



**Search for the Dean of the College of Education
University of Massachusetts Amherst
Amherst, Massachusetts**

THE SEARCH

The University of Massachusetts Amherst (UMass Amherst), the flagship public, land-grant University of the Commonwealth of Massachusetts, seeks an accomplished scholar and inspiring leader to serve as the Dean of the College of Education (COE). UMass Amherst is dedicated to providing exceptional education, with the COE playing a crucial role in shaping the next generation of socially-just scholars, educators, and transformative leaders.

Reporting to the Provost, the Dean will lead the College's more than 133 faculty and staff members in enhancing its shared identity and developing a visionary strategy to realize the next stage of the College's development, further solidifying its standing as a dynamic leader in education. The College provides a robust set of program offerings to students across three departments. The Dean will champion the COE across campus, the Amherst community, the Commonwealth, and beyond. They will convey the College's range of offerings and its immense potential to be a hub of research and scholarship to guide policy and practice in education.

As the College's chief academic and administrative officer, the Dean is responsible for the educational experiences of approximately 481 undergraduate students and 460 graduate students. The Dean is expected to advance diversity, equity, and inclusion in the college and the education field. The College has a \$19.7 million operating budget and will actively engage in nurturing prospects for scholarly, philanthropic, and strategic collaborations, further elevating the College's profile and resources.

The University of Massachusetts Amherst has retained Isaacson, Miller, a national executive search firm, to support the search for its next Dean of the College of Education. Confidential inquiries, nominations, and applications may be directed to the firm as indicated at the end of this document.

THE UNIVERSITY OF MASSACHUSETTS

The University of Massachusetts is the public university system and the only public research system in the Commonwealth of Massachusetts. The system encompasses four comprehensive undergraduate and graduate campuses (Amherst, Boston, Dartmouth, and Lowell), a world-class medical school (Chan Medical School), and the state's only public law school (UMass Law School).

The University of Massachusetts is governed by a 22-member Board of Trustees that represents various interests of the public at large on a non-partisan basis. Seventeen members of the board are appointed by the Governor and five members are UMass students elected by the student body on each of the five campuses. The Board of Trustees plays an important role in directing strategy and overseeing the financial and strategic direction of the UMass system. It functions as a legislative body dealing mainly with general policies governing the University. The Board is not an administrative or management board.

UNIVERSITY OF MASSACHUSETTS AMHERST

Founded in 1863, UMass Amherst was originally established as Massachusetts Agricultural College under the Federal Morrill Land-Grant Colleges Act. Today, with its 11 colleges and schools, it is the flagship and the largest of the five campuses of the statewide University of Massachusetts system.

UMass Amherst serves its community, its state, and the nation. It is estimated that the University's impact on the Massachusetts economy is \$2.5 billion. UMass Amherst is constantly identifying new ways to prepare students for lives as citizens and leaders in the state: in the past five years alone, the University has launched new degree programs in biomedical engineering, data analytics and computational social science, finance, informatics, interdisciplinary studies, managerial economics, materials science and engineering, public policy, and veterinary technology, in anticipation of or in response to the needs of the state and society.

Public service is at the core of UMass Amherst's purpose; so, too, is a commitment to social change and social justice. The University is home to the papers and memoirs of W.E.B. DuBois, as well as the papers of Horace Mann Bond, Daniel Ellsberg, and Kenneth R. Feinberg, and hundreds of other collections documenting the lives and work of innovators, activists, political figures, and spiritual leaders. In 2020, the Association for the Advancement of Sustainability in Higher Education ranked the University seventh among U.S. doctorate-granting institutions in recognition of its commitment to achieving a more just, healthy, and sustainable world. In 2022, the University unveiled [UMass Carbon Zero](#), an ambitious vision to limit the dangers of climate change and power its 1,500-acre campus with 100 percent renewable energy by 2032.

The University is located in the historic Pioneer Valley of western Massachusetts, about an hour from the scenic Berkshires, two hours from Boston, and three hours from New York City. The campus includes more than 13 million square feet of buildings. The University's transformational investment of \$1.8 billion in facilities during the past decade has created a revitalized learning and living environment. This decade of University of Massachusetts Amherst renewal has focused on new and renovated facilities including

classroom and learning buildings, administrative offices, laboratories for the life sciences, a student union, athletics facilities, and a host of other impressive projects. The current [Capital Plan](#) calls for \$1.86 billion to be spent between FY22 and FY26 to refurbish existing buildings and invest in new facilities.

