands, named a "Great So Cal College Town" by *AAA Westways Magazine*, is known for its historic homes, beautiful parks, and America's longest continuously running community-oriented summer music festival. Among the city's other fun events is the Redlands Bicycle Classic, the longest continuous running invitational, professional stage race in America, bringing thousands of racers and spectators to the region every year.

The City of Redlands is part of San Bernardino County—the largest geographic county in the U.S. and one of the most diverse—located in California's Inland Empire, one of the fastest-growing population centers in the U.S. The San Bernardino County Transportation Authority plans to introduce North America's first zero-emission, hydrogen-powered train as part of the Redlands passenger rail line, and a commuter rail connects downtown Los Angeles to the Redlands campus, offering myriad possibilities for educational and co-curricular initiatives. The Redlands campus is 28 miles from Ontario International Airport, the fastest-growing airport in the U.S.

The San Francisco Theological Seminary is located on the San Anselmo campus in Marin County, as is the Presidio Graduate School. Most of the programs now at Woodbury University will remain on the Los Angeles campus. The University of Redlands also has programs in Salzburg, Austria, providing study away opportunities.



UNIVERSITY LEADERSHIP AND GOVERNANCE

Thirty-eight engaged and experienced leaders comprise the [University of Redlands Board of Trustees and Life Trustees](#). This distinguished group of dedicated alumni and friends of the University focuses on the future of the institution and among other fiduciary responsibilities approves an annual plan of financial operation. The Board of Trustees manages 11 standing committees that navigate and provide governance to the University. A separate Board of Directors for the San Francisco Theological Seminary presides over matters related to the church, providing spiritual and ecclesiastical leadership to the seminary. When the mergers between the University of Redlands, Woodbury University, and the Presidio Graduate School take effect, the University of Redlands Board of Trustees will serve as the governing board overseeing all Presidio and Woodbury programs and operations. The new Dean will attend and report on School activities at the meetings of the Academic Affairs and Student Experience committees of the University of Redlands Board of Trustees.

The University's [President Krista L. Newkirk, J.D.](#) assumed office in 2021. The Dean will sit on the President's Cabinet, which is made up of 15 experienced professionals who advise the president, approve policies, and help direct the day-to-day operations of the University.

The Dean will report to [Provost and Vice President for Academic Affairs Adrienne McCormick](#), who arrived at Redlands in 2022 and is the Chief Academic Officer for the

University. The Provost fosters collaborative leadership to ensure transformative teaching and learning for students and professional development for the teacher-scholar faculty. Dr. McCormick coordinates University-wide academic planning, contributes to advancement initiatives, and oversees the academic budget. She serves on the President's Cabinet, contributes to shared governance as an ex-officio committee member, convenes the Deans Council and Academic Leadership Council, and is a liaison to the Board of Trustees. The Dean will join Dr. McCormick's team consisting of the Deans of various schools, the Associate Provost for Faculty and Academic Innovation & Senior International Officer, the Director of Armacost Library, the Director of Strategic Partnerships & Community Engagement, the Director of the Office of Career and Professional Development, the Senior Director of Student Success, the HSI Grant Director, the Director of Accreditation and Assessment, the Director of Government Programs and Human Subjects Research, and the Executive Assistant to the Provost.

Faculty participate in shared governance through several governing bodies, including the University-wide Faculty Senate (and sub-committees) and the University Academic Assembly. Employees are represented through the University of Redlands Staff and Assembly, more commonly known as URSA. Undergraduate students are represented through the Redlands Student Government (RSG).



LEADERSHIP AGENDA FOR THE NEXT DEAN OF EDUCATION

The University of Redlands and School of Education seeks an engaged, visionary, and forward-thinking Dean, who will work closely with faculty and staff to advance its compelling core ideals of equity, access, and social and educational justice. Having recently celebrated its Centennial and seeing an increase in student enrollment, this is an exciting time to join the School of Education. The incoming Dean will find a welcoming community with committed faculty and staff who are dedicated to education and engagement that defines the University of Redlands experience and inspires students. The Dean's leadership agenda will focus on the following:

- Continue to expand enrollment in key areas and provide the resources and support needed for faculty, staff, and students to develop and be successful;
- With an eye to the future, collaborate with faculty and staff to innovate and diversify educational options and content delivery to meet market needs and create educational pathways for students, while bolstering the School of Education's already excellent reputation;
- Consider how to best integrate with Woodbury University to provide potential educational degrees in the Los Angeles/Burbank/Glendale region;

- Steward current relationships and foster new partnerships and synergies with school districts and other educational entities, as well as work closely with and build relationships with other units across the University;
- Expand financial and other resources through fundraising, securing grants, and partnership development;
- Implement and model excellent practices to support the diverse student population and continue to build diversity among the faculty and staff.

