



**LEHIGH UNIVERSITY
DEAN, COLLEGE OF EDUCATION**

Lehigh University invites nominations and applications for the position of Dean of the College of Education. The next Dean will find him or herself in the enviable position of building from a position of organizational health, strength, and vitality. A strong national reputation for research, a collegial faculty deeply committed to their scholarship and to their students, a devoted staff with extremely high morale, a diverse and high achieving graduate student body, a team of supportive and collaborative peer deans, and an accessible president and provost with exciting and compelling visions for moving the University forward are just some of the attributes a new Dean will find upon arriving at Lehigh's College of Education. Distinctive for its small size and collaborative culture, graduate-only student body, and deep commitment to research that solves big problems and influences policy through evidence-based innovation, the College has earned a reputation for its nationally ranked programs in School and Counseling Psychology and its commitment to research around educating children with disabilities. As one example of its *research to practice* mindset as well as its commitment to community-embedded and translational research that addresses social justice issues, the College will open an Autism Clinic in early 2018 in which faculty and graduate students in the College's new Applied Behavior Analysis program will provide evidence-based intervention techniques for preschoolers in the region.

The University finds itself at an exciting moment in its evolution and seeks a Dean who will build innovatively on the strong foundation already in place to take the College of Education to a level of teaching and research quality and quantity that is a step above even today's high levels, and is recognized as such by peers. The College of Education is poised for growth and strategic, collaborative partnerships and the next Dean will have the opportunity to bring an ambitious, entrepreneurial vision to shaping priorities and direction going forward.

Lehigh University and the College of Education: A History

Lehigh University's history is closely related to the rise of America as an industrial power. In 1865, Asa Packer, an industrial pioneer, entrepreneur, philanthropist, and president of Lehigh Valley Railroad, presented a \$500,000 gift to build a university that would contribute to the "intellectual and moral improvement" of men in the Lehigh Valley. It was the largest donation of its kind to any educational institution in America at that time. The site that Packer chose for his university was a railroad junction across the Lehigh River from Bethlehem, Pennsylvania, a community founded in 1741 by Moravian missionaries. The site was selected in part because it was within walking distance for managers of the Lehigh Valley Railroad.

Packer and his associates designed the school to focus on mathematics and science education, but also provide pupils with knowledge of the classics. He knew, as did many others, that a strong national economy depended on more than technical skills. It needed people broadly educated in the liberal arts and sciences — people who could combine practical skills with informed judgments and strong moral self-discipline. In Lehigh's inaugural year, 39 men were admitted as students.

Although Lehigh University traces its founding to 1865, the formal study of education did not begin at Lehigh until early in the twentieth century. Lehigh had begun to recognize an obligation to provide courses for school teachers as early as 1898, when President Thomas Drown encouraged Lehigh department heads to consider providing courses open to the public through extension and summer courses.

The potential for Lehigh students to assume teaching careers was recognized as early as 1903 when the University Catalog noted that the curriculum of the School of General Literature (the precursor of the College of Liberal Arts) was recommended as a good preparation for the professions of law, medicine, theology, teaching, or journalism. By 1904, the Philosophy and Psychology Department offered courses in pedagogy and the history of education.

The first scholar employed by Lehigh to establish formal study of education was Professor Percy Hughes, who arrived in 1907. His doctorate was from Columbia University, where he had formed what was to be a lifetime friendship with John Dewey. Hughes created a sequence of courses so that Lehigh's undergraduates could enter the teaching profession. Through extension courses and summer session courses, in-service teachers could prepare for leadership positions.

By the 1930s, elementary and secondary schools needed trained administrators and school specialists, such as guidance counselors. Dr. Harold Thomas came to Lehigh as head of the Department of Education. Through his leadership, the Education Department provided certification and graduate degree programs for administrators and school specialists while maintaining the teacher certification program for Lehigh undergraduates.

After World War II the baby boom created a shortage of teachers and other school personnel. A third leader of the Department of Education, Dr. John A. Stoops, came to Lehigh. Under his leadership the Department of Education had reached a critical mass in faculty size and expertise so that it was promoted to a graduate school. By that time, Centennial School, a laboratory school named for the centennial celebration of the University, was in operation.

