



**Search for the Dean of the College of Education and Human Development  
Western Michigan University  
Kalamazoo, Michigan**

**THE SEARCH**

Western Michigan University (WMU or the University) seeks a visionary, innovative, and collaborative leader to serve as the next dean of the College of Education and Human Development (CEHD or the College). This is an exciting opportunity to join an interdisciplinary College of Education and Human Development that is committed to the three pillars of teaching, research, and service, and enjoys a strong history within the University and the larger community. The new dean will lead the College at a unique time, WMU having recently received a historic \$550 million donation aimed at advancing student-centered initiatives, including making higher education more affordable and promoting the values of equity, diversity, inclusion, and accessibility. In this environment, the dean will have a platform to enhance the College's reach through creative and decisive leadership.

Founded in 1903 as a teacher's college or normal school, Western Michigan University has grown into a nationally regarded higher education institution while maintaining a strong commitment to training teachers, counselors, and school administrators. Located in Southwest Michigan, WMU is a vibrant, nationally recognized, student-centered, public, research institution with an enrollment of nearly 18,000.

The College of Education and Human Development is one of the founding colleges at the University and prepares leaders who make a significant impact on educational leadership and systems at the local, state, national, and global levels. The College is home to over 2,300 students and 93 faculty across a diverse array of programs in six departments: counselor education and counseling psychology; educational leadership, research, and technology; family and consumer sciences; human performance and health education; special education and literacy studies; and teaching, learning, and educational studies. As such, the new dean must be communicative, collaborative, creative, and committed to broader institutional and multidisciplinary goals and must understand the critical importance of high-caliber teaching, research, and service. CEHD is recognized on campus as a leader in both graduate education and research.

The dean will lead the College by articulating and enhancing a shared sense of identity and common purpose. This centralized focus will help deepen CEHD's impact in the community while sustaining its

commitment to academic excellence. Fostering a strategic and creative spirit will support WMU's position as a leader of innovation and discovery in an ever-more competitive market and the rapidly changing education and human development sectors. As the chief executive officer of the College, the dean is responsible to the provost and is a respected and important leader across the University. The dean will collaboratively develop a strategic vision and direction, lead the College's academic mission, and head its development activities to ensure sufficient resources to further its priorities and impact. The ideal dean candidate will have a demonstrated track record of advancing equity, diversity, inclusion, accessibility, and social justice; a highly collaborative and accessible style; high academic standards; and the administrative acumen to lead the College of Education and Human Development to new levels of success and distinction.

Western Michigan University has retained the national executive search firm, Isaacson, Miller, to assist with this important recruitment. All inquiries, applications, and nominations should be directed to the search firm as indicated at the end of this document.

#### **WESTERN MICHIGAN UNIVERSITY**

In 1903, [Western Michigan University](#) was founded as a teacher training school on the west side of the state, becoming the fourth and last of Michigan's normal schools. WMU has evolved into a renowned university, offering a full spectrum of comprehensive programs. The University delivers high-quality undergraduate instruction, has a strong graduate division, and fosters significant research activities. The Carnegie Foundation for the Advancement of Teaching has placed WMU among the 185 public institutions in the nation designated as research universities with high research activities.

The University offers nearly 250 academic programs to students pursuing degrees through the doctoral level, with more than 20 percent of students enrolled in graduate work. WMU is home to the only fully accredited fine arts program in Michigan, one of only two aerospace engineering programs in the state, and the largest premiere blindness and low vision studies program of its kind in the world. The University offers more than 100 study-abroad programs in 40 countries.

The University enrolls approximately 14,397 undergraduate and 3,428 graduate students and employs approximately 775 faculty. This year, WMU has enrolled approximately 2,500 first-year students, the highest number since before the pandemic, reflecting a university-wide effort to increase enrollment. In addition, international student enrollment has increased by 11% this year. WMU has 250,000 living alumni worldwide.

#### **Empowering Futures Gift**

In June of 2021, WMU received a \$550 million donation from anonymous alumni – the largest ever made for a public university – the [Empowering Futures Gift](#). This student-centered gift demonstrates a

commitment to diversity, equity, inclusion, and accessibility and echoes the University's purpose: "So that all may learn." This presents a unique opportunity to, among other things, fund scholarships, support faculty expertise, and make possible numerous student-oriented initiatives. The Empowering Futures Gift will place higher education and experiential learning affordably within reach for many students. For example, this transformational and responsive gift will allow WMU to expand need-based financial assistance with tuition, room and board, and degree-completion support. It will also provide paid experiential learning for students who rely on jobs to fund their education, as well as new support staff to guide students in their pursuit of meaningful careers. With an emphasis on well-being, the donation will also provide new professional and technical support to improve student mental health and help students develop healthy lifestyles. Finally, the University will use some funds to hire new faculty to enhance the diversity of the faculty and advance interdisciplinary education and research.