In 2018, UMass Amherst acquired a secondary instructional and residential site (the former Mount Ida College), eight miles from Boston, Massachusetts, as a center for student experiential learning and professional development. The goal is to facilitate connections between UMass Amherst and the Greater Boston region, thereby amplifying UMass Amherst's impact in the Commonwealth.

Leadership

Javier A. Reyes, PhD, became the 31st chancellor of the University of Massachusetts Amherst on July 1, 2023 following his selection by the UMass Board of Trustees. Reyes is an economist who has devoted his career to the cause of public higher education, holding leadership positions at the University of Illinois Chicago (UIC), West Virginia University, and the University of Arkansas. He most recently served as interim chancellor of UIC, Chicago's largest university campus. Born and raised in Mexico, Reyes is the first Hispanic person to serve as chancellor of UMass Amherst. Reyes received his bachelor's degree in economics from the Instituto Tecnológico y de Estudios Superiores de Monterrey, Campus Estado de Mexico and his doctorate in economics from Texas A&M University.

Mike Malone, PhD, is the interim provost and has served UMass Amherst with distinction for more than four decades as a teacher, researcher, and administrator. He joined the university's chemical engineering faculty in 1980 after earning his PhD from UMass Amherst. He went on to become dean of the College of Engineering and was subsequently appointed Vice Chancellor for Research and Engagement in 2009. He was also the first Ronnie and Eugene M. Isenberg Distinguished Professor of Engineering, a position devoted to enhancing interdisciplinary teaching and research among the fields of management, engineering, and science. Under his leadership as vice chancellor, the university greatly strengthened its research infrastructure, sponsored funding, and impactful results, with a special emphasis on translational research.

The search for the permanent provost is ongoing and expected to conclude in Spring 2024.

THE COLLEGE OF EDUCATION

The COE prides itself on preparing students to be the next generation of scholars, educators, and transformative leaders, fostering education for a socially just world. Faculty and staff are tenacious on behalf of the college's students and passionate about training and mentoring those who feel called to educate, ensuring future teachers, advocates, school leaders, policymakers, school staff, and scholars are ready to foster educational environments that are socially just, diverse, inclusive, and equitable.

The College currently enrolls 481 undergraduate and 460 graduate students. As of the Spring 2024 academic year, approximately 80% of students identified as female, and 18% of the student population represent ALANA students (African-American, Latino, Asian, Hawaiian/Pacific Islander, and Native American). Students are supported by 59 faculty members, 36 clinical faculty and lecturers, and approximately 38 staff members.

The College's annual operating budget is approximately \$19.7 million, and FY24 philanthropic fundraising totals are \$2.3 million to date.

Academic Departments and Programs

Department of Educational Policy, Research, & Administration ([EPRA](#))

Educational Policy, Research, and Administration prepares educators and leaders to critically analyze information and empower students to become agents of their own learning. Faculty and students engage in research, outreach, learning, and evaluation activities, integrating theoretical perspectives with current policy and practice issues. The department offers master's and doctoral programs, including an accelerated 4+1 master's program in higher education.

Department of Student Development ([SD](#))

Student development emphasizes the study of individual students and their relationships within formal educational settings. The department extends its focus to explore relationships within and among diverse social groups and their interactions within educational systems, families, and communities. Through research and scholarship, faculty and students contribute to innovative program models aimed to enhance accessibility and equity in public education. The department offers master's and doctoral programs in addition to a graduate certificate in teaching for diversity.

Department of Teacher Education & Curriculum Studies ([TECS](#))

Teacher education and curriculum studies is committed to enhancing public education in Massachusetts and beyond. TECS seeks to improve public education through continuous improvement of K-12 teacher education programs at the undergraduate and master's levels, continued research and advanced study that furthers collective understanding of teacher education, curriculum, and teaching and learning, and taking an active role in shaping policy and advocating for equitable teacher education and school practices within the Commonwealth. The department offers undergraduate, master's, and doctoral programs.

Research Centers and Labs

The College is home to seven [research centers and labs](#), each serving as a dynamic hub for exploration and collaboration between faculty and students. These centers provide a rich ecosystem for faculty and students alike to advance scholarly research.

