



Dean, School of Education
University of North Carolina Greensboro
Greensboro, North Carolina

THE SEARCH

The University of North Carolina Greensboro (UNCG, the University) seeks a transformative and innovative leader to serve as Dean of its School of Education (SOE, the School). This is a pivotal moment to reimagine how the School prepares educators, counselors, and leaders to meet the demands of a rapidly changing educational landscape. UNCG is nationally recognized for its commitment to student success and its role as a public institution that opens doors for all learners. Ranked #1 in North Carolina and #13 nationally for social mobility, the University excels at enrolling and graduating students from backgrounds who have historically faced barriers to higher education. This commitment is not just a point of pride, it's central to UNCG's identity and purpose. The SOE is vital in advancing that mission, preparing professionals who serve their communities and help to expand access to equal opportunity through teaching, counseling, and leadership.

Reporting to the Provost, the SOE Dean will lead a talented team of faculty and staff in unifying the School's portfolio of academic programs and fostering a shared identity that reflects its foundational successes and forward-looking mission. The successful Dean will champion innovative approaches to program development while ensuring alignment with the School's core values and broader goals of the University. Building on strong community partnerships, the Dean will enhance the School's visibility and impact locally, across North Carolina, and beyond.

Success in this role will require a collaborative and forward-thinking leader with a record of academic achievement and a deep understanding of the challenges facing public education today. This leader will be a coalition builder, skilled at fostering trust and building relationships across campus and with alumni, donors, and external partners. Experience navigating complex institutions and a thoughtful approach to strategic planning and resource management will be essential. Equally important is a leadership style grounded in open communication, transparency, and empathy, which creates a climate where people feel supported and the community can thrive.

UNC Greensboro has retained Isaacson, Miller, a national executive search firm, to support this critical recruitment. Confidential inquiries, nominations, and applications may be directed to the firm as indicated at the end of this document.

ABOUT UNC GREENSBORO

[UNCG](#), located in the Piedmont Triad region of North Carolina, is one of only 40 doctoral institutions recognized by the Carnegie Foundation for both [high research activity](#) and [community engagement](#). Founded in 1891 and one of the original three [UNC System](#) institutions, UNCG is one of the most diverse universities in the state, with over 18,000 students and 2,500 faculty and staff members. Approximately 50% of students are people of color, 43% are first-generation college students, and nearly half are Pell Grant eligible. UNCG's academic portfolio includes 69 majors in over 130 areas of study, as well as 51 master's programs, 23 doctoral programs, and 74 graduate certificates. UNCG is consistently recognized nationally among the top universities for academic excellence and value, with noted strengths in business, health and human sciences, visual and performing arts, nursing, education, and more.

For more than 25 years, the Princeton Review has recognized UNCG as one of the nation's best undergraduate institutions and one of the best regional colleges in the South. It is also one of 11 institutions named to the Association of Public and Land-grant Universities' Southeastern Cluster, dedicated to improving the transfer student experience.

LEADERSHIP

Franklin D. Gilliam, Jr., PhD, Chancellor

Dr. Franklin D. Gilliam, Jr. was elected as the eleventh Chancellor of The University of North Carolina Greensboro by the Board of Governors of the University of North Carolina, effective September 8, 2015. During his tenure, UNCG has significantly grown its endowment, research enterprise, student success outcomes, and overall facilities and campus infrastructure; increased its fundraising to record levels; and substantially elevated the presence, reputation, and real-world impact of the largest university in the North Carolina Triad region. Since Gilliam's arrival, the University has consistently garnered national recognition for its commitment and innovative approaches to integrated student success and has been named number one in North Carolina and top-ranked nationally by national publications for social mobility on an annual basis since 2019.

Prior to this appointment, Gilliam served as dean of the UCLA Luskin School of Public Affairs where he shepherded a \$50 million naming gift. While at UCLA, Gilliam launched and executed an ambitious strategic plan and capital campaign and was a longtime UCLA professor of public policy and political science. His research focused on strategic communications, public policy, electoral politics, and racial and ethnic politics. Gilliam received his BA from Drake University and his MA and PhD in political science from the University of Iowa.

