THE Ohio State University

An Invitation to Apply for the Position of

Dean of the College of Education and Human Ecology
The Ohio State University

‘There is a direct correlation between what we do in higher education and the quality of people’s lives. If we think of places around the world, and particularly in this country, the most successful, innovative, entrepreneurial, healthy regions center around our great universities.’

- Excerpt from President Michael V. Drake’s “2017 State of the University” address

THE SEARCH

The Ohio State University (Ohio State), a top 20 public research land-grant university and the state’s flagship, invites nominations and applications for the position of Dean of the College of Education and Human Ecology (EHE). A college of tremendous disciplinary breadth and depth, EHE is positioned for a new era of distinction and impact. Its next dean will have an unparalleled platform from which to create exciting new partnerships and programs within the college, throughout the university, and in the greater community. From its prominent and diverse programmatic offerings that include teacher education, kinesiology, nutrition and dietetics, and counselor education, EHE is uniquely positioned to positively influence the human condition through its boundary-spanning entities and world-class faculty. The college has more than 150 faculty members and 4,600 students and is organized into three departments: Teaching and Learning, Educational Studies, and Human Sciences. EHE also has several centers including the Crane Center for Early Childhood Research and Policy, Center for Education & Training for Employment, and the Dennis Learning Center, and works closely with OSU Extension and Ohio State’s international offices, to ensure its programs have both local and global impact.

EHE has achieved national prominence in numerous fields and presents a unique opportunity for an entrepreneurial and collaborative leader to leverage its distinctive components. The next dean will benefit from the exceptional resources of Ohio State, as well as the vibrant city of Columbus, Ohio, to build a singular academic enterprise that serves the needs of the entire state of Ohio and beyond. With more than 66,000 students on six campuses, Ohio State is situated in the center of the country and is a national exemplar of how a university can enact positive change in its community locally, nationally, and globally. The next dean of EHE will arrive at an opportune moment at a college and university with the necessary leadership, resources, and vision to have a dramatic impact on society.
Reporting to the Executive Vice President and Provost, the dean is the chief academic and administrative officer of the college and is responsible for leading its education, research, service, and outreach missions. The dean also leads fundraising efforts and facilitates strategic internal and external relationships of the college while demonstrating strong fiscal responsibility aligned with EHE’s values and goals.

Ohio State seeks a transformational leader to advance excellence in the wide-ranging fields within the college and an appetite to build mutually beneficial interdisciplinary partnerships across Ohio State and with external partners across occupational sectors. The next dean must strongly support and champion diversity in all forms and have a demonstrable track record in this area. Ideal candidates will hold an earned doctoral degree or the highest degree awarded in their discipline and have a distinguished record of scholarly research, teaching, and extension accomplishments commensurate with an appointment at the rank of tenured full professor at Ohio State.

The Ohio State University has retained Isaacson, Miller to assist in this important recruitment. Please direct all inquiries and applications as indicated at the end of this document.

THE OHIO STATE UNIVERSITY

The Ohio State University, founded in 1870 as a land-grant university, rapidly became one of the nation’s finest comprehensive public universities and is a member of the Association of American Universities (AAU) – the only public university in Ohio with AAU status. The Columbus campus is the third largest university campus in the United States with a population of 66,000 students, 7,000 faculty, and 25,000 professional and administrative staff. In addition to the Columbus campus, Ohio State comprises four regional campuses (Lima, Mansfield, Marion, and Newark) as well as the Agricultural Technical Institute at Wooster. Additionally, as a global university, Ohio State has opened offices – Global Gateways – around the world. The university houses 15 colleges, spanning the entire spectrum of a comprehensive public university. Ohio State’s endowment now exceeds $3.5 billion.

The Ohio State University is a world-class institution of scholarship, learning, and public service. The university’s undergraduate program is ranked sixteenth among all public universities in the U.S. Graduate and professional education programs at Ohio State, including those at College of Education and Human Ecology, the Fisher College of Business, the Moritz College of Law, and the Colleges of Medicine, Pharmacy, Engineering, and Social Work, are all consistently rated the best of all similar programs in Ohio and in the top quartile nationally. Annual research expenditures near $850 million.

