

# SEARCH PROSPECTUS:

Dean of the School of Education



  
**SONOMA**  
STATE UNIVERSITY

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## THE SEARCH

Sonoma State is a regionally serving public university committed to educational access and excellence. Guided by our core values and driven by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. The University seeks a visionary and collaborative leader to serve as Dean of the School of Education. This is a remarkable opportunity to provide dynamic leadership at a public institution poised to become a national model for student success. SSU is located north of San Francisco in the heart of wine country and is the only public four-year university in the North Bay.

The Dean, working with various stakeholders and constituents, will have the opportunity to shape and execute the vision for the School's next chapter of growth aligned with the university's new strategic plan. Building Our Future @ SSU has four priorities at its core: student success; academic excellence and innovation; leadership cultivation; and transformative impact. The Dean will join a team of faculty, staff, students, and academic leaders who are working to build the future of Sonoma State and deliver on its vision

to embrace innovation in the institution's quest to be a national model for public higher education by 2025.

Founded as a liberal arts college in 1961, Sonoma State has evolved into a diversified university that provides students with the intellectual framework and hands-on skills to thrive in a variety of professional careers. *U.S. News and World Report* consistently names SSU among "America's Best Colleges." The University enrolls approximately 9,200 students (93 percent undergraduate) and operates as part of the 23-campus California State University (CSU) system, the largest four-year system of higher education in the United States. Sonoma State has a long tradition of promoting intellectual and personal growth and contributing significantly to the region's economy and workforce preparation. With a strong foundation in the liberal arts and sciences, the institution embraces its core values of diversity, sustainability, community engagement, and adaptability. The campus is in a phase of growth and excitement that started with the arrival of President Judy Sakaki in 2016 and Provost Lisa Vollendorf in 2017, who both are committed to a collaborative vision supporting and promoting student, faculty, and staff success.



## THE SCHOOL OF EDUCATION

Since 1964, Sonoma State University has excelled in preparing effective teachers, administrators, and other school professionals in programs that are highly regarded by students and the wider educational community. The School of Education offers teacher credential programs in Multiple Subject, Single Subjects, and Special Education. Additionally, the robust Early Childhood Studies major prepares students to become knowledgeable, caring professionals committed to contributing to a just society through high-quality education for all children and families. The School also offers advanced credentials and master's programs in Reading and Language; Administrative Services; Curriculum, Teaching, and Learning; Early Childhood Education; Special

Education; and Educational Leadership. The School's faculty and staff take pride in offering individualized and small group experiences for students in rigorous, focused, personalized, and highly regarded programs enhanced by carefully chosen field placements. Faculty research and service help create the best teachers in California and give students opportunities to actively participate in exploring real-world solutions for tomorrow's classrooms. While the School's programs are designed primarily for positions in public schools, graduates are prepared to work in non-teaching positions in education or related human service fields in both public and private sectors.

## THE OPPORTUNITY

The next Dean of the School of Education at Sonoma State University has the opportunity to build on past successes and to take the school to the next level of impact and excellence. The Dean will be joining the institution at a time of increased investment in leadership development and research opportunities. As Sonoma State continues to focus on its regionally serving focus, the Dean of Education will play a major role in providing leadership and guiding community partners in our shared quest to improve educational attainment throughout our six-county service region. Sonoma State is deeply committed to the values of diversity and social justice that are core to the School of Education: the Dean has the opportunity to amplify these values and help improve access to high-quality education for all students, regardless of their backgrounds.



# ABOUT SONOMA STATE UNIVERSITY

Founded as a teacher education center for the North Bay, Sonoma State College was approved by the state legislature in 1960; it opened in the fall of 1961 with 274 students. Five years later, the nascent college moved to its current, 269-acre campus, which at the time had two buildings. In its first years, Sonoma State was a small, liberal arts college that served primarily as a commuter and re-entry student campus. The institution grew steadily over the years and, in 1978, Sonoma State officially received university status. SSU currently has 9,200 students, 600 faculty, 900 staff, an endowment of \$44 million, and an operating budget of over \$100 million. It is a federally designated Hispanic Serving Institution.