The school was promoted to a College of Education by Lehigh President Peter Likins in 1985. Two years later, the College was moved to the newly acquired Mountaintop Campus. In the following three decades, the College of Education has thrived under the leadership of deans Alden Moe, Roland Yoshida, Sally White, and Gary Sasso.

Now, 150 years after its founding, Lehigh is still honoring its proud heritage as it looks ahead to the future. What began as a home for 39 eager young scholars is now a thriving, coeducational university of more than 4,900 undergraduate and 2,000 graduate students. From the first class of students who arrived on South Mountain to the class of 2021, Lehigh has maintained its tradition of excellence while keeping in step with a dynamic world.

Leadership and Governance

Office of the President

John D. Simon, Lehigh's 14th president, is an internationally renowned chemist and highly respected leader in higher education. He took office at Lehigh on July 1, 2015. During his time at Lehigh, Simon has worked to raise the university's national profile, strengthen and grow its research infrastructure, expand its global programs, and build on its long, proud legacy of success in teaching, research, and service. In the fall of 2016, the Lehigh Board of Trustees endorsed Simon's ambitious growth plan for

the university, one which will see Lehigh significantly expand its undergraduate and graduate student populations, recruit new faculty, build new academic and student housing facilities, and launch an innovative college of health.

A strong advocate for research, Simon created the Presidential Research Initiative in 2017 with the aim of supporting top Lehigh faculty as they work to generate new knowledge and pursue groundbreaking projects with the potential to change the world for the better.

Simon has also furthered the university's commitment to ensuring that students of all financial backgrounds have access to a Lehigh education. In December of 2016, Lehigh joined 29 other top universities in launching the American Talent Initiative, a partnership with Bloomberg Philanthropies through which participating institutions will seek to enroll and support lower-income students and conduct research that will help other institutions expand access as well.

Simon came to Lehigh from the University of Virginia, where he served as executive vice president and provost. Previously, Simon served as vice-provost for academic affairs at Duke University from 2005 to 2011. Simon received his B.A. from Williams College in 1979 and his Ph.D. in chemistry from Harvard University in 1983.

Office of the Provost

Patrick V. Farrell joined Lehigh as provost and vice president for academic affairs in 2009. As the university's chief academic officer, Dr. Farrell's responsibilities include leading efforts to attract, recruit, and retain highly-talented individuals to Lehigh, as well as playing a central role in working to ensure the success of institutional goals over the next decade.

Dr. Farrell has been instrumental in several university-wide initiatives, such as leading the implementation of Lehigh's Strategic Plan, serving as Principal Investigator for the Lehigh ADVANCE Grant, and furthering the university's commitment to creating and maintaining an inclusive community which values, affirms, and advances the diverse aspirations, experiences, and interests of all its members. Dr. Farrell has advanced Lehigh's Cluster Initiative, which involves cross-disciplinary groups of faculty united around a common intellectual theme, problem, or area of interest. Dr. Farrell also implemented Lehigh's Strategic Faculty Hiring Initiative complimentary hiring process, which advances the university's strategic goals of creating a more diversified faculty, and supporting the development of employment opportunities for partners and spouses of faculty candidates.

Before coming to Lehigh, Dr. Farrell served as the provost and vice chancellor for academic affairs at the University of Wisconsin-Madison from 2006 until December 2008. He is a professor of mechanical engineering with more than 25 years of experience as a teacher, researcher, and leader. Dr. Farrell received his BSME from the University of Michigan, MSME from the University of California at Berkeley, and PhD from the University of Michigan.

Path to Prominence

Building on its proud legacy of success, Lehigh has embarked on an ambitious plan that will allow it to grow and evolve into an even more impactful and innovative university—one whose work will change lives, and the world, for the better. The next Dean of the College of Education will find countless opportunities for creative leadership that lie at the intersection of the Path to Prominence and the College of Education Strategic Plan.

