



Search for the Director of the Peabody Leadership Institute  
Office of the Dean, Peabody College of Education and Human Development  
Nashville, TN

## POSITION SUMMARY

Peabody College of Education and Human Development seeks a strategic, collaborative, and entrepreneurial senior-level leader to serve as the inaugural director of the Peabody Leadership Institute (PLI) in the Office of the Dean. The PLI is a college-wide initiative to advance Peabody's mission of leadership preparation and professional field engagement by expanding the college's online, hybrid, and in-person non-degree professional education portfolio, including coordinating certificates, micro-credentials, and short courses across Peabody's five academic departments. The director will work with college leadership, faculty, and campus partners to develop a suite of innovative non-degree learning opportunities with national and global reach. PLI offerings will complement Peabody's nationally recognized professional degree programs with a goal of preparing leaders for classrooms, schools, systems, higher education institutions, and learning organizations.

Vanderbilt is in an exciting time of transformation as the institution lives its motto, ***Crescere aude***: "Dare to grow" in bold new ways. The inaugural PLI director will bring this innovative and entrepreneurial spirit to Peabody College of Education and Human Development and, through a commitment to [radical collaboration](#), launch the Institute's learning offerings. Reporting to the dean, the inaugural director will leverage the college's deep expertise in the development of evidence-based practices and approaches to leadership to expand access to continuing education for professionals in a variety of sectors and industries. The new director should have a background focused on professional learning, developing partnerships, and transformational leadership with experience in implementing structures and building capacity for a vibrant leadership development initiative. The director will have a proven track record of the ability to think strategically to manage multiple projects and priorities in a rapidly changing environment. The ideal candidate will have a doctoral degree in education, leadership, organizational learning, or related areas or a terminal degree in an adjacent field.

Isaacson, Miller, a national executive search firm, has been retained to support the search committee in this effort. Please direct all inquiries, nominations, and applications as noted at the end of this document.

## VANDERBILT'S PEABODY COLLEGE

[Peabody College](#) is a world-class college of education and human development consistently ranked among the top ten graduate schools of education in the nation by *U.S. News & World Report*. The college prepares leaders who will generate positive change nationally and globally, enhancing the human condition by creating knowledge about learning and development and translating discoveries into more effective practices and policies.

The college is home to more than 2,700 students, both on campus and online, with 270 full- and part-time faculty, 300 staff, and an alumni base of nearly 35,000. The college's [five departments](#) include [Human and Organizational Development](#) (HOD), [Leadership, Policy and Organizations](#) (LPO), [Psychology and Human Development](#) (PHD), [Special Education](#) (SPED), and [Teaching and Learning](#) (DTL). Vanderbilt degrees offered in Peabody programs include the Bachelor of Science, Master of Education, Master of Public Policy, Master of Science, Doctor of Education, and Doctor of Philosophy.

## ABOUT PEABODY LEADERSHIP INSTITUTE

The Peabody Leadership Institute is a new initiative at Peabody College that is designed to develop new virtual, hybrid, and short-term non-degree programs that meet an essential need in the professional education ecosystem. These learning opportunities have the potential to connect thousands of educators and other leaders across broad sectors with Peabody College's extraordinary faculty, ultimately enhancing their professional growth. The inaugural director will be a strategic partner to [the dean](#) and work collaboratively with the dean's office leadership, faculty, staff, campus partners, and external stakeholders to design the structure of this new institute and build it into a sustainable and impactful unit that is seamlessly woven into the fabric of the college and the university.

## DUTIES AND RESPONSIBILITIES

### Strategic Leadership

- Develop and execute a vision for PLI that advances Peabody's mission.
- Set clear goals, establish priorities, and ensure PLI's activities are in line with its long-term objectives.
- Collaborate with college leadership and faculty to develop a strategic plan.
- Launch and scale new PLI programmatic non-degree offerings.
- Provide administrative oversight for PLI operations and major priorities.
- Understand and analyze the non-degree professional education market.

### Community Outreach and Stakeholder Engagement

- Strengthen Peabody's societal impact through new and expanded field engagement and partnerships, with a multiplier effect to improve schools, districts, colleges, universities, and for-profit and non-profit organizations, nationally and internationally.

- Build capacity for influence through program offerings and outreach to constituents, including education and industry leaders, philanthropic partners, practitioners, alumni, and other key stakeholders.
- Engage with the local and national community, raising awareness about PLI initiatives and serving as a thought leader in leadership development and continuing education.
- Cultivate relationships with stakeholders in Peabody and across Vanderbilt, including faculty, staff, students, and alumni.

#### **Program Development**

- Partner with faculty and staff to identify opportunities and develop new professional offerings focused on leadership, learning, innovation, social entrepreneurship, and related areas and execute to bring these programs to life.
- Identify opportunities for interdisciplinary collaboration and leverage emerging technologies to enhance teaching and learning experiences.
- Collaborate with faculty, staff, and campus partners to design and oversee the development, structures, and marketing for non-degree professional learning opportunities.

