



ILLINOIS STATE  
UNIVERSITY  
*Illinois' first public university*


# Dean

## College of Education

LEADERSHIP PROFILE

---

2024



# Dean College of Education

## LEADERSHIP PROFILE

This leadership profile is intended to provide information about Illinois State University and the position of dean of the College of Education. It is designed to assist qualified individuals in assessing their interest in this position.



# About Illinois State University

On February 18, 1857, Illinois Gov. William Bissell signed a bill creating a normal school and establishing the Board of Education of the state of Illinois as its governing body. The bill stipulated that the permanent location would be the place that offered the most favorable inducements. Jesse W. Fell took up the campaign for Bloomington and obtained financial backing totaling \$141,000. Abraham Lincoln, acting as attorney for the Board, drew up the bond guaranteeing the Bloomington citizens would fulfill their financial pledges. Illinois State University was consequently founded as the first public institution of higher education in the state.

Established as a teacher education institution, Illinois State has developed into a multipurpose university with degree programs at the bachelor's, master's, and doctoral levels. Seven colleges offer approximately 174 undergraduate majors, 97 master's programs, 17 doctoral degrees, and 40 certificate options. One of 12 public universities in Illinois, the alumni base has now grown to more than 235,000.

In fall 2024, Illinois State welcomed its largest freshman class in university history and enrolled a total of 21,546 students. Illinois State's students appreciate the average 19:1 student-faculty ratio. Professors teach in the classroom, mentor, and partner with both undergraduates and graduates in research endeavors. Within the faculty, 98 percent hold a terminal degree in their field. Additional examples of excellence include Illinois State placing in the top 100 on the 2024 *U.S. News & World Report* Best Value Schools-National Universities rankings. Students return to campus and complete their degrees, as

shown by the fact the University's retention rate is among the highest in the nation at 81.3 percent. Graduation rates are more than 66 percent, which is well above the national average. Illinois State is also praised for providing an affordable education, with *Washington Monthly* honoring the University as one of the Best Bang for the Buck Colleges in the Midwest. There are many other reasons that reveal Illinois State's competitive advantage as a premier undergraduate institution—from record-breaking fundraising to student civic engagement and scholarly breakthroughs. Each explains the reason Illinois State University is “Redbird Proud.”

Illinois State affirms and encourages community belonging and a respect for differences. The University fosters an inclusive environment characterized by cultural understanding and engagement, ethical behavior, and a commitment to social justice. The University supports a diverse faculty and staff who mentor a diverse student population. The institution endeavors to provide opportunities for students, staff, and faculty to participate productively in a global society and be civically engaged.

Campus diversity at Illinois State increasingly reflects the nation's changing demographics. In the 2024-25 academic year, nearly 45 percent of the freshman class came from traditionally underrepresented groups. Over the past five years, there has been a 14 percent increase in African American students and a 9 percent increase in Latinx students. Students are mentored by a faculty that includes numerous teacher-scholars recognized at national and international levels, all dedicated to superior teaching.





# Community

Illinois State is in the Central Illinois community of Bloomington-Normal, which has a combined population of 132,000. The community is home to Illinois Wesleyan University, Heartland Community College, OSF St. Joseph Medical Center, Carle BroMenn Medical Center, Rivian Motors, COUNTRY Financial, and State Farm Insurance Corporate Headquarters. The community has distinguished itself for its outstanding school systems and educational attainment, parks and recreation, health care, job growth, economic opportunity, and low crime. The University's hometown was ranked as one of the top three [best college towns in America](#) based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the [Best Places to Live in the United States](#).

There are plentiful activities, cultural events, and entertainment opportunities for students and staff locally, with more opportunity to explore nearby. Normal is centrally located in Illinois, making it possible to drive or catch a train to major cities such as Chicago, St. Louis, and Indianapolis. All are within 2-3 hours from campus. Public

transportation systems make the community easily accessible, with a train and bus station within a few blocks of campus. There is also a regional airport with free parking that removes many of the hassles of flying. For more information on our community, please visit [visitbn.org](#).

Ranked the No. 3 Best Small City for Job-Seeking College Grads, Bloomington-Normal offers multiple opportunities for students upon graduation. Illinois State partners with companies in the area, including State Farm Insurance and COUNTRY Financial—both with headquarters in the community—to provide internships and employment.

There are ample leisure activities as well, with five public golf courses in the area, several lakes, and the 45-plus miles of the hard-surfaced Constitution Trail. Converted from an abandoned railroad, the trail is bustling with individuals walking, biking, running, and blading. There are numerous restaurants and shops to visit as well. Uptown Normal is home to locally owned retail outlets with quality products and delectable food. There are unique movies, concerts, theatrical performances, and festivals to attend in every season.