Sonoma State University has six schools—Arts and Humanities, Business and Economics, Education, Extended & International Education, Science and Technology, and Social Sciences—that provide students with a high-quality education featuring close interactions with faculty, research, and internship opportunities. A major contributor to the North Bay workforce, Sonoma State offers degrees in 46 majors and 49 minors at the bachelor's level and 15 at the master's level, as well as nine credential programs and eight undergraduate and graduate certificate programs.

The University operates as part of the 23-campus California State University (CSU) system, the largest four-year system of higher education in the United States. Sonoma State is one of the smaller CSU institutions and approximately 34 percent of students live on campus—one of the highest percentages in the CSU System—and roughly 80 percent of first year students come from outside the North Bay region. Many classes have fewer than 40 students, enabling close interaction between students and faculty. SSU has been recognized nationally as a “Best Value,” “Most Connected,” and “Most Green” college by the Princeton Review.

## **Mission**

Sonoma State is a regionally serving public university committed to educational access and excellence. Guided by our core values and driven

by a commitment to the liberal arts and sciences, Sonoma State delivers high-quality education through innovative programs that leverage the economic, cultural, and natural resources of the North Bay. As a member of the 23-campus California State University system, Sonoma State is proud to serve a diverse student population on our beautiful campus, at our environmental preserves, and at satellite centers throughout the region. Located north of San Francisco in California's wine country, Sonoma State drives the economic, cultural, and educational engines of the North Bay. Sonoma State University prepares students for meaningful citizenship in a complex world.

## **Vision**

Sonoma State University embraces innovation in our quest to be a national model for public higher education by 2025. Our students graduate prepared to meet the challenges of the 21st century and to make an impact in the community and the world.

## **Core Values**

SSU's core values are an expression of who we are at Sonoma State. We proudly embrace integrity, respect, excellence, and responsibility as part of our Seawolf Commitment. Our core values include:

1. Diversity and social justice
2. Sustainability and environmental inquiry
3. Connectivity and community engagement
4. Adaptability and responsiveness

## **Student and Campus Life**

The Sonoma State campus community is ethnically diverse and 64 percent of SSU students receive some type of financial aid; SSU awards approximately \$1.1 million in scholarships per year (academic scholarships, athletics, and performing arts). The University has a 60 to 40 female-to-male ratio. The majority of SSU students come from California (99 percent), although countries all over the world are represented within the student body. The University is also proud to have received its designation as a Hispanic-Serving Institution (HSI)

## ABOUT SONOMA STATE UNIVERSITY (cont.)

in 2017 as 33 percent of the university's 8,600 undergraduates identify as Hispanic.

### Strategic Plan

In 2017-2018, Sonoma State University engaged in a comprehensive process to share, shape, and unite around one strategic plan that will set the direction for the University for years to come. With the participation of nearly 4,000 individuals, including faculty, staff, students, alumni, and community members, a proposed plan has been put in place that will help Sonoma State achieve its vision of becoming a national model for higher education by 2025. The strategic planning process has been guided by Sonoma State's core values, which include: diversity and social justice; sustainability and environmental inquiry; connectivity and community engagement; and adaptability and responsiveness.

Below are four strategic priorities that will provide a road map for Sonoma State's strategic plan implementation in the coming years:

1. Student Success: Sonoma State aspires to be a national model for student success, which includes all aspects of the student experience, from academics to campus life to graduation. All members of our campus community have the responsibility to serve students with integrity and to provide the support services students need to succeed.
2. Academic Excellence and Innovation: Sonoma State has high-quality, innovative academic programs that prepare students to flourish in a changing workforce and world. By educating beyond classroom walls and across disciplines, Sonoma State promotes synergy and creativity in a dynamic educational environment that responds to regional workforce and community needs.
3. Leadership Cultivation: As the region's only public four-year university, Sonoma State embraces its leadership role in the North Bay and beyond. We prepare the next generation of leaders by providing students with opportunities to learn the knowledge and skills

needed to build a better society both locally and globally.