The Ohio State University campus is in Columbus, the state’s capital and the largest city in Ohio, and occupies 1,765 acres. Columbus is a diverse city in terms of race, ethnicity, culture, income, identity, and opportunity. The city is nested in Franklin County where racial diversity includes approximately 23% Black, 5% Asian, 3% multiracial, and 5% Latinx residents. Last year, Columbus beat out more than 70 competitors nationwide to be named the U.S. Department of Transportation’s Smart City. Ohio State is the lead research partner in the effort. University scientists and facilities play a central role in implementing the $140 million program to develop model innovative transportation strategies for the region and nation.
UNIVERSITY STRATEGIC PLAN

Ohio State finds itself at the precipice of transformational change with great momentum in applications, graduation rates, academic excellence, diversity, donor support, and more. A comprehensive and inclusive strategic planning process began in summer 2016, initiated by President Michael V. Drake and the Ohio State Board of Trustees. The effort aligns with and builds on the 2020 Vision for the university, introduced by President Drake at his 2015 investiture, and will guide and inform the priorities of Framework 2.0, a plan for the physical environment of the Columbus campus.

Broadly, Ohio State’s mission and values have naturally guided the strategic planning process. Through its mission, the university is dedicated to:

• Creating and discovering knowledge to improve the well-being of our state, regional, national and global communities;
• Educating students through a comprehensive array of distinguished academic programs;
• Preparing a diverse student body to be leaders and engaged citizens;
• Fostering a culture of engagement and service;
• Understanding that diversity and inclusion are essential components of excellence.

Ohio State’s core values are: excellence; diversity in people and of ideas; inclusion; access and affordability; innovation; collaboration and multidisciplinary endeavor; and integrity, transparency and trust.

For more information about the university’s strategic plan and Framework 2.0, visit https://president.osu.edu/strategicplan/.

THE COLLEGE OF EDUCATION AND HUMAN ECOLOGY

Since its founding in 1895, The Ohio State University College of Education and Human Ecology has purposefully leveraged its unique combination of strengths to address social, educational, health and consumer needs in a comprehensive and transformational approach. EHE prepares professionals and leaders for action in the lab, the classroom, in business, and the community. EHE’s mission is to resolve pressing educational, health and wellness, and social needs locally, statewide, and beyond. EHE’s core and most fundamental values include holistic and systemic thinking, a commitment to diversity, and integrity and accountability.

The EHE has only existed in its current structure since 2013. Its history dates back to 1895 as the departments of Pedagogy and Domestic Economy. In July 2006, the faculty and staff of both programs overwhelmingly approved a proposal to join together as the College of Education and Human Ecology. In August 2012, the College of Education and Human Ecology faculty realigned their programs into three areas: the Department of Educational Studies, the Department of Human Sciences, and the Department of Teaching and Learning. Today its programs comprise teaching and learning, kinesiology, nutrition, reading and literacy, psychology and counselor education, leadership, and hospitality management, among its varied areas of focus.
Through its more than 150 faculty, EHE offers 18 undergraduate degree programs, 19 graduate degree programs, and 19 endorsements and license-only programs. The college serves more than 4,200 undergraduate and 1,050 graduate and professional students each year, of whom nearly 300 attend from outside of the US. Six of EHE’s graduate education programs are ranked among the top 10 in the country according to U.S. News and World Report, with another two in the top 20, and the college as a whole ranked 16th. Other standout programs include nationally-ranked nutrition programs, including one recognized as among the top doctoral programs at OSU.

Research at the EHE brings together theory and practice to extend its impact in the state, nation and world. External funding for scholarly endeavors surpassed $48 million for FY2015.

The College of Education and Human Ecology houses five research centers to bring individuals together to work collaboratively on innovative projects that improve quality of life. These centers include:

- **Center on Education and Training for Employment (CETE):** works with education standards, curriculum, and evaluation with particular focus on career-technical education, job-task analysis, and collaborative community problem solving.

- **Crane Center for Early Childhood Research and Policy (CCEC):** a college-level research center dedicated to conducting high-quality, empirical research on how to improve children's learning and development in the home, the school, and the community.

- **Walter E. Dennis Learning Center:** provides academic learning services and support to undergraduate, graduate, and professional students from all academic backgrounds that enable them to enter, excel in, and complete postsecondary education programs.

- **Research Methodology Center (RMC):** a fully resourced academic research center charged with advancing the design and conduct of high-quality research in EHE.

- **Schoenbaum Family Center:** provides exceptional learning opportunities and resources to families so that all children may enter kindergarten ready to learn and continue on successful educational trajectories.