# Academics

**I**llinois State University is currently composed of seven academic colleges and Milner Library, each of which contains academic departments and centers designed to provide—singly and collectively—a comprehensive and robust academic experience for students. Degrees are offered at the bachelor’s, master’s, and doctoral levels. Secondary education students major in their academic disciplines while completing their teacher preparation requirements under the auspices of the Council for Teacher Education. The University’s academic programs are supported by the services and collections of Milner Library.

**College of Applied Sciences and Technology** houses the Department of Agriculture, Department of Criminal Justice Sciences, Department of Family and Consumer Sciences, Department of Health Sciences, School of Information Technology, School of Kinesiology and Recreation, Department of Military Science, and Department of Technology. The college also includes several significant centers, including the University Farm; Horticulture Center; the Child Care Center; and Illinois State’s well-known Gamma Phi Circus, the nation’s oldest collegiate circus.

**College of Arts and Sciences** houses 16 departments and offers many majors and minors at the undergraduate level. Some of these programs are interdisciplinary, including African American Studies; Women’s, Gender, and Sexuality Studies; and Latin American and Latina/o Studies. Many departments have graduate programs leading to master’s and doctoral degrees. The college houses many of Illinois State’s study abroad opportunities, the Center for Child Welfare and Adoption Studies, and the University’s NPR radio station, WGLT.

**College of Business** is known for its comprehensive undergraduate programs, highly regarded master’s programs, and the outstanding accomplishments of its alumni. It is one of only 188 business colleges in the world to hold both business and accounting accreditation by AACSB International. It is also the only college of business in a public university in Illinois that has earned STEM designation for all its master’s programs.

**College of Education** prepares early childhood through middle-level teachers, special educators, and administrators in addition to partnering with departments across the University to offer teacher education programs in a wide variety of academic programs and areas of study. With 44 accredited teacher education programs and offerings at the bachelor’s, master’s, and doctoral levels, Illinois State remains true to its founding as Illinois State Normal University, specializing in teacher education. The College of Education is also home to Metcalf and University High School Laboratory Schools serving approximately 1,000 students.

**College of Engineering** anticipates enrolling its first cohort of students in fall 2025 with an initial offering of electrical, mechanical, and general engineering degree programs. The college will be uniquely designed with a vision of student success, diversity, and workforce development. Leveraging Illinois State’s reputation as a student-focused institution, the College of Engineering will prepare students for success by melding theory and practice in core engineering disciplines and innovative cross-disciplinary experiences.

**Mennonite College of Nursing** offers nursing degrees at the bachelor’s, master’s, and doctoral levels. Building on the rich history of nursing education at Mennonite College, established in 1919,

the College of Nursing was incorporated into the University in 1999 as Illinois State’s sixth academic college. The college is proud of NCLEX and FNP pass rates consistently exceeding state and national averages and offers a state-of-the-art Nursing Simulation Center with diverse clinical placements that prepare students to practice in a complex health care system.

**Wonsook Kim College of Fine Arts** includes the Wonsook Kim School of Art; the School of Music; School of Theatre, Dance, and Film; and the School of Creative Technologies. University Galleries, the Illinois Shakespeare Festival, Theatre for Young Audiences, the String Project, and the Big Red Marching Machine are also housed within the Wonsook Kim College of Fine Arts. Notable alumni include Jane Lynch, Sean Hayes, Brendan Hunt, Nicolas Africano, LaRoyce Hawkins, Gary Cole, Judith Ivey, Terry Kinney, John Malkovich, Laurie Metcalf, Jeff Perry, Cecilia Suárez, and Michelle Williams.

**Milner Library** personnel work closely with academic units to provide services and research materials across the academic spectrum. Subject liaisons collaborate with faculty in all colleges, schools, and departments on information fluency instruction, collection management, and research assistance. Group study areas, quiet floors, collaboration stations, and a technology-rich environment support varied student learning styles. Library resources support textbook affordability initiatives, open access publishing, and primary source research. Milner is home to distinctive collections in Special Collections and the University Archives as well as a Federal Depository Collection of government information begun in 1858.

# Strategic Plan

The University's strategic plan, *Excellence by Design: 2024-2029*, approved by the Board of Trustees in the spring of 2024, is a shining example of the University's commitment to shared governance, with faculty, staff, students, and campus stakeholders playing an active role in contributing to the creation of the document. Guided by a strong foundational design and building on our past strategic plan, *Educate • Connect • Elevate: Illinois State: 2018-2023*, the plan emphasizes Illinois State's commitment to excellence through continued improvement to shape an exciting future.

*Excellence by Design: 2024-2029*, lists our seven core values: Excellence in Teaching, Learning, and Scholarship; Individualized Attention; Equity, Diversity, Access, and Belonging; Collaboration; Community and Civic Engagement; Respect; and Integrity. By acting on these values, we create a learning environment that results in our university being the first-choice public university in Illinois for high-achieving, motivated students who seek an individualized educational experience combined with the resources of a large university.