4. Transformative Impact: Sonoma State transforms the lives of students, families, and communities by providing educational access and opportunity to help all students succeed. Our faculty and staff work to transform our region, our communities, and our academic disciplines through service, research, programming, and outreach.

To learn more, see:

<https://www.sonoma.edu/strategicplan>.

In addition to the university strategic plan, the School of Education has its own [Mission, Vision, and Values Statement](#):

The School of Education provides transformative educational experiences through teaching, research, and key initiatives. We prepare undergraduates, graduate students, and credential candidates to advocate for social justice in their learning and throughout their careers so that students, schools, and communities flourish.

In service to this mission, School faculty and staff take pride in offering individualized and small group experiences for teacher candidates and degree program students. Field placements are carefully chosen to be in some of the best places for students to learn about teaching and learning.

### School of Education Academic Programs

The School of Education provides programs for students seeking a B.A. degree, preliminary and specialist credentials, certificates, and graduate degrees.

The programs in the School of Education prepare students to pursue careers or graduate study in professions that involve work with young children, as well as qualifying them for the California Child Development Permit. The School of Education offers preliminary teaching credentials in multiple subject (elementary), single

## ABOUT SONOMA STATE UNIVERSITY (cont.)

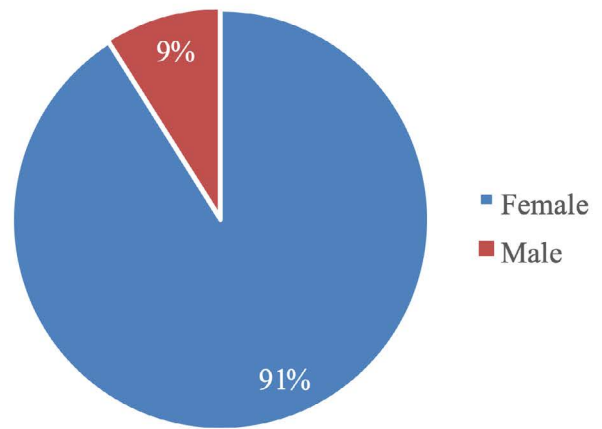
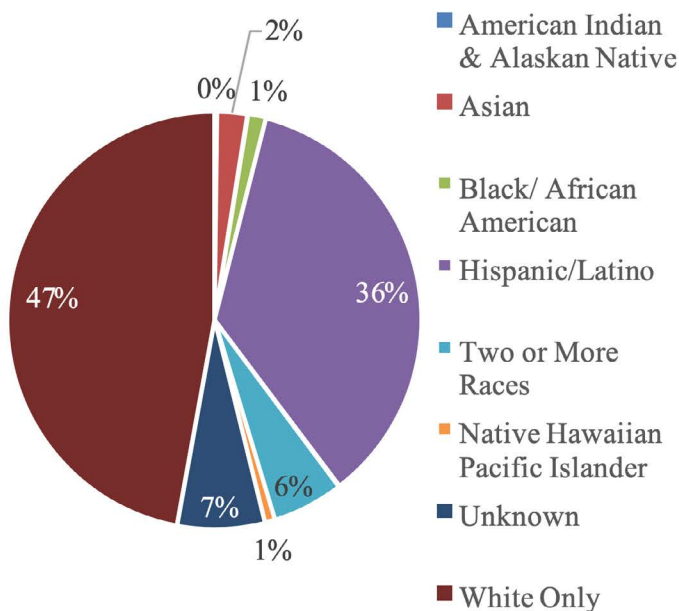
subjects (middle school/secondary), and special education (Education Specialist: mild/moderate or moderate/severe). Other offerings include certificate and specialist credential programs in Reading Certificate and Reading and Language Arts Specialist, Pupil Personnel Services (PPSC), and Administrative Services credentials, as well as an added authorization in Early Childhood Special Education. All credential programs are accredited by the California Commission on Teacher Credentialing (CTC), and the unit is accredited by the National Council for Accreditation of Teacher Education.

