



Founding Director of the School of Education and Counseling

Purdue University Northwest (PNW) invites nominations and applications for an exceptional academic leader to serve as the Founding Director of the School of Education and Counseling. The Director will work with faculty, staff, and students to build a vision for the School, which has recently been restructured during the unification process at PNW.

This is an exceptional opportunity for an innovative thinker with experience in change management and partnership building.

About Purdue University Northwest

Part of the internationally respected Purdue University, Purdue University Northwest offers world-class educational opportunities at an excellent value on two culturally diverse, student-centered campuses located in Northwest Indiana and within easy driving distance of Chicago, Illinois. Purdue Northwest, a land-grant institution, is the fifth largest public university in Indiana, with more than 15,000 students, offering nearly 70 programs at the baccalaureate, master's, and doctoral levels. The institution is distinguished by opportunities for experiential learning, undergraduate research, and one-on-one relationships between students and faculty.

Purdue Northwest was formed by the unification of the former Purdue Calumet and Purdue North Central. Purdue Northwest is accredited by the Higher Learning Commission (HLC), which approved the creation of the University in March 2016. Academic programs are offered within five colleges with operations on two campuses located 35 miles apart in Hammond and Westville:

- College of Business
- College of Engineering and Sciences
- College of Humanities, Education, and Social Sciences
- College of Nursing
- College of Technology

Purdue Northwest also offers an Honors College.

Mission

Purdue University Northwest, in the land grant tradition of learning, discovery and engagement, provides high quality, affordable undergraduate and graduate education to students of Northwest Indiana and beyond. We create a welcoming environment that promotes critical inquiry through experiential learning, faculty scholarship, civic engagement and community partnerships.

Vision

Purdue University Northwest will be the institution of choice in Northwest Indiana and beyond as the center for education, innovation, economic development and culture.

Values

The students, faculty, staff, alumni and entire Purdue University Northwest community:

- *Embody a commitment to excellence in all we do.*
- *Foster a culture that supports growth and success for students, faculty, and staff.*
- *Create a welcoming, collegial environment that celebrates diversity.*
- *Demonstrate respect, caring, dignity and inclusion for all.*
- *Promote global citizenship, through learning, interconnectedness, strong stewardship and focusing on improving social outcomes.*
- *Promote growth and mutual success through developing and leveraging partnerships throughout the area.*
- *Act with honesty and integrity, adhering to the highest ethical standards of personal and professional behavior, in communicating, learning, teaching, research and public service.*
- *Accept personal and institutional responsibility for everything we do.*
- *Innovate to increase lifelong learning.*
- *Demonstrate pride in our university, community, ourselves and one another.*

Leadership

Chancellor

Thomas L. Keon became Chancellor of Purdue University Northwest on July 1, 2016 after the unification of Purdue University Calumet and Purdue University North Central was finalized. Dr. Keon had served as Chancellor of Purdue Calumet since 2011.

Prior to coming to Purdue Calumet, Dr. Keon spent 14 years as Dean of the College of Business Administration at the University of Central Florida (1997-2011), where he was responsible for all personnel, including 150 full-time faculty members, budgets up to \$31 million, 9100 students and academic programs at the baccalaureate, master's, and doctoral levels at a university of more than 55,000 students.

During his 35+-year career in higher education, he has also been Dean of the College of Business and Administration at Southern Illinois University (1995-97), Associate Dean of the College of Business at Florida Atlantic University (1990-94), Associate Dean of the College of Business and Public Administration at the University of Missouri in Columbia (1989-90), Director of Graduate Studies in the School of Business at the University of Missouri (1988-90) and Chair of the University of Missouri's Department of Management (1988-89). Additionally, he has taught at the University of Notre Dame, Michigan State University, and Southern Vermont College.

Dr. Keon holds a baccalaureate degree in accounting from Bentley University, a master's in education from Suffolk University, an MBA from Babson College and a Ph.D. in management from Michigan State University.

Provost

Ralph O. Mueller became Vice Chancellor for Academic Affairs and Provost at Purdue University Northwest on July 15, 2016. Dr. Mueller had served as Dean of the College of Education, Nursing, and Health Professions at the University of Hartford since 2009. In addition to his role as Dean, Dr. Mueller also was the Founding Director of the University of Hartford's Institute for Translational Research, a multidisciplinary umbrella for collaborations among faculty, students, and community partners.