With its four strategic directions—Cultivate a Culture of Success and Belonging, Foster a Culture of Responsible Stewardship, Elevate our Institutional Excellence, and Expand Mutually Beneficial Partnerships—*Excellence by Design: 2024-2029* will serve as a practical guide for all units within the University for planning and resource allocation decisions. This plan will guide Illinois State as it forges a new educational path across the next five years.

Illinois State University is in first year of the campus-wide implementation of *Excellence by Design: 2024-2029*. Action teams are in the process of developing actions and metrics that will support the goals and objectives in the strategic plan.

# Master Plan

The Master Plan presents a long-range blueprint for the physical development of Illinois State University—its future size, form, function, character, image, and environment. The plan presents a series of recommendations designed to further the University's physical transformation beyond what has been accomplished in recent years. These recommendations have been tailored to support and enhance the University's strategic plan. A mid-plan review is currently underway.

For more information, visit [MasterPlan.IllinoisState.edu](https://MasterPlan.IllinoisState.edu).



ILLINOIS STATE UNIVERSITY

# METRICS OF Excellence



## FIRST-CHOICE INSTITUTION

Illinois State has welcomed our largest freshman class in history. We enroll more than 21,500 students, while maintaining academic quality and small class sizes.



## BANG FOR THE BUCK

Illinois State is ranked among the top universities for return on investment. *U.S. News & World Report* recognized the University as one of the Best Value Schools in the nation, and *Washington Monthly* included the University on the Best Bang for the Buck list in the Midwest. In addition, the University was also ranked among the top 30 percent of four-year higher education institutions for graduates' return on investment.



## HIGH RETENTION AND GRADUATION RATES

Illinois State students complete their degrees on time. ISU's retention rate remains among the highest in the nation at over 81.3 percent, and our high graduation rate (66.3 percent) is well above the national average.



## TOP PUBLIC UNIVERSITY

*Washington Monthly* ranked the University in the top 106 out of all public national universities for the institution's contribution to the public good through social mobility, research, and public services. Illinois State made *U.S. News & World Report's* 2025 rankings of America's top public schools, at No. 119. In addition, the University was ranked in the upper echelon of *Money's* 2024 list of Best Colleges in America for quality education and affordability.



## DIVERSE CAMPUS

Illinois State provides accessible opportunity and increasingly reflects the nation's changing demographics. We enrolled our most diverse

freshman class in school history this year with nearly 45 percent of these students and 34 percent of the total student population coming from traditionally underrepresented groups.



## RECORD FUNDRAISING

Illinois State University raised more than \$35.4 million in private support, reaching its third highest private support total in university history. Through these donations, more than 4,474 scholarships were awarded last fiscal year and 85 new scholarships were created.



## TOP COLLEGE TOWN

The University's hometown ranks as one of the top 3 best college towns in America based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the Best Places to Live in the United States.



## MILITARY FRIENDLY SCHOOL

Illinois State supports veterans and those in the military. We are ranked a top 10 Military Friendly School by VIQTORY.



## CIVICALLY ENGAGED CAMPUS

Illinois State's campuswide commitment to our core value of civic engagement has earned us recognition with the Elective Classification for Community Engagement, as an Excellence and Innovation Award for Civic Learning and Community Engagement recipient, and as a Voter Friendly Campus.



ILLINOIS STATE  
UNIVERSITY  
*Illinois' first public university*

# The Dean of the College of Education Opportunity

## OVERVIEW

Illinois State University seeks a strategic and innovative academic leader committed to the mission, vision, and values outlined in the University's strategic plan to serve as dean of the College of Education. The dean is the chief academic and executive officer of the college, providing vision and leadership in teaching, research, and service in the context of shared governance. The dean leads the development and implementation of the college's strategic future, and reports to the provost, who also serves as vice president for academic affairs.

The dean has overall responsibilities for developing an effective collegial environment that supports excellence in teaching, research, and service advancing the field of education; facilitates collaboration between faculty members and among programs within the college and university; and coordinates the college's efforts with schools, corporations, other universities and communities, and state, federal, and international agencies. The dean provides leadership and support efforts to advance equity, diversity, access, and belonging in Illinois State's culture, environment, programs, policies, and personnel. The dean must be committed to the urban teacher preparation focus; to continued excellence in undergraduate and graduate education; to faculty support for scholarship and research activities, including extramural funding; and to partnerships with local schools. The dean will engage college faculty, staff and students in developing a shared plan for the future of the college and its role in the broader mission of the University.

The dean provides vision and leadership for

the college; serves as its academic leader; advocates on behalf of the college to the provost and president; and engages with donors, alumni, and external constituents to seek support and other resources for the college. The dean oversees promotion and tenure standards in the college to promote excellence in instruction; provides leadership to expand scholarship, scholarly outcomes, and grant activity; and supervises the college unit leaders and dean's office staff. The dean assumes fiscal responsibility for the college.