While the next dean of the EHE is expected to craft a strategic vision and plan for the college, a strategic framework was developed this fall. Its five major goals include:

- **Diversity and Inclusion** at the core of all of our efforts
- **Teaching and Learning** with an emphasis on building new and innovative course offerings and programs; increased connections between our faculty and students; and development of our urban education profile
- **Research and Creative Expression** with an emphasis on pioneering interdisciplinary work across the college, the university, and beyond
- **Access and Affordability** through a multi-pronged strategy focused on building student and scholarship pipelines throughout the State of Ohio
• *Human Wellbeing* with an emphasis on holistic, interdisciplinary approaches, as is implied by the term "human ecology".

**ROLE OF THE DEAN**

The dean serves as chief academic officer and reports to the Provost of the University. The dean leads a college of operational complexity and disciplinary range and manages a budget of approximately $91 million. Ohio State’s RCM budget model affords deans latitude for entrepreneurial activity. As such, the dean is responsible for all areas of strategic planning and academic operations for the EHE including management of faculty and staff, development of academic programs, delivery of student services, oversight of facilities, development of research, and fiscal management, including fundraising. The dean leads an executive team including the three department chairs, associate deans for academic affairs; faculty affairs; research; diversity, inclusion, and community engagement; and assistant deans in education preparation, undergraduate student services, and outreach and engagement.

With a diverse academic portfolio of programs, the dean needs to be skilled in managing issues of scholarship and practice, a range of lab equipment and space needs, accreditation requirements, faculty teaching loads, and increasing demand for students across a wide range of disciplines.

**OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN**

The College of Education and Human Ecology has many distinguishing strengths including a diverse offering of academic disciplines, strong partnerships across the state, talented and accomplished faculty, a diverse and dedicated student and alumni body, and a commitment to inclusivity and community engagement. Over the past century the college has trained thousands of teachers and leaders serving the state of Ohio and beyond. With changes in healthcare and a heightened need to address wellness and prevention, in addition to its unique complement of programs and the platform of a flagship urban land grant university with a President who emphasizes teaching and learning, EHE is uniquely positioned to have a profound impact on both individuals and communities. An entrepreneurial dean has an unparalleled opportunity to enact positive change. To achieve these goals, the Dean will address the following opportunities and challenges:

**Inspire and develop a clear and compelling vision and identity for EHE**

With three strong and independent departments, numerous administrative units, and a recent history of realignment, the next dean will help create an exciting and forward-thinking vision that both unifies and celebrates the differences inherent to the EHE. This will require bringing faculty, staff, and students from the three departments together across disciplinary and departmental lines. In order to make the sum greater than its parts, the dean will lead and inspire faculty, staff, and students to identify novel ways to bringing expertise together to address society’s largest problems. With the right leadership, an intrepid dean has the opportunity to make great impact on both the internal EHE community and beyond.

Cognizant of the pressing needs of the community and workforce, the dean will build upon the EHE’s existing strategic framework and lead important and transparent discussions on how the college should invest its resources to develop a range of programs that will attract high-caliber faculty, students, and staff
from communities across Ohio and beyond. The end result will be a more cohesive identity for the college and a roadmap for the future.

**Build and strengthen a diverse and inclusive community**

The dean will be a key figure in the college’s and university’s efforts to further diversify its community and assure the success of students, faculty, and staff from all backgrounds. It is expected that the dean will embrace students, staff, faculty, and community partners from diverse backgrounds and will clearly demonstrate a personal commitment to equity, community, and inclusiveness. The dean will publicly encourage an atmosphere that welcomes and celebrates diversity, including differences in social and economic backgrounds, lifestyle, gender, race, ethnicity, political affiliation, religion, sexual orientation, and in the promulgation of varying approaches to, and views on, intellectual issues. In order to do so, the dean must be keenly aware of the demographics of the surrounding communities the EHE and the university serve.

Core to this effort is ensuring a high-quality student experience for both undergraduate and graduate students from all different backgrounds. The dean will work closely with student services to make certain students across the college have access to the resources necessary to thrive in the classroom and in the workforce.

**Empower faculty to continue providing world-class teaching, scholarship, and service**

EHE’s faculty is among the very best in the world. The dean has the opportunity to enable faculty in a variety of fields to continue producing exemplary teaching, research, and service both in the classroom, the lab, and beyond. In order to do so, the dean must create spaces and incentives to bring people together in new and innovative ways, leverage technology, and involve faculty across the college in the running of the college. The next dean will have the opportunity to more closely integrate faculty in decision-making and to better understand the different policy and procedural challenges for faculty in different disciplines.