J. Alan Boyette, PhD, Provost and Executive Vice Chancellor

Dr. Boyette has served the University community for more than 33 years, many as Senior Vice Provost and as a member of the Political Science faculty. He has provided leadership and guidance for essential faculty operations, from initial appointments, reappointments, and tenure decisions to professional development, faculty reporting, and post-tenure review. He also has held leadership roles in academic program planning, undergraduate and institutional research, and learning assessment, as well as budgetary oversight for the Academic Affairs, Student Affairs, and Research divisions.

THE SCHOOL OF EDUCATION

The SOE equips the next generation of educators, counselors, researchers, and leaders to teach, counsel, and advocate in ways that expand opportunity and strengthen communities. The School offers a broad portfolio of academic programs across five departments, including top-ranked offerings in Counselor Education (11th nationally) and Library and Information Sciences (29th overall, with School Library Media ranked 10th). Online graduate programs in education have also earned recognition from *U.S. News & World Report*.

With a student body of approximately 1,500, among the most diverse in the UNC system, roughly 75% are enrolled in graduate programs and 25% in undergraduate programs. As part of UNCG's mission to provide access to higher education, the School's student body represents the breadth of experiences and backgrounds of the state and region: 47.1% are the first in their families to go to college, 9.5% come from out of state, and 39.3% come from groups that are historically underrepresented in higher education.

Academic Departments and Programs

The SOE comprises five academic departments: Counseling and Educational Development ([CED](#)), Educational Leadership and Cultural Foundations ([ELC](#)), Information, Library, and Research Sciences ([ILRS](#)), Specialized Education Services ([SES](#)), and Teacher Education and Higher Education ([TEHE](#)). The School offers a comprehensive array of undergraduate and graduate programs designed to prepare school leaders for a variety of educational settings. At the undergraduate level, students can pursue initial licensure in a range of disciplines, including early childhood, elementary, middle grades, special education, and the arts, often in collaboration with other academic units across campus.

Graduate offerings include advanced licensure programs in areas such as school administration, counseling, instructional technology, and curriculum and instruction, as well as post-master's and post-baccalaureate certificates tailored to emerging needs in the field. The School also provides add-on licensure options and specialized endorsements that support professional development and meet changing state and national standards. The School is committed to preparing highly qualified professionals who are responsive to the changing needs across North Carolina.

Research and Scholarship

Faculty are engaged in interdisciplinary inquiry that spans learning sciences, data analytics, access to education, and culturally responsive teaching. The [Office of Research](#) provides comprehensive support to faculty throughout the grant process, from identifying funding opportunities to developing and refining proposals. Faculty regularly secure grants from federal agencies, and the School maintains impactful research through the division of [Research, Discovery, and Innovation \(RDI\)](#), which strives to tackle the pressing issues in education and creatively problem solve—taking on challenges like advancing the retention of Black men pursuing academic success in higher education, culturally responsive English instruction for adult learners, and family engagement and support.

The [Office of Assessment, Evaluation, and Research Services \(OAERS\)](#), housed in the Department of Information, Library, and Research Sciences, offers support in assessment, program evaluation, and data analysis. Additionally, initiatives like [SERVE](#) provide program evaluation, strategic planning, and capacity building to support improved educational outcomes. [Impact Through Innovation \(ITI\)](#) bridges the gap between research and meaningful change and helps faculty and students translate research into actionable solutions to serve communities and educational institutions better.

Community Engagement and Partnerships

The School is deeply embedded in the Piedmont Triad and committed to building authentic, reciprocal partnerships that advance educational equity and strengthen communities. Through the [Institute for Partnerships in Education \(IPiE\)](#), the School fosters long-term collaborations with school districts, community colleges, nonprofit organizations, and state agencies across North Carolina. These partnerships are grounded in shared goals and a commitment to co-creating solutions that address real challenges rather than transactional exchanges of services. Faculty, staff, and students work alongside community partners to support teacher development, trauma-informed counseling, curriculum design, and inclusive learning environments.