The dean reports to the vice president for academic affairs and provost, who reports to Illinois State University's president. Personnel reporting to the dean include two associate deans; one assistant dean who also serves as the director of the Laboratory Schools; three department chairpersons/school directors; the director of the Cecilia J. Lauby Teacher Education Center; the directors of technology support services, college recruitment and retention, marketing and communications, and student success; and college budget manager. The dean works closely with the college's director of development and college facilities planners. The dean is expected to work collaboratively and collegially with seven other academic deans as well as administrators from all four divisions of the University.

Applications, inquiries, and nominations are invited. To submit a nomination or express personal interest in this position, please refer to the "How to apply" section at the end of this document.





# College of Education

The College of Education complements its enduring commitment to inclusive teacher preparation and the development of educational leaders with the pursuit of valued scholarly contributions. A distinguished faculty, and the students they mentor, engage in work that discovers, integrates, and applies disciplinary knowledge while also advancing the University's commitment to the scholarship of teaching and learning. Illinois State was awarded \$195 million in grant funds over the last four years, with \$50 million being awarded to the College of Education. Centers and institutes (described below) help coordinate these efforts and enhance the College of Education's and the University's prominence in and impact on the field.

The University is one of the largest teacher preparation institutions in the nation. The College of Education is organized into the Department of Educational Administration and Foundations, the Department of Special Education, School of Teaching and Learning, Metcalf School, University High School, and the Cecilia J. Lauby Teacher Education Center. The college enrolls nearly 3,000 students, who choose from a wide array of teacher and administrator preparation programs, including elementary education; early childhood education; middle level education; reading, bilingual and bicultural education; learning and behavior; deaf and hard of hearing; low vision and blindness; leadership, equity, and inquiry; and areas of educational administrator/leadership. Graduate programs are offered in teaching and learning, special education, K-12 administration, and higher education administration.

The College of Education is among fewer than 100 in the nation that includes public Laboratory Schools. Metcalf and University High schools provide a unique educational option from prekindergarten through the senior year for approximately 1,095 students in the community. The schools also serve as sites for clinical experiences that are critically important to the college's future teachers.



## Department of Educational Administration and Foundations

The Department of Educational Administration and Foundations (EAF) was established to prepare superintendents, principals, university administrators, and other educational leaders throughout the nation. The department has one of the most diverse faculty and student demographics on campus. The department includes 10 tenure-line faculty, 20 nontenure-line faculty, and four staff. EAF offers a comprehensive range of programs, all delivered fully online, designed to meet the needs of current and aspiring educational leaders. The department includes four academic areas: preK-12 education, higher education, educational foundations, and research. Within these areas, EAF provides four distinct academic concentrations: college student personnel administration (CSPA); preK-12 administration; higher education administration; and leadership, equity, and inquiry. It is also home to two highly regarded centers: the Center for the Study of Education Policy (CSEP) and the Illinois Center for Specialized Professional Support (ICSPS). The department has increased enrollment through innovative partnerships throughout the region.

The master's in CSPA prepares students to succeed in entry- to mid-level student affairs positions in two- and four-year public and private colleges and universities. Graduates are qualified to serve as administrators, advisors, and programmers in areas as diverse as residential life, activities, admissions, advising, service and leadership, orientation, multicultural programs, student conduct, fraternity and sorority life, and assessment. Course work includes student development theory, the law as it relates to college students, and counseling.

The doctorate in preK-12 administration is designed for educators with a master's degree and a type 75 certificate (general administrative-principal), many of whom have some building or district leadership experience. Students possess strong academic and leadership credentials. Those with a type 75 certificate and at least two years of administrative

leadership experience have the option to work toward the Ed.D. Students interested in a career in research may pursue a Ph.D. All students enrolled in the program may complete the requirements for superintendent or chief school business official endorsement on a professional educator license. The higher education administration concentration is available to educators who hold a master's degree and have experience (teaching, administrative, or staff) in a higher education institution. The Ph.D. in higher education is designed for students interested in higher education administrative positions. The higher education concentration allows experienced educators and administrators to advance their knowledge in ways that will further their careers and enable them to make further contributions to higher education.

The leadership, equity, and inquiry concentration offers an interdisciplinary Ph.D. with a focus on preparing critical leaders and researchers committed to the principles and ideals of social justice. The concentration attracts those who will take their place in society across a wide variety of professional roles. The courses are designed to dive deeply into equity issues and problems that plague education and educational research. The concentration seeks to prepare critical consumers and producers of research. This content-rich Ph.D. is designed to prepare graduates for many potential career paths within and beyond schools, from the think-tank world to a career in the public sphere, and from community advocacy to social justice-committed and focused leadership.

CSEP bridges research with the everyday world of educators, governmental leaders, and policymakers. As an innovative leader and partner in educational research, the center stays abreast of current and emerging policy issues affecting early childhood, K-12, and higher education. The center publishes three nationally known education policy research journals: *Grapevine*, *Planning and Changing*, and *the Illinois State Education Law and Policy Journal*. In the last five years, the center garnered \$6.3 million in externally funded grants and contracts.