Lehigh's ["Path to Prominence"](#) plan hinges on three key themes:

- **Expansion:** Over the next decade, the University will increase its undergraduate population by 1,000 students, or roughly 20 percent, while increasing its graduate student population by 500. This expansion of the student body will bring new dynamism and greater diversity to campus as well as to South Bethlehem, while fostering an ever more vibrant atmosphere of creativity and collaboration. In support of this growth, Lehigh will also recruit 100 new faculty members. This major investment in the faculty will broaden Lehigh's academic footprint, building on some of the university's most esteemed academic programs, strengthening its research enterprise, and helping raise its intellectual capacity to new heights.
- **Evolution:** As Lehigh pushes forward on plans to add more students and scholars to its campus community, it will also launch a campus-wide infrastructure initiative that will include the construction of new residential and academic facilities, as well as renovations or expansions for some of its most iconic buildings. The scope of work will provide the campus community with new venues for research, discovery, and student life, as well as creative spaces that will spark innovation and bring faculty, students, staff, and the community closer together.
- **Exploration:** Lehigh has for decades been a leader in interdisciplinary and multidisciplinary education and research. Now, building on these successes, the university will harness its existing strengths in leadership, health, and entrepreneurship to launch a new college of health. This new college, Lehigh's fifth, will attract talented faculty doing groundbreaking work in the massively important health care sector, while investments in other strategic research initiatives will expand the university's ability to enact positive change through intellectual leadership and impactful research.

The College of Education

John A. Stoops, the first dean of the College of Education, once noted, "Lehigh's founders taught their University to be future-minded." This legacy is manifest in the College. Lehigh's education program, one of the oldest in the country, has been progressive since its inception. While the rest of the University did not admit women until the 1970s, the College of Education began training women teachers as far back as 1902. Today, the College of Education's dedicated faculty and students continue a forward-thinking tradition as they create rich, new learning environments and conduct research focused on improving the lives of children around the globe.

The College offers an excellent array of graduate programs led by research-active faculty who have national and international reputations for their scholarly work in their specific areas of research. Lehigh is deeply committed to helping its graduate students on their path toward an advanced degree, encouraging a deepening of their research interests, and working to make graduate studies at Lehigh an enriching and gratifying experience.

The College of Education consists of a single department, the Department of Education and Human Services, with five distinct academic programs. In addition, the college supports a set of interrelated programs to include Centennial School, the Center for Promoting Research to Practice (CPRP), and the Global Distance Office.

The Department of Education and Human Services consists of the following five programs: Counseling Psychology, Educational Leadership, School Psychology, Special Education, and Teaching, Learning and Technology (teacher education and instructional technology/design). The overarching focus of these programs is to prepare students for leadership roles in evidence based, cross-disciplinary inquiry that shapes educational practices nationally and internationally. The College of Education prepares individuals for leadership roles in school systems, and also for a variety of positions in academia, research, business and industry, healthcare, private practice, and community-based organizations.

The work that is being done in the College is groundbreaking. A new clinical service for young children on the autism spectrum is providing energy and excitement within the College, in the region, and nationally; the College's School Psychology program is consistently ranked in the top two in the country; and the expanding international footprint of the College sets it apart from many of its peers.

Over the past five years, the College of Education has been awarded nearly \$10 million in federal funding from the Institute of Education Sciences, the National Institutes of Health, the National Institute of Food and Agriculture, the National Science Foundation, the US Department of Education, and the US Department of Health and Human Services. Research areas included improving language outcomes in pre-school children with language impairment, geospatial/web-based GIS curriculum development, Tier-2 interventions for non-responsive elementary students, school-based treatment approaches for youth with ADHD, evaluation of home visiting programs that promote oral language and early literacy among young urban children, and developing and testing health behavior change interventions for ethnic minority communities using community-based participatory research methods.

The College embraces the philosophy that a quality educational experience should provide the instruction, resources, and experience necessary to create a new type of educator - one who understands the nature of learning and the role of new knowledge, and who values collaboration and teamwork and embraces societal challenges.

Student Composition

- Master's Students: 290
- Doctoral Students: 147
- Non-Degree & Certification: 57
- Educational Specialist: 11

Faculty Composition

- Tenure Track Faculty Members: 28
- Professors of Practice: 8

The College of Education Strategic Plan

Spanning the last two years, faculty, staff, and students at Lehigh's College of Education have come together through a rigorous and highly inclusive process and have set forth five key priorities that provide insight into the College community's shared values. The community anticipates and welcomes incorporating into this strategic plan the vision, ideas, and innovation that a new Dean will bring to the College.