ROLE OF THE DEAN

At a time when the field of education is undergoing enormous challenge and change, the next Dean will lead the SOE, ensuring effective operation of the administration, and uniting and energizing the School community around a shared identity that conveys the potential of the School. As the face of the SOE, the Dean communicates the vision and mission of the School to the community and professional constituencies while seeking public and private funds to support its goals.

The Dean reports to the Provost and will partner with the other nine Deans at the University. As the School's chief academic and administrative officer, the Dean is supported by a talented team of five department chairs, two associate deans (Academic Affairs and Student Success; Research), and one Business Officer. The School's annual operating budget is approximately \$10.5 million, and in FY25 alone, it garnered nearly \$6 million in new philanthropic commitments.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Collaboratively develop a forward-looking, strategic, and compelling vision for the future of the School of Education.

The next Dean will have the opportunity to unify and elevate a School defined by its disciplinary breadth and deep commitment to public service. Historically rooted in teacher education, the School now encompasses a wide range of programs, which reflect the changing needs of North Carolina's varied communities and workforce. Faculty and staff are eager for a leader who can confidently articulate a cohesive identity for the School that honors its legacy while positioning it for future impact. There is a strong desire for strategic alignment between new initiatives, the School's mission, and the University's mission, and for leadership that embraces proactive decision-making and innovative, intentional planning.

As the voice of the School, the Dean will amplify this vision internally and externally and advocate for the resources to support the realization of that vision. They will provide leadership to develop a robust undergraduate program, understanding the educational needs of today and anticipating and adapting to the changing landscape of tomorrow. At the same time, the Dean will play a pivotal role in ensuring that all academic offerings, graduate and undergraduate, are rigorous, relevant, and aligned with the broader goals of intellectual development, workforce readiness, and public impact.

Develop responsive, future-focused programs that reflect the School's values and strengths.

The next Dean will be charged with leading the School through a period of strategic programmatic growth, with a focus on innovation that supports enrollment and deepens impact. Faculty and staff are eager to explore new models such as competency-based education, prior learning assessment pathways, and interdisciplinary programs in areas like instructional design and artificial intelligence. Expanding online offerings and flexible formats will be essential to increasing access and attracting a wider range of students. The Dean will need to balance innovation with mission alignment, ensuring that growth is purposeful and sustainable and embraces a data-informed approach.

Lead strategic resource management in a shifting financial landscape.

As the face of the SOE, the Dean will be a visible and effective advocate who communicates the School's mission, values, and impact with clarity and conviction. This leader will build on collaborative relationships with key stakeholders on campus, in the community, and across the state to elevate the School's profile and secure new opportunities for growth. The successful Dean will understand the intersection between education and public policy and adeptly navigate the complexities of the political landscape.

Recent adjustments to the UNC system's funding approach have placed a greater emphasis on undergraduate programs, prompting schools to think creatively about how they support and sustain graduate education. At the same time, the broader funding environment is becoming increasingly dynamic, requiring institutions to be agile and forward-thinking. These shifts present an opportunity for the next Dean to lead with transparency, strategic insight, and a commitment to equity in resource

allocation and workload distribution. The Dean will need to make difficult decisions with empathy, transparency, and clarity, ensuring that the School remains resilient and efficient in the face of ongoing budget constraints.

Foster collaboration within the School and across campus and community.

The SOE is known for its collegial and collaborative culture, with faculty and staff who are generous with their time and expertise. While progress has been made, departmental silos and resource competition continue to limit the full potential of cross-program collaboration. The next Dean must be a connector, someone who can identify shared experiences and synergies across departments and identify possibilities to foster interdisciplinary connections. The School is home to the first interdisciplinary collaboration shared between two departments in separate schools at UNCG, the [Master's in Birth-Kindergarten Education](#) program, a model that reflects the kind of cross-campus connection leadership that faculty and staff hope to see more of.

Externally, the SOE has strong partnerships with local school districts, counseling outreach programs, and community organizations, and the next Dean must be able to deepen these relationships while expanding the School's visibility. Working with constituents of the School, the Dean will be its champion with alumni, corporate, and community leaders, as well as local, state, and federal partners. The Dean will uphold UNCG's commitment to educational access, seeking opportunities to fulfill this mission by growing the capacity of school districts in the region and across the state.