## Department of Special Education

The Department of Special Education (SED) is the largest special education program in Illinois and is consistently ranked among the top programs offering an undergraduate degree in special education in the United States. Undergraduate teacher preparation programs leading to licensure include learning and behavior specialist (LBS), face-to-face and on-line for nontraditional students through the Paraprofessionals Unlocking Licensure in Special Education (PULSE) program; deaf/hard of hearing (DHH); and low vision/blindness (LVB). A minor in special education is also offered for all 27 education majors at Illinois State. Approximately 650 undergraduate students are enrolled in these programs. The Department of Special Education values extensive and diverse hands-on experiences for teacher candidates. Prior to student teaching, candidates spend more than 600 hours in two semesters of clinical experience within diverse settings serving learners with a range of disabilities.

The department also offers graduate online programs, including a Master of Science in special education, a Master of Science in low/vision and blindness, an Ed.D. in special education, a director of special education certificate, and a 15-credit hour graduate endorsement in special education. Students are prepared to become educational leaders and assume advanced roles in their schools and communities. Combined, the graduate programs serve over 150 students.

The department includes 18 tenure-line faculty, approximately 42 nontenure-line faculty, and 11 staff. Faculty in the department exemplify the teacher-scholar ideal and are recognized for their high-quality teaching and their strong scholarship. SED faculty have secured several prestigious state and federal research grants, and they are recognized at national and international levels for their impactful scholarship and service in professional organizations.

The department also houses the Special Education Assistive Technology (SEAT) Center. The mission of the SEAT Center is to advocate, promote, and support educators' technology knowledge and skills, as well as to create accessible learning environments and support disabled students' digital participation in society. Through the work at the SEAT, faculty and staff in the department aim to support Illinois State University preservice and in-service educators in learning how to create more accessible learning environments and prepare all students, including disabled students with support needs, to participate in the 21st century digital society.

Faculty also provide opportunities for student involvement in research and specialized opportunities with discipline-specific registered student organizations. Student-driven, faculty-mentored organizations include Best Buddies, Braille Redbirds, Redbirds Sign Language Association, Student Council for Exceptional Children (SCEC), and Students Supporting Individuals with Disabilities (SSID), among others. The rigorous course work, extensive clinical work,

and diverse extracurricular activities prepare candidates with a skill set that extends beyond that of a traditional first-year teacher.

## School of Teaching and Learning

The School of Teaching and Learning (TCH) is home to four undergraduate teacher preparation programs and three graduate programs. The school includes an important blend of faculty who are recognized for their high-quality research and publications, as well as being well-grounded in experiences as classroom teachers. The school includes more than 47 tenure-line faculty, more than 90 nontenure-line faculty, six academic professionals, and six civil service staff. The school provides personal attention to students while preparing them to take their place as teacher leaders in the nation's schools. TCH faculty have successfully secured prestigious national and state-level grants to support teaching and research. Scholarship is nationally and internationally recognized, and perhaps more significantly, contributes to the school communities with whom Illinois State University collaborates.

The school's undergraduate teacher preparation programs include early childhood education, elementary education, middle-level education, and bilingual-bicultural education. Collectively, more than 1,600 students are enrolled in these programs, which offer robust and rigorous clinical experiences. These include eight professional development schools and numerous additional public-school partnerships distributed across the state and beyond. Many teacher candidates complete their student teaching in other states and countries, including San Antonio, and Brighton in the United Kingdom. Sixty-five percent of teacher candidates receive an English as a second language endorsement. Other endorsements or approvals include reading and special education. For middle-level majors, a minimum of two content area endorsements are completed. In addition, students from undergraduate teacher preparation programs in four other colleges across the University take courses within the school.

The school also offers nationally acclaimed master's and doctoral programs. These include a Master of Science in teaching and learning (online and traditional), a Master of Science in reading (which prepares teachers for the reading specialist license), certificate of library and information science, and an Ed.D. program in teacher education. Together, graduate programs serve more than 200 students.

The school also houses the Mary and Jean Borg Center for Reading and Literacy. Through a range of programs, partnerships, and collaborations, the center is committed to involving partners in learning, research, and assessment and to developing innovative approaches to disseminating research findings. The center is home to the Eye Movement and Miscue Analysis (EMMA) Lab, where researchers use eye-tracking technology and miscue analysis to examine the reading process.

## Centers and initiatives

**The Cecilia J. Lauby Teacher Education Center (TEC)** supports all education students at Illinois State University. Primary responsibilities include student teaching placements, maintenance of educational requirements, and graduate educational licensure. A dedicated team works in tandem with teacher education programs in six colleges to provide an excellent experience for students. The TEC supports the university with education related legislative advocacy, data collection, district partnerships, and accreditation support.