In addition, the Dean must find creative solutions to limited resources to increase staffing and allow for more entrepreneurial endeavors by faculty in line with their promotion and tenure requirements.

**Champion synergies across EHE and the university**

The College of Education and Human Ecology is uniquely positioned to enact positive change in communities. In order to do so, the dean must be a collaborative champion and find new and innovative ways to bring people and programs together in order to develop boundary-spanning entities for interdisciplinary work. This will require thinking creatively about how to strengthen existing administrative structures, incentivize research collaborations, and strengthen communications channels across the three EHE departments and throughout the entire university.

Ohio State provides fertile ground for such collaborations and innovations. Ohio State has developed interdisciplinary strengths across the entire campus, and will benefit from even stronger cooperation and collaboration among its colleges. With a broad and distinctive life and health sciences enterprise, a strong
array of undergraduate, graduate, and professional programs, and opportunities to leverage regional campuses, there is incredible opportunity for EHE to partner with other collaborative deans, faculty, staff, and students to address societal challenges such as childhood obesity, the achievement gap, and the wide-ranging effects of the region’s opioid epidemic on families and communities, among other challenges.

**Increase community partnerships and impact**

EHE’s programs are vitally linked with professional practitioners in the broader community. The next dean will leverage existing community-based partnership such as those with the Columbus City Schools, the OSU Couple & Family Therapy Clinic, and the opportunities presented through OSU Extension and regional campuses to connect the college with the greater Columbus and broader Ohio communities. With the search for a new superintendent of Columbus City Schools concurrent with this dean search, the dean will have an ideal opportunity to forge a new relationship with a key community partner.

The dean serves in significant roles externally. The dean is an advocate and ambassador for the Ohio State University and a spokesperson and thought leader within the education and broader human ecology communities. Given the role the state of Ohio plays as a national bellwether, the dean of EHE, as a university leader, is afforded an incomparable platform for framing national dialogue around education and community health.

**Maximize current revenue streams and expand new sources of revenue**

Operating in an RCM budget model, entrepreneurial and inventive deans thrive at Ohio State. The next dean must develop a business plan that identifies strategic opportunities for sustainable program growth. The dean will develop new sources of revenue by exploring new programs, technology, and delivery methods including additional certificate programs, continuing education, institutional trainings, increased research productivity, and expanded extension programs. In preparation for the university’s next ambition campaign, and in close coordination with the EHE advancement team, the dean will lead a sustained and aggressive commitment to private, foundation, and corporate fundraising. Having additional revenue will create new opportunities for partnerships and advancing research, which will raise the visibility of the EHE, locally, nationally, and internationally.

**QUALIFICATIONS AND EXPERIENCE**

The successful candidate will bring many of the following professional qualifications, skills, experiences, and personal qualities:

- A doctorate degree and a distinguished record in research or scholarship that would qualify for rank of professor in an academic department in the college;
- Demonstrated experience in successful leadership and management of a complex organization, either in higher education or a related field;
- Highly effective communication and interpersonal skills and the ability to effectively lead and work collaboratively with many and diverse constituencies;
- A demonstrated commitment to diversity and creating inclusive, effective organizational cultures;
• Experience or demonstrated potential in successful fundraising and development activities and in developing new revenue streams;
• Demonstrated effectiveness in planning, administration, personnel, and fiscal management;
• Proven commitment to the recruitment and retention of faculty, staff, and students from diverse backgrounds, including women and underrepresented minorities;
• Demonstrated commitment to building a strong learning environment for students; and
• The vision and ability to advance the research agenda of the college and university, including interdisciplinary and cross-college initiatives and collaboration with community partners.

TO APPLY

The Ohio State University has retained Isaacson, Miller, a national executive search firm, to assist in this search. All inquiries, nominations, and applications should be directed in confidence to:

   Andy Lee, Vice President
   Sabrina Singh, Senior Associate
   Isaacson, Miller
   1300 19th Street, NW
   Suite 700
   Washington, DC 20036
   www.imsearch.com/6460

   Electronic submission of materials is strongly encouraged.

   To build a diverse workforce, The Ohio State University encourages applications from individuals with disabilities, minorities, veterans, and women. EEO/AA employer.