

# UCI University of California, Irvine

**Dean, School of Education**

Leadership Profile

April 2021



*WittKieffer*

## Executive Summary

The University of California, Irvine (UCI) invites applications and nominations for the position of dean of the School of Education. UCI seeks an experienced and accomplished leader who is a distinguished scholar and innovative administrator with an outstanding national reputation and demonstrated commitment to academic excellence, diversity and inclusiveness, and who will bring vision and inspiring leadership to the School.

The UCI School of Education is a rapidly growing interdisciplinary and ethnically diverse school with strong grounding in the basic disciplines of education, psychology, sociology, economics, linguistics, neuroscience, and the interdisciplinary areas of literacy, the learning sciences and educational technology. Its mission is to promote the success and achievement of ethnically, linguistically and economically diverse learners across the life span and to support educators in both formal and informal learning contexts.

Under the leadership of the founding dean, Deborah Vandell, and the current dean, Richard Arum, the School has grown from a senate faculty of nine in 2004 to 40 in 2020, including three members of the National Academy of Education, one member of the National Academy of Sciences, and one member of the American Academy of Arts and Sciences. The School of Education is ranked 15th in the nation and seventh among public universities in the 2021 *U.S. News & World Report* Annual Ranking of Graduate Education Schools (rising from 20th in 2020). More importantly, the citation rate for its faculty is in the top one percent and the percent of faculty with federal research grants is in the top two percent of U.S. schools of education. The School is among the top 10 in the country in terms of awards per faculty and/or editorships. Research award dollars in the School reached \$20M in 2020, and research expenditures were \$12.5M.

The School houses highly competitive academic programs in graduate education, undergraduate education, and teacher preparation. Our graduate program attracts top students. Three Ph.D. students in each of the last two years received NSF Graduate Research Fellowship Awards – among the highest percentage of any school of education and any disciplinary department in the country. In 2014, the School launched a Bachelor of Arts degree in Educational Sciences – one of only a few undergraduate programs in the U.S. that adopts a holistic view of education. Key hallmarks of this program are a certificate in afterschool education, a research apprenticeship in education, and community engagement efforts to better understand and improve educational systems that increase access, achievement, and opportunity for individuals and communities.

The School also offers two teacher preparation programs, a Master of Arts in Teaching that includes a teacher credential and UCI's Cal Teach math and science teacher preparation program that are deeply committed to the preparation of future teachers to meet the needs of schools in under-served and under-resourced communities. One of the central achievements of the School in the last five years has been greater integration and collaboration with the Center for Educational Partnerships that serves to advance the School's commitment to advancing research with and that is relevant to local school districts, community organizations, early childhood and afterschool programs, and hospitals.

Over the next five years, the School will increase its attention to diversity and equity while continuing to pursue academic excellence. The School plans to grow its senate faculty while increasing its diversity, build online programming in literacy, science and math, build a program in higher education, and draw on large-scale data sets to examine the intersection of race, poverty, human development and education to promote the well-being of individuals over the lifespan. Our faculty will promote new fields of inquiry related to educational science, and strengthen our research on STEM learning and teaching and on underserved and linguistically diverse youth. In addition, the School is committed to strengthening its partnerships with communities, and strengthening its links to related basic disciplines such as sociology, psychology, economics, neuroscience, statistics and computing, African American studies, and Chicano studies. UC Irvine's School of Education seeks a dean with the experience, knowledge and ambition to help achieve these goals. In addition, consistent with UCI's status as a Hispanic serving school (HSI) and an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), and consistent with the demography of Southern California, the next dean should prioritize an increased focus on the educational needs of Hispanic, Southeast Asian, African-American and other underrepresented populations.

This is an exceptional leadership opportunity in the premier public university system in the world. UCI is one of 10 campuses in the University of California system, is one of 65 universities in the U.S. and Canada selected to membership



in the prestigious Association of American Universities. UCI is working toward an ambitious growth plan guided by its [strategic plan](#). The campus is currently engaged in a \$2B fundraising campaign to help build a "[Brilliant Future](#)" for all the communities it serves.