The TEC supports education students as they progress through clinical experiences, student teaching, and licensure. The TEC tracks milestone/gateway requirements for all teacher education programs, ensuring that students are ready for student teaching and to earn licensure at graduation. The TEC supports 27 undergraduate and 13 graduate educational licensure programs in six academic colleges. The TEC identifies student clinical placements across the state for approximately 1,000 student teachers annually.

**The National Board Resource Center (NBRC)** was established in 1999 as one of five national centers by the National Board for Professional Teaching Standards (NBPTS). The NBRC shares resources nationally and has been a leader in building the Illinois program. The NBRC is dedicated to ensuring that all students have access to the outstanding teaching provided by National Board-Certified Teachers (NBCTs). The only resource center in the Midwest, the NBRC has built the capacity of NBCTs in growing the number of NBCTs in all regions of Illinois, as well as providing resources and information about the impact of NBCTs on student learning and aligning programs to the National Board's Standards for accomplished teaching. The NBRC has worked in partnership with the Illinois State Board of Education since 2002 to ensure that all Illinois educators have access to information, professional development, and support regarding National Board Certification.

**The Illinois Center for Specialized Professional Support (ICSPPS)** resides in the Department of Educational Administration and Foundations in the College of Education. The center has been a part of Illinois State University's College of Education since 1977. The mission of ICSPPS is to support the success of every learner through the comprehensive application of research-based practices, encouraging professionals to educate equitably, and offering expertise in creating excellent learning environments through professional development events.

ICSPPS designs and delivers professional development, technical assistance, and program improvement strategies for career, technical, and adult education and workforce development professionals. The center focuses on equity, diversity, access, and belonging in recruitment, retention, completion,

and transition for Illinois students—encouraging achievement of special populations learners. ICSPPS offers customized professional development on Universal Design for Learning, strategies to enhance recruitment and retention, embracing a growth mindset, and supporting special populations students. ICSPPS is a neutral intermediary facilitator for state-level boards to support compliance and guide processes and policy by applying an equity lens.

**The Center for Intensive Behavioral Supports (CIBS)** at Illinois State University, in partnership with the Illinois State Board of Education (ISBE), is committed to reducing the use of physical restraint, time-out, and isolated time-out (RTO) through the development of professional learning opportunities and resources.

In response to the passage of House Bill 219 (“HB 219”)—signed into law as Public Act 102-0339 by Gov. JB Pritzker on August 13, 2021—the Illinois School Code was amended to regulate the use of isolated time-out, time-out, and physical restraint interventions in public schools, special education cooperatives, and nonpublic special education facilities. Following this legislative change, the ISBE set a goal to establish comprehensive training and resource development.

To support these efforts, CIBS was funded to create and disseminate annual training and resources. These initiatives include training in crisis de-escalation, restorative practices, trauma-informed approaches, behavior management techniques, and recognizing signs of distress during physical restraint and time-out. The resources and training are specifically aligned to assist educators in adhering to best practices and ensuring student safety.

## Laboratory Schools

Metcalf School (Metcalf) and University High School (U-High), Laboratory Schools administered by the College of Education, serve as clinical experience and practice sites for preservice teachers and experimental teaching activities. The schools provide a living laboratory for research and applied practices to improve teaching and other educational practice. Additionally, the Laboratory Schools provide educational programming for students who are deaf/hard of hearing or have visual impairments.

Metcalf is a top-rated, public, laboratory school that serves approximately 470 students (preK-grade eight) and 40 preschool students each year. Metcalf is ranked sixth in Best Public Middle Schools in Illinois and ranked seventh in Best Public Elementary Schools in Illinois.

U-High is a top-rated, public, Laboratory School, that serves 625 students in grades nine to 12. U-High was ranked 18th in Best High Schools in Illinois and ranked number 451 nationally in 2024. At U-High, the average class size is 21, the graduation rate is 100%, and the school offers 14 Advanced Placement courses and seven dual-credit courses.



# Opportunities *and* expectations

## FOR LEADERSHIP

The new dean for the College of Education must possess the intellectual vision and energy necessary to lead a complex, comprehensive organization of higher education to its future as a top preparer of teachers and education leaders. An ability to successfully motivate a college-wide team at all levels; develop and promote shared core values; and demonstrate responsiveness to the needs and concerns of students, faculty, and staff are critical. The new dean will be asked to address the following critical leadership issues, among others:

- Represent the University, college, and academic units to external constituents and advance outreach and public service efforts by nurturing and building partnerships.
- Represent the college internally to the campus community and lead collaboration within the college and among university units.
- Provide leadership to college faculty as they consider the curricular, pedagogical, and scholarly implications of the challenges in teacher preparation, educational research, and policy development.
- Lead college efforts to sustain and grow student enrollment, retention, and graduation rates among other indicators of student success.
- Develop budgets and align fiscal resources to strategic priorities and identify opportunities to grow resources in mission-consistent ways.
- Lead recruitment, selection, retention, and supervision of department chairs/school directors and college administrative staff in a manner that promotes excellence in instruction and scholarship.
- Supervise and oversee the annual appointment, salary, promotion, and tenure process in a unionized faculty environment.
- Promote and support college personnel and student equity, diversity, access, and belonging, in teaching, scholarship, and service.
- Lead the college in its fundraising efforts. Work closely with University Advancement to collaborate in the University's college and overall fundraising efforts.
- Coordinate with partners and leaders across the state to grow the urban and rural educator preparation pipeline.
- Support and facilitate international learning, instructional, and research opportunities for faculty, staff, and students.
- Foster sustainable growth in the college's research enterprise and guide and support principal investigators of large extramural grants.
- Implement a newly developed and inclusive college strategic plan in alignment with the University's strategic plan.
- Coordinate management of facilities and associated infrastructure allocated to the college and its units.
- Provide leadership and oversight for the academic programs in the college, periodically reviewing, revising, or developing academic programs.
- Fulfill other duties as may be assigned by the provost and president.

# Professional *and* personal qualities

---

The successful candidate will be an innovative, open, and persuasive leader, and gifted collaborator with a deep appreciation for excellent education and the networking skills required to work successfully with a wide range of individuals and constituencies. The new dean will advocate for faculty development and the strengthening of students' educational experience within the College of Education.

## Required qualifications:

- An earned doctorate or other terminal degree from an accredited institution in a discipline represented in the college.
- Recognition nationally for outstanding scholarship and teaching, meriting appointment at the rank of professor with tenure within one of the college's departments/schools.
- Record of successful administrative leadership in large dynamic academic organizations as dean, associate dean, department chair/school director, or comparable leadership role.
- Experience in developing and managing complex budgets with a record of accomplishment as a manager of people and resources in support of high-quality graduate and undergraduate instruction, scholarly productivity, public engagement, and outreach activities.

## Applicants for the dean of the College of Education may also demonstrate these preferred qualifications:

- Fundamental understanding of the scholarly, teaching, and service responsibilities of a college of education faculty member at an R2 university; and a working knowledge of the pedagogical, androgonical, economic, and political relationships among academic units within the college.
  - Demonstrated commitment to the University's core values, which are: Teaching, Learning, and Scholarship; Equity, Diversity, Access and Belonging; Respect; Collaboration; Individualized Attention; Community and Civic Engagement; and Integrity.
  - Demonstrated ability to work collegially with other deans, administrators, and diverse stakeholders in developing goals and programs and a commitment to shared governance.
  - Experience in the development and implementation of a strategic plan.
  - Knowledge of or experience in fundraising and donor stewardship.
  - Demonstrated commitment to equity and support of the critical needs of a diverse faculty, staff, and student body.
- Demonstrated understanding of the collaborative role of public P-12 Laboratory Schools on a university campus and its connection to the teacher education programs.
  - Experience in developing or supporting study abroad and international partnerships.
  - Demonstrated understanding of the relationship between a College of Education and an embedded Teacher Education Center that supports all licensure areas including those housed in other colleges at Illinois State University.
  - Experience providing leadership in legislative or other state or federal policy actions pertaining to university and college missions.
  - Experience working with national and state accrediting bodies in higher education.
  - Experience with leadership and/or oversight of facilities resources.
  - Demonstrated energy, intellectual curiosity, and the ability to communicate effectively.
  - Success securing and managing extramural funding.
  - Ongoing participation in national/international education professional organizations.



# How to apply

---

Greenwood Asher & Associates is assisting Illinois State University with this search. Applications and nominations are now being accepted.

Applications should include the following materials:

- A letter of interest that clearly states the applicant's qualifications for the position.
- A current resume/curriculum vitae.

Submit all application materials (as separate PDF files) to [ISUDeanEducation@greenwoodsearch.com](mailto:ISUDeanEducation@greenwoodsearch.com)

Inquiries, questions, and nominations regarding this opportunity should be directed to Jeremy Duff and Julie Schrodt with Greenwood Asher & Associates.

Jeremy Duff  
Vice President of Executive Search and Search Manager  
Email: [jeremyduff@greenwoodsearch.com](mailto:jeremyduff@greenwoodsearch.com)  
Cell: (850) 869-9986

Julie Schrodt  
Senior Executive Search Consultant  
Email: [julieschrodt@greenwoodsearch.com](mailto:julieschrodt@greenwoodsearch.com)  
Cell: (850) 585-9864

The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made. **For best consideration, please submit application materials by December 2, 2024.**

## LEADERSHIP

# Dr. Aondover Tarhule, President

---



**D**r. Aondover Tarhule joined Illinois State University in 2020 as vice president for academic affairs and provost and currently serves as president. His immediate prior administrative appointment was vice provost and dean of the Graduate School at Binghamton University (State University of New York). Before that, he was executive associate dean and department chair in the College of Atmospheric and Geographic Sciences at the University of Oklahoma. In these positions, he worked on creating new academic programs, increasing student enrollment, increasing diversity, faculty retention, shared governance, and international partnerships and linkages, amongst other things.