### **WMU COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT**

One of [seven academic colleges](#) at WMU, the College is renowned for its focus on teaching, scholarship, and community engagement across the fields of education and human development. The College is home to six academic departments, two of which focus solely on graduate degree programs. In addition, the College houses five offices and four centers, ranging from student services to research and innovation. The College is committed to engaging in outreach programs, field experiences, and activities that foster professional partnerships to provide services that challenge and enrich the lives of individuals of all ages in a changing, diverse, and complex global society.

Embracing WMU's goals to be learner-centered, discovery-driven, and globally engaged, the College is committed to developing exceptional education and human development professionals who make a worldwide impact. In striving to be the premier choice for a diverse community of education and human development learners, the College provides a portfolio of regionally, nationally, and internationally recognized programs.

### **The CEHD Community**

In 2022, the College has enrolled 2,322 total students, including 1,440 undergraduates, 882 graduate students (25 at the certificate level, 610 at the master's level, 11 at the specialist level, and 215 at the doctoral level), and 21 non-degree seeking students.

The CEHD student body identifies as 70.9% female and 29.1% male. Students of color account for 24.3% of the College student population – including 11.2% Black or African American, 7.8% Hispanic, 1.7% Asian, 0.01% Native Peoples or Alaska Native, and 3.4% identifying as two or more races. Approximately 82% of CEHD students are residents of Michigan, although the College draws students from 34 other states and 31 countries, with 3.3% of the student body comprised of international students.

The College employs approximately 62 tenured faculty, 22 tenure-track faculty, and nine term faculty across the following six academic departments:

- [The Department of Counselor Education and Counseling Psychology \(CECP\)](#)
- [The Department of Educational Leadership, Research, and Technology \(ELRT\)](#)
- [The Department of Family and Consumer Sciences \(FCS\)](#)
- [The Department of Human Performance and Health Education \(HPHE\)](#)
- [The Department of Special Education and Literacy Studies \(SPLS\)](#)
- [The Department of Teaching, Learning, and Educational Studies \(TLES\)](#)

Notably, the College maintains the largest percentage of underrepresented minority faculty within WMU. There is a faculty collective bargaining unit organized as a chapter of the American Association of University Professors (AAUP).

### **Academic Programs**

In the Fall of 2022, the College offered 19 baccalaureate programs, as well as more than 60 graduate credential opportunities, including 16 certificate programs, one specialist program, 36 master's programs, and ten doctoral programs. With regard to undergraduate education, CEHD currently offers more than 20 majors and ten minors in the fields of education and human development, providing numerous degree options for undergrads with a variety of interests. The College offers study abroad opportunities for both undergraduate and graduate students ranging from short-term summer experiences to semester-long programs.

The College demonstrates extensive outreach across the state and into the community. For example, 55% of all College programming takes place at the seven WMU regional locations located throughout the state of Michigan. Additionally, the College offers both a graduate certificate and a master's degree program in educational technology that are available completely online. The College has "continuation agreements" with five Michigan community colleges, permitting community college students with a two-year degree to seamlessly transfer to WMU and complete their bachelor's degree. Moreover, the College is actively involved in the larger community through the development of innovative school initiatives and unique partnerships with community colleges, local K-12 school districts, intermediate school districts, and other organizations.

The College is accredited by several specialized accrediting bodies, including the Accreditation Council for Education in Nutrition and Dietetics (ACEND), the American Psychological Association (APA), the Council for Accreditation of Counseling and Related Educational Programs (CACREP), the Council for the Accreditation of Educator Preparation (CAEP), the International Literacy Association (ILA), the National Association for the Education of Young Children (NAEYC), the National Committee for Accreditation of Coaching Education (NCACE), the National Council on Family Relations (NCFR), and the Textile and Apparel Programs Accreditation Commission (TAPAC).

## Research

Through research and scholarly activities, the faculty and staff of CEHD are committed to advancing knowledge in the areas of education and human development, and to supporting the WMU mission and vision of being a discovery-driven institution. The National Science Foundation has ranked the College 23<sup>rd</sup> nationally for federally-financed education-related research. In 2020-21, the College received over \$5 million in external funding, accounting for 13% of WMU's total external funding awards.

The College contributes a disproportionate amount of external research dollars to the University relative to its number of faculty. CEHD faculty and staff serve as investigators on funded research projects with annual average research dollar expenditures of over \$5.2 million. More than 16 of the College's faculty and staff members have funded research grants, and a number of faculty have served as officers of major national professional organizations and editors of major research journals. Five faculty members have been inducted into the Phi Kappa Phi Honor Society, one into the Phi Theta Kappa National Honor Society, and another three have been inducted into the Chi Sigma IOTA Honor Society.