Information about how to nominate a candidate or to apply for this opportunity can be found later in this document in the section entitled "Procedure for Candidacy."







## Role of the Dean, School of Education

The dean is responsible for academic and administrative leadership for the School of Education. Responsibilities include developing and implementing a scholarly and educational vision; recruiting and supporting outstanding faculty and students; managing the School's budget; and cultivating a broad base of private giving and corporate support.

The dean, School of Education reports to the provost and executive vice chancellor. Within University and campus policy, the dean has commensurate authority to fulfill the following responsibilities:

- Provide academic leadership to foster a commitment to excellence in research, teaching and service.
- Enhance the School's graduate programs and the quality of instructional programs for undergraduates.
- Promote excellence by nurturing a culture of inclusion and enhancing the diversity of the School's faculty, students and staff.
- Provide overall leadership for systems, programs, policies and procedures that foster the effective management of school resources and meet all state and federal policies and standards.
- Participate actively in securing new resources for the School through advancement activities and new program development.

- Engage in long-range planning for the School of Education in collaboration with the faculty and campus leadership.
- Enhance collaborations with other academic units to ensure that the School of Education reflects UCI's culture of interdisciplinary scholarship.
- Participate in the recruitment and retention of students into the School.
- Participate in the recruitment and retention of staff, including active participation in staff development opportunities.







## Opportunities and Expectations for Leadership

### **Advance a compelling and innovative vision for the School with a focus on interdisciplinary research, teaching and service**

Building on recent successes and an increase in national rankings, the incoming dean will be expected to develop, articulate and advance a clear and unifying strategic vision for the future. The dean will lead internal and external stakeholder groups through a vision-setting process that results in a shared set of goals, objectives and strategies. The School's vision should support the scholarly work of the faculty and their local, regional and national influence on education. The increasing level of research output has contributed substantially to the strong reputation of the School, which is well positioned for even greater influence and success moving forward.

### **Lead the recruitment and retention of distinguished faculty**

The dean will lead the faculty by encouraging and supporting scholarship, facilitating teaching excellence, and cultivating collegial and constructive relationships with and among faculty. The dean is responsible for the School's effective recruitment and evaluation of the faculty and staff. Fostering a culture of engagement, transparency and equity, the dean will support infrastructure for faculty research, teaching and scholarly productivity. Working in partnership with department chairs and other School leaders, the dean will develop strategies to recruit and retain a diverse, exceptional faculty and staff, investing appropriately in mentorship and professional development opportunities to facilitate individual excellence

and success. To continue recruiting and retaining the best, the dean must further cultivate an environment that fosters cutting-edge scholarship and innovative practice, and also be able to communicate the School's mission and goals in a way that galvanizes the world's future education leaders to aspire to be at UCI.

### **Advance the School's core commitment to diversity, equity and inclusion**

The School has a notable commitment to diversity, equity and inclusion, as is reflected in its [mission](#). Beyond that, all university deans are charged with improving practices to recruit, develop and retain outstanding faculty and staff who enhance both the diversity of the professoriate and the learning environment for all students. The dean is tasked with further cultivating an environment in which pluralism is prized and all members of the School community work to address disparities that affect historically marginalized groups and promote equity.

### **Build strong relationships and generate financial support for the School**

The dean will be expected to build strong relationships with existing and potential supporters and guide the development of financial resources to propel the work of the School's faculty and students to even higher levels. As the chief fundraiser for the School, the dean will advocate for student success and faculty excellence with current and prospective donors. To do so, the new dean must collaborate with faculty, staff and administrators, both within the School and across the university, to identify potential investments that will enable the School to achieve its ambitious goals, and to employ energy, leadership, creativity and vision in securing those resources.

### **Strengthen and grow community partnerships**

The School is home to several initiatives intended to foster community-driven solutions to education issues, problems and inequities faced by local communities with implications for national and global impact. As a cornerstone of a preeminent research university, the School's community-engaged research (CER) initiatives link strong research knowledge and expertise to pressing local needs. These efforts have resulted in the creation of innovative and groundbreaking programs, research and partnerships. Building on that momentum, the dean will identify entrepreneurial opportunities, develop new partnerships and continue support of current initiatives. Fostering these relationships will be key to providing exceptional service to the community and offering opportunities for research and practice for students and faculty. The dean should also solidify the School's position as a leader in local and national conversations about the future of education and educational equity.