The School of Education offers an M.A. degree in Education with concentrations in curriculum, teaching, and learning; early childhood education; educational leadership; reading; and special education. While the School's programs are designed primarily for positions in public schools, graduates are prepared to work in non-teaching positions in education or related human service fields in both public and private sectors.

Coursework and field experiences in the School of Education emphasize the complex interaction of

learning and teaching in the context of the diversity of California schools. Current educational theory and research provide the foundation for course and program offerings, with implications for practice drawn from the realities of life in classrooms and schools. All programs provide substantive time for students to student teach, intern teach, or serve as administrative interns in schools. The School of Education works closely with area schools and school districts in a variety of partnerships. School of Education faculty collaborate with faculty in other departments and schools across the University in subject matter preparation, pedagogy, and field experiences. Admissions requirements are informed and regulated by the CSU as well as State and National Accrediting agencies.

In 2018, the School of Education had 431 degree-seeking undergraduate students in Early Childhood Education, 37 students in the Early Childhood Education minor, 98 master's students and 218 credential students. The student population is diverse and reflects the demographics of the region, with over 30% identifying as Hispanic/Latinx.



# ROLE OF THE DEAN OF THE SCHOOL OF EDUCATION

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean of the School of Education serves as the chief academic and administrative officer of the School and provides academic, intellectual, and administrative leadership to the School. The Dean sets and articulates the vision for the School aligned with Sonoma State University's mission and goals, creates new opportunities for the School and the University, and directs its growth and development through shared academic governance. The Dean is responsible for promoting and improving the quality and effectiveness of the School's programs, including all aspects of teaching and learning; research, scholarship, and creative activity; and community engagement. The Dean provides leadership for assessment, accreditation, and metrics related to graduation and retention. The Dean is also responsible for fund diversification, including fundraising and development as well as extended education programs in alignment with the goals of the School of Education. As a member of the Provost's Leadership Council, the Dean has the responsibility to work collaboratively and collegially with all stakeholders to advance the goals and mission of the Division of Academic Affairs and the broader University.

The Dean also represents the School in the broader community through active leadership in the development of activities that further the mission of the School, the University, and the community. The Dean works closely with local school districts and county offices of education, and serves on boards of educational, community, and business organizations to further the mission of the University and the economic and cultural vitality of the region. The Dean also has oversight responsibility for Centers and Institutes operating within the School, and for grant and contract activity undertaken by such Centers or conducted independently by faculty. In addition, the Dean often represents the School and the University at the California State University system level.

## **School of Education Core Values**

- Examining and respecting human differences is central to educational inclusivity.
- Collaboration and community partnerships strengthen work.
- Taking critical and reflective stances in light of educational and social inequities.
- Committed to equity and access in education for all.
- Promote meaningful learning through theoretically sound and research-based pedagogies.

## **The PUERTA Project at Sonoma State**

PUERTA ([Preparing Underrepresented Educators to Realize their Teaching Ambitions](#)) is a U.S. Department of Education, Title V Individual Development Grant-funded project designed to increase the number of Hispanic and Latinx students qualified to teach in public elementary schools and secondary schools. In 2018, SSU established the PUERTA Centro for Diversity in Teaching, a collaboration between the School of Education and the Division of Student Affairs, as a place where Hispanic and Latino students interested in the teaching profession can receive advising, counseling, career services, and academic assistance in a supportive community environment under the department of CAASE (Center for Academic Access and Student Enrichment). Sonoma State University launched PUERTA as a campus-wide approach that includes recruiting teacher education candidates, providing supportive advising, and offering high-impact programs such as the Summer Bridge, Freshman Year Experience cohorts, and Freshman Learning Communities.