- The [Center for Educational Assessment](#) conducts research and provides training in the areas of psychometrics, research methods, and educational statistics to promote fair, useful, and efficient educational assessment metrics.
- The [Center for Education Policy](#) seeks to strengthen PK-12 schooling and higher education through democratic decision-making and the use of evidence.
- The [Center for International Education](#) engages in research opportunities in the areas of international development for educational institutions and systems.
- The [Center for Student Success Research](#) facilitates research, evaluation, and organizational assessment to promote postsecondary access and success for underrepresented and understudied students.
- The [Center of Racial Justice and Youth Engaged Research](#) centers Black, Indigenous, and People of Color (BIPOC) in the work of racial and educational justice through community-school-university partnerships.
- The [Center for Youth Engagement](#) is an interdisciplinary effort dedicated to the advancement of successful school and post-school outcomes for underserved and at-risk youth.
- The [Ronald H. Frederickson Center for School Counseling Outcome Research & Evaluation](#) is dedicated to improving educational opportunities and outcomes for all children by identifying and developing research-based school counseling practices.

ROLE OF THE DEAN OF THE COLLEGE OF EDUCATION

The College of Education at UMass Amherst is ripe for transformation and innovation. At a time when the field of education is undergoing enormous challenge and change, the next Dean will lead the COE, ensuring effective operation of the administration, and uniting and energizing the College community around a shared identity that conveys the potential of the College. As the face of COE, the Dean communicates the vision and mission of the COE 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 nine other deans at the university. As chief academic and administrative officer of the College of Education, the Dean is supported by a talented team of 3 department chairs, 3 Associate Deans (Diversity, Equity, and Inclusion; Student Success; Research and Faculty Development), 2 Assistant Deans (Finance and Planning; Educator Preparation), a Director of Development, and Director of Academic and Organizational Innovation.

The Dean should have a steadfast commitment to diversity, equity, and social justice, and leadership credentials consistent with overseeing the teaching, research, and service missions of the COE. This includes leading and implementing academic programs to facilitate sustained growth, guiding the mentorship and development of faculty, and demonstrating expertise in personnel and fiscal management. Additionally, the Dean should exhibit skill in building relationships and securing external

funding from governmental, corporate, and private sources. A strong commitment to supporting diversity among students, faculty, and staff is crucial. Furthermore, the Dean should be a champion for the development of PreK-12 education and partnerships, coupled with experience navigating state, regional, and national licensure programs.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The new Dean of the College of Education will be charged with addressing the following opportunities and challenges:

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

UMass Amherst seeks a Dean who appreciates the College's intellectual diversity, values, and commitment to social justice and can strengthen the sense of common purpose among faculty, staff, and students – galvanizing the community towards a shared and compelling vision for the future that further elevates the College's standing at regional and state levels and solidifying its reputation as a dynamic leader in the field of education and related disciplines. As the voice of the College, the Dean will amplify the vision internally and externally and advocate for the resources to support the realization of the vision.

With faculty and staff, the Dean will facilitate open and transparent conversations that result in a clearly expressed set of priorities. The incoming Dean will play a crucial role in evaluating the structure and programs of its three departments, seeking opportunities to expand existing programs, and partnering to create new, innovative offerings. They will provide leadership to develop a more robust undergraduate program, understanding the educational needs of today and anticipating and adapting to the evolving landscape of tomorrow. The Dean will play a pivotal role in ensuring the undergraduate programs are not just academically rigorous but resonate with the broader goals of personal and intellectual development, preparing students to excel in their chosen fields and contribute meaningfully to society. The Dean will also facilitate infrastructure development to further support COE's undergraduate programs. The Dean will use data to develop a forward-looking strategic plan that ignites innovation and emphasizes the distinct strengths of the College, including a thoughtful assessment of existing programs with an eye toward identifying areas for alignment and potential restructuring to enhance overall impact.

Continue to advocate for, advance, and strengthen the College's commitment to diversity, equity, and social justice.