The next Dean must also demonstrate an appreciation for the University's distinctiveness and play a central role in realizing the University's vision for its future as laid out in the new [strategic plan](#). The successful candidate will join Redlands as a visible, accessible member of the campus community and will provide collaborative, transparent leadership for the School of Education. A great strength of the University and the School of Education is its faculty and staff, who are not only committed to teaching students but also to serving as mentors and role models. The next Dean will serve as an advocate for the School and recognize and encourage the contributions of its dedicated faculty and staff to build upon the already strong sense of community.

LEADERSHIP AGENDA FOR THE NEXT DEAN OF EDUCATION (CONT.)

REQUIRED QUALIFICATIONS

- An earned doctorate or other terminal degree in a field that is appropriate to the School of Education's offerings.
- A distinguished record of teaching, scholarly or creative activity, and service commensurate with appointment at the rank of professor in a program offered by the School.
- Significant and progressively responsible experience in academic administration, including management of personnel and budget.

DESIRED ATTRIBUTES

- Success in leading and implementing change and innovation and in coalescing groups to achieve common goals.
- Demonstrated commitment to educational and social justice and community engagement, consistent with the University and School of Education's historic mission.
- Demonstrated experience serving students from underrepresented communities and supporting a culture of inclusion.
- Strong interpersonal and communication skills with a respectful, consultative, and accessible style of leadership conducive to building trust with diverse populations.
- Demonstrated emotional intelligence with the ability to lead with authenticity, humility, and a sense of humor and capacity to recognize the importance of promoting wellness among all constituents.

- A seasoned fiscal manager and excellent steward of institutional resources, including the ability to make strategic budget decisions.
- Demonstrated experience with meeting accreditation standards and educator licensure processes.
- Familiarity with curricular, technological, and demographic trends and future challenges facing higher education and the K-12 classroom environment.
- Leadership experience in K-12 and/or higher education.
- Experience with securing external funding, including grants.
- Demonstrated commitment to innovative excellence in teaching and learning and support for faculty development.
- Capacity to balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision-making, transparency, and accountability.
- Ability to develop new and creative ways to attract, support, and retain high-quality, diverse faculty and staff.
- A deep understanding of and respect for shared governance and a commitment to fostering supportive and effective working relationships with faculty.
- Experience building partnerships with and promoting collegiality and collaboration amongst external constituencies, including alumni, donors, community members, local schools, businesses, and more.

UNIVERSITY OF
Redlands





APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Redlands is being assisted by Academic Search. Applications and nominations should be submitted electronically to RedlandsDOE@academicsearch.org.

Applications must include a cover letter that addresses the responsibilities and requirements described in this position prospectus and a curriculum vitae. This position is open until filled, but only applications received by **January 28, 2025**, can be assured full consideration.

Prospective candidates may arrange a confidential discussion by contacting Dr. Sharon Herzberger at Sharon.Herzberger@academicsearch.org or Andrea Cowser at Andrea.Cowser@academicsearch.org.

To learn more about the University of Redlands, visit www.redlands.edu.

Submission of a resume or application indicates agreement that the University may verify any and all information contained therein. The University of Redlands is an equal opportunity employer. Members of underrepresented groups are encouraged to apply.

The University does not unlawfully discriminate in its employment, enrollment, programs, or activities on the basis of age, color, race (including hair texture and protective hairstyles), ethnicity, national origin, ancestry, sex, marital status (including domestic partner status), pregnancy and related conditions, sexual orientation, gender, gender identity or expression, physical or mental disability, genetic information, religion/creed (including religious dress and grooming practice), citizenship status (except to comply with legal requirements for employment), military/veteran status, status as a domestic violence victim, or any other characteristic protected by law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of Redlands 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.