## Qualifications and Qualities

The ideal candidate will have the following qualifications and qualities:

- **Education:** A doctoral degree is required;
- **Academic accomplishment:** Deep understanding and respect for the academic enterprise and an ability to judge academic quality; the highest aspirations and ambitions for the quality and reputation of the School; a record of outstanding teaching and nationally recognized scholarly achievement that merits appointment as a tenured full professor in the School of Education;
- **Vision:** Ability to articulate a compelling vision and to inspire and unite a community around it; and an equivalent capacity for building consensus around implementing and operationalizing strategic plans and initiatives;
- **Commitment to mission:** Passionate advocate for the School and strong identification with its mission; commitment to the transforming power of education, particularly as applied to equity and social mobility;
- **Leadership and management:** Capacity to navigate a large and complex organization; the ability to advocate effectively for the needs of the School, make difficult decisions with good judgment, and work collaboratively with university leadership and colleagues; a record of effective administrative leadership in higher education or a context that requires related skills and abilities; and demonstrated strength in financial management and management of senior teams;
- **Champion for diversity, equity, and inclusion:** Demonstrated commitment to and record of leadership in advancing diversity, equity and inclusion; ability to articulate and embody UCI's and the School of Education's missions related to diversity and equity; and exemplary skill in communicating, collaborating with and supporting a diverse community;
- **Collaboration:** A collaborative and relationship-based leadership style; a firm belief in shared governance and a high level of collegiality in working with faculty, staff and students; experience bringing people together to solve challenges and empowering others; an inclination to listen, learn and to be a visible and positive presence at the School and on campus;
- **Knowledge of the education landscape:** Understanding of the national and global education landscape as well as the capacity to understand and serve as a respected thought leader; awareness of the challenges facing schools of education; and an understanding of the dynamics of accreditation for schools of education;
- **Communication:** Ability to communicate education issues to the public with clarity and effectiveness; exceptional capacity to promote the School's interests, mission, and brand across and beyond the UCI campus; an openness to listening and to integrating the input of others; and the ability to connect with audiences large and small;
- **Fundraising and external relations:** Demonstrated ability to lead an effective fundraising effort that inspires others to strengthen and support the School and its mission combined with the skill and experience to steward relationships.





The School of Education has awarded teaching credentials to thousands of aspiring educators over the past 50 years. The Master of Arts in Teaching program enables students to receive their master's in teaching degree, along with a teaching credential, in 14 months. The robust program features full-time, research faculty leading and mentoring the students.

Today, more than 1,000 students are enrolled in the School's bachelor's, master's, and Ph.D. programs. UCI is the proud alma mater of more than 10,000 School of Education alumni, with hundreds more joining the illustrious group annually.

### **Leading Faculty**

The School is home to a diverse and internationally recognized group of faculty who are dedicated to research that advances educational science and improves learning outcomes for all students, regardless of background. Faculty research interests are wide-ranging, and collectively they serve as principal investigators on grants funded by the most illustrious agencies in the world – the U.S. Department of Education, National Science Foundation, and the National Institutes of Health, to name a few.

In the 2019-20 academic year, the School's faculty was awarded more than \$20M in grants, more than half-a-million per full time faculty. As of June 2020, the faculty served as principal investigators on grants whose combined total exceeded more than \$96 million. This represents an all-time high, and is the ninth consecutive year the School has established a new milestone.

### **The Center for Educational Partnerships**

In 2018, the Center for Educational Partnerships (CFEP) was integrated into the School of Education. The CFEP is a robust unit that creates collaborations that support student preparation for and success in higher education. Its programs support K-12 teacher and student development, transfer students, and UCI undergraduates from all majors. With the support of the CFEP, the School of Education is creating opportunities for students to achieve the American dream.