Prior to his University of Hartford tenure, Dr. Mueller served five years as Chair of the Department of Educational Leadership at The George Washington University. He also was a 2007-08 fellow of the American Council on Education (ACE) at the University of Miami. Throughout his 29-year career in higher education, he has served as a tenured faculty member of applied statistics with joint appointments in education, psychology, and public policy/public administration.

Dr. Mueller also brings an extensive academic portfolio of published books and peer-reviewed articles and presentations. He holds a baccalaureate degree from Elon University, a master's degree from Wake Forest University and a Ph.D. from Virginia Tech.

The School of Education and Counseling

The School of Education and Counseling is part of the College of Humanities, Education, and Social Sciences (CHESS). The campuses of Purdue University Northwest have been graduating dedicated teachers, leaders, and counselors for more than 50 years. The School's programs are nationally recognized and accredited by the National Council for Accreditation of Teacher Education (NCATE). The School is moving toward National Council for Accreditation of Teacher Education (CAEP) accreditation. The Council for Accreditation of Counseling and Related Programs (CACREP) has also accredited PNW's offerings.

The School offers the following programs:

Undergraduate Majors	<u>Early Childhood Education</u> <u>Elementary Education</u> <u>Elementary & Special Needs</u> <u>Secondary Education</u>
Graduate Programs	<u>School Counseling</u> <u>Mental Health Counseling</u> <u>Special Education</u> <u>Instructional Technology</u> <u>Ed Administration</u>

The School also lays claim to a Center for Early Learning and a Community Counselling Center, two resources which have been warmly embraced and heavily utilized by the surrounding community.

Mission: *The Purdue University Northwest School of Education and Counseling provides high quality undergraduate and graduate education and counseling programs to serve area residents and beyond. Through learning, discovery, and engagement our mission is to prepare and support ethical, effective practitioners who lead in their chosen professions and are committed to equity, diversity, continuous growth, and community engagement.*

Vision: The School of Education and Counseling will become the regional center of best practices in preparing and supporting education and counseling professionals to

1. Construct knowledge through sound research, critical inquiry, reflective practice, and technological innovations.
2. Develop practice through continuous engagement in professional development activities.
3. Foster relations within the community through partnerships with the stakeholders, other professional institutions, and agencies and the people they serve.

Goals: In collaboration with the stakeholders, the School of Education and Counseling will accomplish the mission and vision by:

1. Encouraging faculty and candidates to conduct active research within the field;
2. Participating in community partnerships with schools and professional agencies to provide authentic, diverse experiential learning activities and networking opportunities for all candidates;
3. Implementing educational best practices in all aspects of program delivery; and

4. Providing candidates with hands-on experiences that can be used in their own practice, including the latest and most appropriate technologies and community resources.

The Role of the Founding Director of the School of Education and Counseling

The Founding Director of the School of Education and Counseling reports to the Dean of the College of Humanities, Education, and Social Sciences and serves as a part of the College's leadership team. The Director will represent the School effectively at all levels of the University. She or he will also provide the leadership necessary to achieve the School's learning, discovery, and engagement missions, and to advance Purdue Northwest's strategic initiatives. The Director must be an educational leader, setting high but attainable standards for pedagogy and scholarship; fostering curricular integration, development, and innovation; and guiding faculty and departments in institutional and program accreditation and assessment.

The School of Education and Counseling is a recently restructured unit as a result of the unification process at PNW. The Director will lead the successful transition from two independent educational and counseling programs into this new entity. The Director will have a significant and equitable physical presence on both campuses.

The Director oversees a budget of \$3.75 million. There are 496 undergraduate and 58 graduate students currently enrolled. Counseling enrolls approximately 25 non-degree seeking, licensing only students. There are 20 full- and part-time faculty and 10 staff in the School. Reporting to the Director will be the School's program coordinators, the Division Chair of Counseling & Professional Education, and an administrative assistant.

Opportunities, Challenges and Qualifications

The priorities for the next Director include, but are not limited to:

- **Build a community and vision for the newly combined units:** The new Director will partner closely with the CHES Dean and the Provost, program coordinators, faculty and staff to provide vision and strategic direction for the School. The Director will provide leadership that fosters collaborations and builds a sense of community and stability across PNW's two campuses. She or he will be expert at bringing people together, sharing information broadly and with care, and facilitating continuous dialogue regarding the School's distinctive place within CHES and the broader University.
- **Synthesize the curricular offerings and provide leadership for program growth and management:** The Director will provide vision and leadership for the School and will foster an environment of the highest expectations in teaching, service, and research. This will include streamlining the curricular offerings, as well as policies and procedures, across the two campuses. In addition, the Director will think creatively and synergistically about program development for both

undergraduate and graduate programs in the School while also supporting engagement activities including experiential learning, service learning, student teaching, clinical practica, and undergraduate research.