As part of the strategic planning process, the community came together around shared purpose, mission, and values statements.

Purpose: To enhance the understanding and wellbeing of communities of learners in ways that will improve educational access, opportunities, and outcomes.

Mission: To excel in graduate education by advancing theory, creating new knowledge, and promoting evidence based practices.

Values:

- Innovation, rigor, and critical enquiry
- Fairness and integrity
- Collaboration and collegiality
- Inclusivity, equity, and diversity
- Involvement and an engaged community

Key objectives of the strategic plan include the following:

- **Lead with high quality research:** Engage in research that solves big problems and influence policy through evidence-based innovation.
- **Expand reach of new knowledge:** Disseminate knowledge in ways that are meaningful and useful to others. Increase visibility of faculty contributions to research and practice.
- **Connect research and practice:** Collaborate with local, regional, national, and international communities (e.g., schools, educational and community organizations).
- **Promote inclusion and equity:** Strengthen recruitment and retention of faculty, staff, and students committed to values and principles of inclusion and equity. Enhance curriculum and training. Increase access and decrease barriers to graduate education. Bridge graduate and undergraduate education.
- **Engage in critical thinking and reflective pedagogy:** Enrich and broaden teaching and learning perspectives. Increase access to cutting edge professional development.

ACADEMIC PROGRAMS AND DEGREES

Programs in Education

The College of Education is a diverse learning community committed to excellence by advancing research and practice to make a difference in the lives of individuals and to provide leadership in schools, organizations, communities, and society at the national and international levels.

The College aspires to address interdisciplinary and global issues in an intellectually open and respectful environment through collaboration, teaching, mentoring, scholarship, and service with an aim toward exploring ways to enhance the education and well-being of all citizens in a technologically rich, increasingly connected world.

Academic programs in the College include:

- [Counseling Psychology Program](#)
- [Educational Leadership Program](#)
- [Instructional Technology Program \(Teaching, Learning, & Technology\)](#)

- [School Psychology Program](#)
- [Special Education Program](#)
- [Teacher Education Program \(Teaching, Learning, & Technology\)](#)

Master's Programs in Education

Lehigh grants a wide variety of master's degrees across disciplines. Graduates receive training to develop advanced skills within a specialized body of theoretical and applied knowledge; higher order skills in analysis, critical evaluation, and professional application; and the ability to solve complex problems and think rigorously and independently.

Master's programs include:

- **Five-Year Bachelor's plus Master's & PA Teacher Certification**
- **Master's (M.Ed.) Counseling and Human Services**
- **Master's (M.Ed.) Educational Leadership**
- **Master's (M.Ed.) Educational Leadership & Principal Certification (Online)**
- **Master's (M.Ed.) Educational Urban Leadership + K-12 Principals Certification**
- **Master's (M.Ed.) Elementary Education & PA State PreK-4 Certification**
- **Master's (M.S.) Instructional Technology**
- **Master's (M.Ed.) International Counseling (Online)**
- **Master's (M.Ed.) School Counseling + PA State Certification**
- **Master's (M.Ed.) Secondary Education & PA State 7-12 Certification**
- **Master's (M.Ed.) Special Education**
- **Master's (M.Ed.) Special Education & Dual PA State Certification in 7-12 Special and General Education**
- **Master's (M.Ed.) Special Education & Dual PA State Certification in PreK-8 Special Ed and PreK-4 General Ed**
- **Master's (M.Ed.) Special Education & PA State PreK-8 or 7-12 Special Education Certification**
- **Master's (M.Ed. or M.A.) Teaching and Learning**

Education Specialist Degree

The Education Specialist or Ed.S., is an advanced academic degree that is designed for individuals who wish to develop additional skills or increase their knowledge beyond the master's degree level, but may not wish to pursue a degree at the doctoral level.