Having earned master's degrees and a doctoral degree in geography from McMaster University in Hamilton, Ontario, Canada, Tarhule received a postdoctoral fellowship from the Canadian Science Advisory Council to conduct research at Queens University in Kingston, Ontario, Canada. Tarhule earned an additional master's degree in environmental resources planning and a bachelor's degree in geography, both from the University of Jos, Plateau State, Nigeria.

A broadly trained physical geographer, Tarhule has wide-ranging research interests in hydroclimatic variability, droughts, water resources scarcity, and climate information dissemination and use. His scholarly research has appeared in prestigious international journals, including *Nature (Scientific Reports, Climate Perspectives)*, *Journal of Hydrology*, *Remote Sensing*, and *Bulletin of the American Meteorological Society*, and book chapters. His efforts as principal investigator (PI) or co-PI have resulted in more than \$5 million in grants from such agencies as the National Science Foundation, the United States Agency for International Development, the National Institutes of Health, and the United States Geological Survey. He has served on the editorial board of the *Scientific World Journal* and the *African Geographical Review*, and as guest editor on several journals including *Remote Sensing*, *Atmosphere*, and *Climate Research*.

Tarhule has served on committees of prominent national and international organizations, including as consultant to the World Bank (Climate Risk Assessment of the Niger River Basin Sustainable Development Action Plan) and member of the Executive Committee of the Board on Oceans, Atmosphere, and Climate, and Association of Public and Land Grant Universities. He is a member of the College of Mentors of the Council for the Development of Social Science Research in Africa (CODESRIA) and an executive board member of the Walker Institute, University of Reading, in England.



## LEADERSHIP

# Dr. Ani Yazedjian, Vice President for Academic Affairs and Provost

---



**D**r. Ani Yazedjian, University Professor, joined the Office of the Provost in 2019 as associate provost and currently serves as vice president for academic affairs and provost. In her role as associate provost, Yazedjian oversaw new program development through the Illinois Board of Higher Education and institutional accreditation through the Higher Learning Commission, and was actively involved in the creation of the new College of Engineering. On campus, she supervised the Center for Civic Engagement, the Office of International Education, and University Assessment Services. Yazedjian served on the University strategic planning steering team and the COVID-19 steering team.

Yazedjian has also served as chair of the Department of Family and Consumer Sciences at Illinois State. As chair, she led the increase in the number of degree programs in the department, developed the first accelerated master's degree programs on campus, created a new online dietetic internship certificate, increased student enrollment, oversaw over \$1 million in equipment and facilities upgrades, and secured donor contributions for five new scholarships. She was named a University Professor in 2013 and received the University's Distinguished Service Award in 2023.

Over the last two decades, Yazedjian has received over \$7 million to support her scholarly interests in delivering evidence-based programs to support adolescent development. Most recently, between 2015 and 2020, she directed the *CARE4U* program which provided over 1,100 primarily African American and Hispanic youth with relationship education, job readiness, and financial management skills in order to support their successful transition to adulthood. In 2021, she received the Marie F. Peters Award from the National Council on Family Relations, a biennial recognition given to a distinguished scholar, researcher, or practitioner who has made significant contributions to the area of racial and ethnic diversity in families.

Prior to her time at Illinois State, Yazedjian was a faculty member in the Department of Family and Consumer Sciences at Texas State University. In 2010, she was appointed as presidential fellow where she served on the president's cabinet and focused on developing and implementing internationalization efforts across campus. She earned a doctorate and master's degree in human and community development from the University of Illinois Urbana-Champaign and a bachelor's degree in sociology from the University of Florida.

Nationally, Yazedjian has served in leadership roles with the National Council on Family Relations, the Council for Accreditation of the American Association of Family and Consumer Sciences, and the Council for Administrators in Family and Consumer Sciences. She was selected by the Higher Education Resource Services for the Wellesley Institute, which develops women leaders in higher education.

In the local community, she has been involved with the Family and Consumer Science Professionals of McLean County and volunteered with Junior Achievement. She also served for six years on the board of the Multicultural Leadership Institute and continues to serve as a mentor.



# ILLINOIS STATE UNIVERSITY

*Illinois' first public university*

Illinois State University, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding affirmative action, nondiscrimination, and anti-harassment. Illinois State University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, national origin, sexual orientation, order of protection, gender identity and expression, ancestry, age, marital status, disability, genetic information, unfavorable military discharge, or status as a veteran in employment, educational programs and activities, or admissions. Inquiries or complaints may be addressed by contacting the director of the Office of Equal Opportunity and Access by email at [EqualOpportunity@IllinoisState.edu](mailto:EqualOpportunity@IllinoisState.edu), by calling (309) 438-3383, or by mail at Illinois State University, Campus Box 1280, Normal, IL 61790.