The Dean will not only bring a nuanced understanding of systemic racism and other structural inequities and how they impact the education sector but have a proven track record of meaningful impact and engagement. The Dean will be looked to as a leader, in both word and example, who is adept at developing and implementing strategies that go beyond mere acknowledgement and fosters an environment where diversity is celebrated and embraced. This includes identifying pipelines for access and effective means of

marketing programs to diverse students as well as recruiting, supporting, and retaining eminent faculty who can reflect the diversity of the students and the communities the College serves.

Strengthen shared governance and cultivate a strong sense of community.

The successful Dean will be a collaborative and inclusive leader, adept at fostering a participatory decision-making process. They will engage faculty, staff, and students in meaningful dialogue, promoting open communication, transparency, and trust. The Dean's ability to navigate discussions with faculty, staff, and student unions will contribute to a harmonious work environment, promote a culture of shared governance, and ensure the collective voice of the College community is heard and respected. Working in partnership with union representatives will be essential to achieving the College's strategic priorities.

Actively cultivate prospects for scholarly, philanthropic, and strategic partnerships with a keen focus on fostering growth and collaboration.

As the face of the College of Education, the Dean will be a visible, effective advocate and public speaker who will share the College's mission, values, and opportunities for greater impact to advance the College's profile and resources. COE and its programs are widely recognized for their demonstrated commitment to social justice. The Dean will be a compelling storyteller who highlights this distinct strength and represents the College in policy discussions at the state and national levels. The successful candidate will understand the intersection between education and public policy and adeptly navigate the complexities of the political landscape, building collaborative relationships to advance the College's mission and priorities.

Working with the constituents of the College, the Dean will be its champion with alumni, corporate and community leaders, with local, state, and federal partners, and the international education community. The Dean will be deeply committed to the University's land-grant mission, seeking opportunities to fulfill this mission by growing the capacity of school districts across the state.

Attract, retain, and develop an exceptional faculty and staff.

In collaboration with the College's leadership team, the Dean will lead efforts in the recruitment, retention, and professional development of an exceptional and diverse faculty and staff. The Dean will reinforce a positive, inclusive culture and nurture collaborative initiatives to buoy the success of faculty, staff, and students. The Dean will actively recruit faculty and staff who better reflect the diversity of the students and communities the College serves.

The College benefits from a group of dedicated and talented staff members who are integral to the daily work of the College and bring their expertise and exceptional service to bear in support of its mission. To maintain this high bar, the Dean will work to provide appropriate recruitment and retention initiatives to

attract talented staff and advocate for resources to ensure continued support and professional development.

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 College of Education at UMass Amherst
- Experience in the administration of a large academic unit including strategic and financial planning with a track record of successful leadership
- Record of advancing equity, diversity, inclusion, and social justice
- Record of investment in creating a supportive culture of excellence in scholarship, teaching, and outreach
- The ability to leverage internal and external resources to support the programs and activities essential to a unit's or organization's progress

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

- Demonstrated strategic and innovative thinking
- Record of ethical and evidence-informed, transparent decision-making and accountability
- Outstanding interpersonal skills, integrity, and emotional intelligence, including exceptional communication and listening skills
- Showcase a commitment to sustaining a culture defined by trust, visibility, open communication, and transparency
- The resilience and vision to bring initiatives to fruition even in times of constraint
- Commitment to recruiting and retaining top faculty, staff, and students
- Knowledge related to working within a public institution that is unionized is a plus

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Massachusetts Amherst has retained Isaacson, Miller to assist in this search. Inquiries, nominations, referrals, and CVs with cover letters should be sent in confidence to:

Keight Tucker Kennedy, Partner
Alycia Johnson, Managing Associate
Annah Wells, Associate
Alexis Scott, Senior Search Coordinator

Isaacson, Miller

<https://www.imsearch.com/open-searches/university-massachusetts-amherst-college-education/dean>

UMass Amherst is committed to a policy of equal opportunity without regard to race, color, religion, gender, gender identity or expression, age, sexual orientation, national origin, ancestry, disability, military status, or genetic information in employment, admission to and participation in academic programs, activities, and services, and the selection of vendors who provide services or products to the University. To fulfill that policy, UMass Amherst is further committed to a program of affirmative action to eliminate or mitigate artificial barriers and to increase opportunities for the recruitment and advancement of qualified minorities, women, persons with disabilities, and covered veterans. It is the policy of the UMass Amherst to comply with the applicable federal and state statutes, rules, and regulations concerning equal opportunity and affirmative action.