We offer the **Education Specialist (Ed.S.) in School Psychology + PA School Psychologist Certification**

Doctoral Programs in Education

Lehigh's doctoral degree programs employ a scientist/practitioner model of learning and focus on best practices. Research is not viewed as removed from application or practice. Doctoral students collaborate closely with faculty to generate new theories and classification systems, experimental approaches to assessing pressing issues, and a wide range of models within the content of specific research agendas.

The College offers the following doctoral programs:

- **Counseling Psychology, Ph.D.**
- **Educational Leadership, Ed.D.**
- **School Psychology, Ph.D. and School Psychologist Certification**
- **Special Education, Ph.D.**
- **Teaching, Learning, & Technology, Ph.D.**

Certifications

Students in an education program leading to Initial or Professional certification are eligible for PA State teacher certification, upon satisfaction of all certification requirements and degree/program requirements.

Specific certifications include:

- **General Education Certification (PreK-4 or 7-12)**
- **Board-Certified Behavior Analyst**
- **ESL Program Specialist K-12**
- **K-12 Principal Certification**
- **PreK-8 or 7-12 Special Education Certification**
- **Superintendent of Schools Certification - Letter of Eligibility**
- **Supervisor of Curriculum and Instruction Certification**

Undergraduate Opportunities in Education

Undergraduate students at Lehigh who are interested in becoming a teacher can begin as part of a 5-year program while pursuing their bachelor's degree. An Education Minor (15 credits) is available to Lehigh undergraduate students.

Centennial School

Centennial School is licensed to provide education services to students ages 6 through 21 with an educational classification of emotional disturbance and autism (ages 6-12). The school pursues two principal missions: serving children and youth with educational disabilities and preparing high quality teachers to enter the workforce of special education. Centennial is considered a laboratory school where the college's students receive weekly on-site training on the topic of the education of children with emotional disturbance and autism. The Dean of the college is responsible for the operation of the school.

Finances

Lehigh University operates under a hybrid budgeting model in which undergraduate and graduate funding is handled differently. Colleges with enrolled undergraduate students receive a portion of the tuition to cover their operations. Funding for graduate programs runs on a model whereby each college is required to transfer to the University a budgetary target of its tuition revenue and then a significant part of the remainder of the tuition revenue remains with the College for use for operations. The College of Education is a graduate only college, and while it receives a base budget

allocation which supports the base salary of tenure-track faculty and basic administrative functions it will be necessary for the successful candidate to be entrepreneurial and work across colleges to develop innovative, income-generating programs. The University presently has an endowment of \$1.3 billion which funds scholarships, professorships, and other programs. The College of Education has a dedicated Director of Development, as well as a grants specialist who works with faculty to identify funding and development opportunities and the Dean is expected to lead in fundraising for the College and be an active participant in fundraising for the University as a whole.

The University will enter the public phase of a new Capital Campaign in fall 2018 with the goal of raising \$1B. To date, the University has raised approximately \$475M toward this goal. Funds will support scholarships, capital improvements on campus, and academic program enhancements.

OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

Reporting directly to the Provost, the Dean occupies a key role in the life of the University and functions as part of the central leadership team. The Dean is expected to strengthen the reputation of the College, increase the visibility of research productivity, and foster innovative collaboration externally and across the University's colleges and departments.

The next Dean of the College of Education will be expected to focus on the following areas:

- **Vigorous Promotion and Support of High Quality, High Impact Research:** The Dean will be expected to foster an environment in which faculty are supported and incentivized to forge interdisciplinary research collaborations within and outside of Lehigh, apply for external grant funding, continue to publish actively in peer-reviewed research and practitioner journals, and present their research at peer-reviewed national and international research and practitioner meetings. In an effort to raise the research profile of the College, the Dean will ensure that faculty contributions to research and practice are recognized and highly visible. Connecting research to practice is a key priority for the College.
- **Strategic Innovation:** Building from the College's Strategic Plan, the Dean will have the opportunity to work together with faculty to shape the strategic vision for the College of Education within the framework of Lehigh University's Strategic Plan and academic priorities. It is essential for the College to promote a clear strategy, which the Dean will execute and communicate to all internal and external constituencies. Enhancing the College's research profile and standing among schools of education is a key priority.
- **Collaboration:** The next Dean must be an excellent collaborator and partner who will advance the College and the University by forging programmatic, educational, and research partnerships. The Dean will have a particularly compelling opportunity to collaborate in innovative, interdisciplinary ways with Lehigh's newly conceived College of Health to develop research partnerships and new knowledge building, opportunities for external funding, and state-of-the-art programs of study.
- **Leadership in early education through post-secondary education:** The Dean must build the College's leadership position in early education, K-12 education, and post-secondary education in alignment with the University's strong engagement in research and research-to-practice efforts.