Inspire confidence through listening, transparency, and decisive action.

The next Dean will join a community that deeply values trust and shared governance. Faculty and staff across the School have experienced the benefits of transparent decision-making and open communication, especially during times of uncertainty and change. There is a strong desire for a leader who listens actively, engages with humility, and builds consensus across perspectives. The School's staff, in particular, seek a Dean who continues to recognize their contributions and includes them early in conversations that affect their work. As the School continues to navigate budget constraints and an changing policy landscape, the ability to lead with clarity will be essential to sustaining and strengthening the collaborative culture that defines the SOE.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess the following required qualifications:

- An earned doctorate in education or a related field and a distinguished scholarly record commensurate with a tenured appointment at the level of full professor in the School of Education at UNC Greensboro
- Experience in the administration of a large academic unit, including strategic and financial planning, with a track record of successful leadership
- Exhibits skill in long-range strategic thinking and prioritization

- Excellence in teaching and mentoring at both undergraduate and graduate levels, with a commitment to inclusive pedagogy and student success
- Experience or familiarity with higher education accreditation processes
- Proven ability to lead initiatives that promote access, opportunity, and academic success for all learners

While no person will embody every quality, the successful candidate will bring many of the following professional and personal qualifications:

- An appreciation for the varied backgrounds and complex needs of undergraduate and graduate students today
- A skill in making thoughtful decisions that balance institutional goals with the needs of students, staff, and faculty
- The capacity to approach difficult conversations with empathy, transparency, and a commitment to resolution
- Strength in engaging community and professional partners in meaningful, ongoing collaborations
- An understanding of and commitment to preparing educators to serve schools and communities with varied student populations and needs
- Experience connecting academic program design with current and evolving workforce demands
- Ability and desire to work within a culture of shared governance
- Resilience and vision to bring initiatives to fruition even in times of constraint
- Experience with alumni or donor relations, and/or demonstrate the potential for success in this work; strength in storytelling and a desire to engage in fundraising activities

GREENSBORO, NORTH CAROLINA

[Greensboro](#) is a historic, thriving, and diverse city with a population of over 300,000 and seven institutions of higher education. Located in the Piedmont Triad region of North Carolina and between the larger cities of Charlotte and Raleigh, Greensboro offers a wide range of cultural, culinary, and arts opportunities, including a new [performing arts center](#). Greensboro's public parks, gardens, greenway, bike trails, and easy access to the coast and mountains offer a rich variety of recreational opportunities. The local metropolitan area (which includes the cities of High Point and Winston-Salem) has a population of over 1.7 million and boasts a low cost of living and an excellent quality of life. Nearly 80% of UNCG alumni have stayed in North Carolina, highlighting the institution's impact on the state's economy.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of North Carolina Greensboro has retained Isaacson, Miller to assist in this search. Screening of complete applications will begin immediately and continue until the completion of the search.

process. Inquiries, nominations, referrals, and CVs with cover letters should be sent in confidence via the [search portal on the Isaacson, Miller website](#).

Jackie Mildner, Partner
Annah Wells, Senior Associate
Pamela Carty, Senior Search Coordinator
Isaacson, Miller

UNCG and Isaacson, Miller provide reasonable accommodations so that qualified disabled applicants may participate in the selection process. Please advise Isaacson, Miller of any accommodations you require to express an interest in this position by emailing awells@imsearch.com. Please state your reasonable accommodation request for assistance in your message. Only reasonable accommodation requests related to applying for this specific role will be reviewed at the e-mail address supplied. Thank you for considering UNCG for your next career opportunity.

UNCG has been and will continue to be committed to equality of employment opportunities and does not discriminate against applicants or employees based on race, color, religion, sex, sexual orientation, gender identity, or national origin, political affiliation, genetic information, or age. Men, women, and members of all racial and ethnic groups are encouraged to apply. For more information, please refer to our [Recruitment website](#) and our [Policies](#).

This document has been prepared based on the information provided by UNC Greensboro. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by UNC Greensboro would supersede any conflicting information in this document.