#### **Budget and Resource Management**

- Collaborate with college leadership to build a sustainable financial model for PLI, with a focus on growing enrollment and revenue for non-degree offerings.
- Oversee the institute's budget, ensuring efficient utilization of resources and alignment with strategic priorities.
- Seek external funding opportunities, write grant proposals, and manage PLI grants and contracts in collaboration with college and university stakeholders.

#### **EDUCATION**

A master's degree from an accredited institution of higher education is required. A doctorate or terminal degree from an accredited institution of higher education is strongly preferred. Degree(s) can be in fields related to education, learning, leadership, corporate learning, organizational learning, or related areas.

#### **EXPERIENCE AND SKILLS**

A minimum of eight years of experience is expected, preferably in higher education, K-12 education, non-profit, or corporate settings. The successful candidate will have a proven record of effective leadership and management, evidence of exceptional judgment and decision-making skills, and experience managing a budget, supervising staff, and overseeing operations in a complex organization. Experience with non-degree professional education and in online and hybrid teaching and learning is essential.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the search process is completed. Inquiries, nominations, referrals, and resumes with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/vanderbilt-university/director-peabody-leadership-institute>. Electronic submission of materials is strongly encouraged.

Jeff Kessner, Partner  
Stephanie Simon, Senior Associate  
Jenny Rubin, Senior Search Coordinator  
Isaacson, Miller

*At Vanderbilt University, we are intentional about and assume accountability for fostering advancement and respect for equity, diversity, and inclusion for all students, faculty, and staff. Our commitment to diversity makes us who we are. We have created a community that celebrates differences and lets individuality thrive. As part of this commitment, we actively value diversity in our workplace and learning environments as we seek to take advantage of the rich backgrounds and abilities of everyone. The diverse voices of Vanderbilt represent an invaluable resource for the University in its efforts to fulfill its mission and strive to be an example of excellence in higher education.*

*Vanderbilt University is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran, or any other characteristic protected by law.*

## **APPENDIX**

### **VANDERBILT UNIVERSITY**

Vanderbilt University, located in Nashville, Tennessee, is one of the top research universities in the nation. Created from an initial \$1 million gift from Cornelius Vanderbilt, who envisioned a place that would "contribute to strengthening the ties that should exist between all sections of our common country," the University is situated on a 330-acre campus near the thriving city center. Vanderbilt employs almost 7,000 faculty and staff and serves more than 13,000 students across ten schools and colleges.

Vanderbilt offers undergraduate programs in the liberal arts and science, education and human development, engineering, and music, as well as a full range of graduate and professional degrees. Its strength in the liberal arts—combined with nationally recognized programs in business, creative writing, divinity, education, engineering, law, medicine, music, and nursing—prepares its graduates for lives of impact, discovery, creativity, and service. Over the last 15 years, Vanderbilt has achieved an astonishing record of success in recruiting the very best students, with the undergraduate admit rate going from 33 percent to 6.2 percent. Vanderbilt continues to expand its reach globally, pursuing bold proposals to advance scholarship, reputation, and impact, deepen student experience, and recruit on a global scale.

To be at Vanderbilt is to live, learn, and work in a generative and inclusive environment. Instilling a deep sense of belonging is a core value at the institution. The University's leadership is committed to pursuing new and innovative approaches and investing resources to strengthen belonging for everyone at the institution. Identity, equity, diversity, and inclusion are priorities across the campus.

The University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award bachelor's, master's, professional, and doctoral degrees. Vanderbilt is a member of the Association of American Universities.

### **NASHVILLE**

As the hub for several booming industries, the home to a global community – including the nation's largest Kurdish population – and "America's friendliest city," according to *Travel + Leisure* magazine, Nashville combines history and hospitality with diverse culture and growth.

Tennessee's capital is also an international destination for the arts, entrepreneurship, and scientific research, thereby attracting world-renowned scholars to Vanderbilt and the broader community. In turn, it's no surprise that many students, families, and professionals choose to call Music City home.

Home to more than 100 stand-alone parks and a quick drive away from the Great Smoky Mountains, Nashville offers many opportunities for enjoying the great outdoors. In addition to the nearby greenways,

scenic hiking routes, and historic riverfront, the Vanderbilt campus is itself a top outdoor attraction. An accredited arboretum, the university campus has more than 6,000 trees and shrubs, including nearly 200 different species.

Nashville has been named one of the 15 best U.S. cities for work and family by *Fortune* magazine, was ranked as the #1 most popular U.S. city for corporate relocations by *Expansion Management* magazine, and was named by *Forbes* magazine as one of the 25 cities most likely to have the country's highest job growth over the coming five years.