## **Points of Distinction for the School of Education**

- STEM Education: Part of a \$3M NSF collaborative grant (SSTELLA Project) to improve the preparation of science teachers to teach English Learners. Receives annual funding for increasing the number of qualified



## ROLE OF THE DEAN OF THE SCHOOL OF EDUCATION (cont.)

math and science teachers.

- The School of Education prepares 40% of the region's teachers.
- The School hosts an outstanding annual job fair.
- Maker Education: School faculty actively involved in two NSF grants to develop and research math and science maker elementary curriculum for elementary English Learners and an undergraduate General Education maker course to promote undergraduate STEM education.
- The 4-year graduation rate in Early Childhood Studies is consistently one of the highest on campus.

### Minimum Qualifications

- An earned doctorate and an academic record to support appointment at the rank of professor in the School of Education;
- At least five years of successful administrative experience such as serving as a dean, associate dean, department chair, administrative position within P-12 school system, or equivalent experience;
- A commitment to the school's [Social Justice Vision and Mission](#) through early childhood studies and field-based teacher education programs,
- A record of successful association with public P-16 education and demonstrated ability to develop and maintain partnerships with local preschool agencies, school districts, and state departments of education;

- A record of achievement in promoting diversity, advocating the goals of affirmative action, and supporting underrepresented groups;
- A commitment and ability to maintain and develop strong undergraduate, graduate, and credential programs;
- Experience, knowledge, and commitment to evidence-based decision-making and accreditation processes;
- Demonstrated excellence in higher education leadership;
- Demonstrated ability to articulate and provide leadership around current issues and trends in teacher education in California;
- Strong communication, interpersonal, and managerial skills;
- Ability to work successfully and inclusively with diverse students, faculty, staff, administrators, and community members;
- Commitment to effective, collegial decision-making within the context of shared governance and collective bargaining;
- Experience and vision for developing external funding and fostering community relationships;
- Experience with accreditation (e.g., CTC, NCATE, WASC) and/or assessment.

### Salary/Benefits:

Salary is commensurate with knowledge, skills, and experience. The University offers excellent fringe benefits.



## GENERAL INFORMATION

This position is a “designated position” in the California State University’s Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission. This position is a sensitive position as designated by the CSU. A background check (including a criminal records check) must be completed satisfactorily. Failure to satisfactorily complete the background check may affect the status of candidates who apply for the position. Additionally, the person holding this position is considered a “limited reporter” under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment.



## HOW TO APPLY

Applications should consist of a substantive cover letter, a curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to:

[SonomaStateDeanEducation@academicsearch.org](mailto:SonomaStateDeanEducation@academicsearch.org)

The position is open until filled. All applications received by November 4, 2019, are assured full consideration. The University is being assisted by Academic Search, Inc. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Die Hasselmo at [Ann.Hasselmo@academicsearch.org](mailto:Ann.Hasselmo@academicsearch.org), Beth

Martin at [Beth.Martin@academicsearch.org](mailto:Beth.Martin@academicsearch.org), and Chris Butler at [Chris.Butler@academicsearch.org](mailto:Chris.Butler@academicsearch.org). Further information about Sonoma State University is available at [www.sonoma.edu](http://www.sonoma.edu).

*SSU is an Equal Opportunity Employer and prohibits discrimination on the basis of race, color, ethnicity, religion, national origin, age, gender, gender identity/expression, sexual orientation, genetic information, medical condition, marital status, veteran status, and disability. Our nondiscrimination policy is set forth in CSU Executive Order 1096. Reasonable accommodation will be provided for applicants with disabilities who self-disclose by contacting Recruitment Services at (818) 677-2101.*

# ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Sonoma State University 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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