- **Enhance faculty development:** PNW's innovative and dedicated faculty members are a core institutional strength. The Director will work to ensure that the policies related to promotion and tenure are clear and that faculty are supported on their path to professional success. The Director will encourage an intellectual climate which features mentoring and developmental opportunities that will both attract and retain excellent faculty members.
- **Provide leadership and foster partnerships in preK-12 public education and community counseling:** The Director must build upon the School's already strong leadership position in preK-12 public education and community counseling. The Director will be expected to maintain a visible and active profile in the region, and he or she will represent the School to school boards, government and human services agencies, foundations, and the media. The School's dual campuses create an ideal opportunity for PNW to provide broader and more influential leadership in teacher education and counselling to address important social and educational needs in the region. The Director must be an excellent collaborator and partner who will nurture PNW's existing relationships and while advancing new partnerships.
- **Promote access, diversity and a global perspective:** PNW serves a racially, economically, ethnically, and culturally diverse community of students and scholars. The Director will promote a climate that is welcoming and inclusive and one in which all individuals experience being a valued member of the community.
- **Advance student success and student engagement:** The new Director will ensure the School is focused on student success in all dimensions – academic, personal, and career. This includes cultivating a sense of belonging on campus and creating a robust network of support for students. PNW is home to an exciting array of students – adult and traditionally-aged learners, first-generation college matriculants, veterans, international, and transfer students. The Director will determine student support needs and allocate appropriate resources to promote strong student outcomes.

The Director will bring to the role a record of teaching and scholarly achievement reflective of PNW's own standards of excellence, coupled with integrity and vision. The successful candidate should possess an earned doctorate in a discipline appropriate to the School as well as academic qualifications appropriate for appointment at the rank of Professor in one of the academic departments of the School.

In addition, the successful candidate will:

- be a person of proven academic leadership who will provide vision and inspire and motivate others;
- have a strong knowledge of, commitment to, and vision for public education;

- have experience in the development of contemporary curricula and degree programs;
- be a diplomatic and approachable team leader with experience in change management;
- be a superb listener and transparent communicator who is at ease in a multitude of settings with multiple constituencies;
- be a strategically minded individual who will provide leadership on policy and procedure development for the restructured School;
- be a mentor with experience enhancing research and scholarly productivity among faculty;
- be an inclusive leader committed to promoting diversity in all its forms among faculty, staff, and students;
- have the ability to work closely with leaders in the private and public sectors to advance the School's role in the preparation of teachers and administrators, including those within counseling programs;
- have the ability to represent the School effectively in regional and national settings;
- have a fluent understanding of the benefits of technology in the delivery of educational curricula and programs;
- have strong enrollment management skills;
- have a willingness for and prowess with fundraising and resource development activities;
- be an entrepreneurial and fair-minded fiscal leader who will aid the School in matching aspirations with finite resources while thinking creatively about growth opportunities;
- be an evidence-driven planner with experience in quantitative analysis, assessment and outcomes measurements, as well as accreditation efforts; and
- be a trustworthy individual with a strong moral compass.

Nomination and Application Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Requested application materials include a letter of interest; curriculum vitae; and the names, telephone numbers, and e-mail addresses of five professional references. All applications, nominations, and inquiries will remain confidential until finalists are identified for campus interviews. References will not be called until after the first screening of applications and then only after the applicant has given explicit permission. All application materials must be submitted electronically in Microsoft Word or PDF format to PNWDirectorEducation@storbecksearch.com.

Ms. Julie E. Tea, Partner and Ms. Julie Williams-Krishnan, Senior Associate at Storbeck/Pimentel & Associates, LP are assisting with this search. Nominators and prospective candidates are encouraged to contact them at

PNWDirectorEducation@storbecksearch.com to arrange confidential conversations.

Purdue University Northwest prohibits discrimination against any member of the University community on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran. The University will conduct its programs, services and activities consistent with applicable federal, state and local laws, regulations and orders and in conformance with the procedures and limitations as set forth in Purdue's Equal Opportunity, Equal Access and Affirmative Action policy which provides specific contractual rights and remedies. Additionally, the University promotes the full realization of equal employment opportunity for women, minorities, persons with disabilities and veterans through its affirmative action program. For more information, please see: www.purdue.edu/ethics/policies/FosteringRespect_accessible.pdf