- **Presence in the Lehigh Valley, the Nation, and the World:** The Dean will be expected to maintain a visible and active profile in the national education conversation, nurture Lehigh's current relationships in the educational, corporate, governmental and philanthropic communities, and cultivate new ones that will advance the College's ability to address important social and educational needs. At a regional and national level, the Dean will represent the College of Education to school boards, government agencies, foundations, and the media. Globally, the Dean will build on the international engagement strategy that the University has prioritized in order to continue to forge collaborations with global partners that benefit faculty and students.
- **Fundraising:** The Dean will aggressively, enthusiastically, and innovatively lead fundraising and resource development efforts for the College of Education. The College has high ambitions and it is essential that it acquire the resources to continue to attract the strongest students and faculty, develop and support programs and research initiatives, and be prepared to meet future challenges.
- **Academic Program Development:** The Dean will need to be highly entrepreneurial in conceiving of new and enhanced programs and partnerships to attract both visibility and needed funds to the College. These initiatives will allow the College to grow its regional and national "brand," while providing a revenue stream enabling the College to expand its impact through additional faculty, outreach initiatives, and creative and scholarly work. Interdisciplinary and multidisciplinary work with colleagues across campus, as well as innovative collaborations with those outside Lehigh, will be central to developing new programs and initiatives.
- **Diversity:** The next Dean will work proactively to increase diversity of students, faculty, and staff through a variety of strategies which might include: a redesigned website highlighting scholarship and practice that address issues of inclusion and equity; the development of a strategic student recruitment plan; a more coordinated approach to infusing diversity and equity issues into COE courses; increasing financial support for graduate education; increasing student-faculty-staff interaction beyond courses and course-related exchanges; and developing mentoring programs for peer support.
- **Professional and Leadership Development:** The next Dean will foster an environment of the highest expectations in research and education. The Dean will recruit and retain both pre-tenure and established faculty and provide them with opportunities to develop and contribute at every stage of their careers. The Dean will support the growth and professional development of staff at all levels within the College.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

Lehigh's next Dean of the College of Education must be an entrepreneurial, innovative, and visionary leader who has a distinguished record of scholarship and research, a commitment to excellence, a record of collaborative program development and partnerships, and a dedication to cultivating leadership in others.

The ideal candidate will possess:

- a strong commitment to the field of education and human services, as well as a terminal degree (Ph.D. or Ed.D.) in Education or a related field;
- a commitment to enhancing systems, infrastructure, and policies that enhance growth of faculty research and success with external grants;
- an entrepreneurial mindset;
- a willingness to work closely with leaders in the private and public sectors to advance the College of Education's role in educational improvement and innovative approaches to the delivery of teacher, educational specialist, and educational leader preparation;
- a strong commitment to diversity and a track record of promoting diversity and an inclusive, welcoming institutional culture;
- the ability to generate financial resources to support and grow the educational influence and research productivity of the College;
- a fluent understanding of the opportunities that technology affords in delivery of educational curriculum and programs;
- the ability to represent Lehigh effectively in regional, national and global settings;
- the ability to engage alumni;
- the ability to advance the strategic agenda of the College and the University;
- courage and strong leadership skills;
- a deep appreciation for shared governance;
- fiscal and administrative acumen; and
- outstanding communication and interpersonal skills.

For best consideration, please send all nominations, inquiries and expressions of interest in confidence and electronically no later than **February 2, 2018** to:

Ruth Shoemaker Wood, Partner

Sue May, Partner

LehighEducationDean@storbecksearch.com

For more information, please visit Lehigh's College of Education home page at

<https://ed.lehigh.edu/>

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