The [Merze Tate Grant and Innovation Center](#) promotes research, innovation, and grant and contract acquisition in the College through research support services, research seminar series, and an internal grant program. The College is also home to several dynamic and notable research centers and clinics, including:

- [Centers for Counseling and Psychological Services](#)
- [Dorothy J. McGinnis Reading Center and Clinic](#)
- [Student Success Center](#)
- [Career Connections Research Center](#)
- [Center for Educational Leadership and Policy](#)
- [National Research Center on Grandparents Raising Grandchildren](#)

## Facilities

The College is housed in three buildings on WMU's Main Campus. Sangren Hall, located in the center of the Main Campus, is home to the College's four teacher preparation programs, including the Departments of Counselor Education and Counseling Psychology; Educational Leadership, Research and Technology; Special Education and Literacy Studies; and Teaching, Learning, and Educational Studies. In addition, the Tate Grant and Innovation Center, the Centers for Counseling and Psychological Services, the McGinnis Reading Center and Clinic, and the Student Success Center are all located in Sangren Hall. At 196,400 square feet, Sangren Hall is the University's largest and most heavily used classroom building. North Kohrman Hall houses the Department of Family and Consumer Sciences, including diverse facilities such as a nearly 1,800 ft<sup>2</sup> food lab and a Fashion Design lab spanning over 1,500 ft<sup>2</sup>. The Department of Human Performance and Health Education is housed in the Student Recreation Center, a \$32 million, state-of-the-art facility which includes a fitness center, swimming pool, racquetball and tennis courts, a climbing

wall, and multi-purpose gymnasiums. Specialty lab areas exist for exercise science, biomechanics, adapted physical education, and physical education.

### **The City of Kalamazoo**

Kalamazoo is lauded as a city that feels like a hometown. Located only two-and-a-half hours by car from Chicago and Detroit, and only a forty-five-minute drive to Grand Rapids and the beautiful beaches of Lake Michigan, many transplants move to Kalamazoo for the University and stay for the quality of life, reasonable cost of living, and warmth of community. Kalamazoo is located in one of Michigan's designated research corridors, maintaining a strong life sciences/biotech presence and supporting two leading medical centers. With 265,000 people in the greater Kalamazoo area, the community offers an array of arts and cultural events, entertainment, and all-season recreation. For example, the city supports a nationally recognized symphony and has earned a reputation for its vibrant community theatre and visual arts scene.

Kalamazoo is committed to social justice, community development, and the elimination of generational poverty through its [Shared Prosperity Kalamazoo](#) initiative, with structural budgetary support provided by the City of Kalamazoo's [Foundation for Excellence](#) program. Kalamazoo also is the home of [The Kalamazoo Promise](#), a scholarship program offered to all Kalamazoo Public School students that covers up to 100% of tuition and mandatory fees to any Michigan public (and many private) institution of higher learning. For more information on the Kalamazoo community see [www.kalamazoocity.org](http://www.kalamazoocity.org).

### **ROLE OF THE DEAN**

The dean is the academic and administrative leader of the College of Education and Human Development and is responsible for the planning, management, and quality of the academic and research programs. Reporting to the provost, the dean is expected to provide visionary and strategic leadership for the College as well as to exercise influence and leadership across campus, working closely with other WMU senior leaders and administrators to establish and implement priorities for the entire University. The dean is also the face of the College externally, fostering and developing relationships with local K-12 and intermediate school districts, donors, funders, alums, and other stakeholder groups and partners. The dean holds financial and operational responsibility for the College, managing an annual operating and personnel budget, excluding grants and contracts, of just over \$19 million. The College, in partnership with the WMU advancement office, has raised on average \$1.52 million annually over the past five years.

The Dean's Office includes a talented and collaborative group of two associate deans; six department chairs; a manager of recruitment and outreach; a manager of graduate recruitment and retention; a business manager; a senior marketing specialist; an executive assistant; and two administrative assistants. Several positions are currently held by interims, and the incoming dean will have the opportunity to build out and develop their senior team.

## **OPPORTUNITIES & CHALLENGES**

In leading the broad and complex College of Education and Human Development at WMU, the next dean will address these critical opportunities and challenges:

### ***Articulate and champion a unified identity that supports, promotes, and sustains the College of Education and Human Development***

The College of Education and Human Development encompasses a wide range of disciplines, programs, and research activities, all with their own unique culture and tradition. As the leader of a college that serves both undergraduate and graduate students within the fields of both education and human development, the dean must effectively attend to this breadth in developing a unified vision for the College that recognizes the strength of its interdisciplinary nature. In particular, the dean will inspire a stronger sense of shared purpose, mission, and identity to drive the College in the changing landscape of teacher education and human services.

Through transparent and accessible leadership, as well as active listening, the Dean will provide adequate support for faculty and staff at all stages of their careers and strengthen mechanisms for data-informed decision-making. Cognizant of their needs, the dean will focus attention on building morale among staff and faculty, recognizing their contributions, and encouraging engagement in teaching, research, and service. The dean is responsible for providing leadership stability while supporting a common brand internally and externally that knits together the College's programs in education and human development.

### ***Develop a student-centered innovative and distinctive academic vision for the College***

In the face of declining enrollments in schools of education across the nation, the dean will work with faculty and others across campus to develop inspiring programs and experiences as distinctive areas of excellence that differentiate the College and attract strong and diverse undergraduate and graduate students. To do so successfully, the dean will be aware of trends in the market that impact enrollment and prioritize resources according to those needs, identifying and investing in new modalities and programs tailored to the education and human development professionals of the future. The dean will also bring a keen eye in evaluating current programmatic offerings and pathways to ensure efficiency and align curricula with the College's strategic direction and goals. For example, the dean will identify ways to bolster the College's existing strengths in graduate education and research. Additionally, the dean must be knowledgeable about and supportive of the accreditation process for various programs within the College. At a time when the field of education and human development is rapidly being redefined and changing, the dean will have a unique opportunity to build on the strengths of the College, as well as to innovate, to further its visibility and reach.



***Strengthen partnerships and interdisciplinary collaboration across campus and in the wider community***

The dean will serve as the external face of the College in building partnerships to expand community engagement and relationships with external partners. As an engaged, diplomatic, and inspiring leader, the dean will also foster interdisciplinary efforts within the College and with others across WMU. The dean, as a thought leader, will elevate the College's reputation, voice, and opportunities for impact both on campus and externally with the State of Michigan, policymakers, school districts, and other educational leaders. Strengthening existing partnerships and creating new ones will be a priority as the dean seeks to extend the College's impact. In light of recent shifts across the country, the importance of community-based organizations that have assumed responsibility for providing academic and social support cannot be overstated.

***Provide leadership in fundraising, revenue generation, and resource allocation to support the College's aspirations and priorities***

WMU has recently adopted a decentralized budget model in which individual colleges and their deans take responsibility for generating revenue and have significant authority over budget allocation decisions. The College is well-positioned as a high performer within the University. Empowered as the primary fundraiser and decision-maker regarding the allocation of financial resources, the dean must be a compelling and persuasive champion of the College, capable of bolstering and expanding its financial stability. In addition to philanthropy, the dean will bring an entrepreneurial spirit in developing new and innovative revenue streams to drive enrollment and impact and support the College's aspirations and priorities.

***Advance the College's commitment to equity, diversity, inclusion, and accessibility***

The College has led the campus with its commitment to and investment in equity, diversity, inclusion, and accessibility. The dean will build upon the College and the University's existing momentum and efforts in the realm of equity, diversity, inclusion, and accessibility. The dean will find new ways to attract and retain diverse students, faculty, and staff, consistent with anti-racist goals being formulated by the University. This includes identifying pipelines for access and effective means of marketing programs to diverse prospective students, as well as recruiting, supporting, and retaining eminent faculty who reflect the diversity of the students and communities the College serves. The dean must bring a nuanced understanding of the critical role equity and social justice play in the education sector and national discourse, as well as a track record of meaningful impact and engagement on these issues.



## QUALIFICATIONS

The successful candidate will possess the following qualifications.

### Required Qualifications:

- Earned doctorate in a related field
- Record of qualifications that warrant rank of tenured full professor
- Record of excellence in leadership, education, scholarship, and research
- Record of administrative experiences, ideally in a university or college setting, including management of budgets, personnel, and curriculum
- Demonstrated commitment to equity, diversity, inclusion, and accessibility
- Demonstrated commitment to student engagement and success
- Demonstrated commitment to faculty and staff engagement and success
- Demonstrated ability to form collaborative relationships in an atmosphere of shared governance
- Professional career activities demonstrating the highest ethical standard
- Demonstrated ability to foster interdisciplinary, intercollegiate, and community partnerships and programs to advance college and university goals
- Excellent analytical, written presentation, and interpersonal communication skills that are adaptable to a diverse range of audience

### Desired Qualifications:

- Demonstrated fundraising ability
- Demonstrated record of enhancing the domestic and global image and reputation of an entity
- Demonstrated ability to lead effectively in an academic collective bargaining environment

## TO APPLY

The search will remain open until a hire is made, but for fullest consideration, applications should be submitted by January 6. All inquiries, applications (CVs and letters of interest), and nominations should be submitted electronically and in confidence to:

Phillip Petree, Partner  
Elizabeth Dorr Weithman, Managing Associate  
Mia Carpiello, Senior Associate  
Isaacson, Miller

<https://www.imsearch.com/search-detail/8726>

*WMU is an Equal Opportunity/Affirmative Action Employer. Minorities, women, veterans, individuals with disabilities, and all other qualified individuals are encouraged to apply.*