### **Education in Orange County, California**

UCI's campus is located in the heart of Orange County, California, the nation's sixth most populous county. The surrounding area includes a diverse K-12 student population and dozens of school districts whose goals and demands are rapidly evolving. Through strategic partnerships such as Orange County Educational Advancement Network (OCEAN), the UCI Teacher Academy, and many more, the School is working with local schools to create tangible improvements for Orange County's students and teachers. Together, we are transforming Orange County education.

### **Advancing the Undergraduate Experience**

In 2018, the Andrew W. Mellon Foundation named UCI as the national pilot site for an interdisciplinary team of researchers, led by the School of Education, to study approaches that will improve the understanding of the value of undergraduate educational experiences. Over the next couple of years, the team will gather data that captures the student experience at UCI, and create tools so that other universities can undertake similar studies on their campus.

In concert with community partners, and with the support of a top-10 public university, the School is building a model for what a 21st century school of education can, and should, be.

More information about the UCI School of Education is available via the brochures and magazines found [here](#).





## About University of California Irvine

### Overview

Since 1965, the University of California, Irvine has combined the strengths of a major research university with the bounty of an incomparable Southern California location. UCI's unyielding commitment to rigorous academics, cutting-edge research, and leadership and character development makes the campus a driving force for innovation and discovery that serves local, national and global communities in many ways.

With nearly 38,000 students, more than 1,300 ladder-rank faculty, over 4,200 other teaching faculty and non-teaching academics, and more than 11,600 campus and medical center staff members, UCI is among the most dynamic campuses in the University of California system. Increasingly a first-choice campus for students, UCI ranks among the top U.S. universities in the number of undergraduate applications and continues to admit freshmen with highly competitive academic profiles. As Orange County's second-largest employer, UCI generates an annual economic impact on the county of \$5B.

Located in the heart of Orange County, UCI enjoys the best of what Southern California has to offer: beaches, mountains, deserts and a broad variety of cultural, intellectual and entertainment activities.

## University Facts

UCI is consistently recognized as a trailblazer in a broad range of fields, garnering national and international honors in every school. The campus's diverse academic offerings paired with world-class leadership create an environment worthy of any passionate, dedicated scholar. Explore some of UCI's points of pride below:

### UCI Points of Pride

1 of 65 elected institutions in the Association of American Universities.

31 graduate programs ranked in nation's top 25 among public universities by *U.S. News & World Report*.

#1 best college by *Money* magazine.

8th best public university in the U.S. by *U.S. News & World Report*.

No. 1 university that does the most for the American dream in *The New York Times* College Access Index.

In 2020, the UCI Black Thriving Initiative was launched to mobilize the campus to be accountable for confronting anti-Blackness.

Top 10 coolest school by *Sierra* magazine for 11 consecutive years.

Three Nobel Prizes - Two in chemistry, one in physics.

UCI's Chao Family Comprehensive Cancer Center is the first Orange County facility to earn a "comprehensive" designation by the National Cancer Institute.

100+ UCI Health physicians listed as "Best Doctors in America."

Top 10 in California: UCI Medical Center among nation's best hospitals by *U.S. News & World Report*.

UCI received the STEMM Equity Achievement Change Bronze Award from the American Association for the Advancement of Science.

## Academics

UCI is a center for quality education that fosters passionate, enthusiastic and ongoing expansion of knowledge and approaches to scholarship. Graduates are prepared to be global citizens equipped with the tools of analysis, expression and cultural understanding required for leadership in today's world.

In addition to the School of Education, UCI includes the following schools: Claire Trevor School of the Arts, School of Biological Sciences, Paul Merage School of Business, Henry Samueli School of Engineering, School of Humanities, Donald Bren School of Information & Computer Sciences, School of Law, School of Physical Sciences, School of Social Ecology, School of Social Sciences, School of Medicine, Sue & Bill Gross School of Nursing, School of Pharmacy and Pharmaceutical Sciences, and the planned School of Population and Public Health.

## Leadership

Howard Gillman was appointed the sixth chancellor of UCI in September 2014, having previously served as provost and executive vice chancellor since June 2013 and interim chancellor since July 1, 2014. Before coming to UCI, he spent more than two decades as a professor of political science, history and law at the University of Southern California, including five years as dean of the USC Dornsife College of Letters, Arts and Sciences. Gillman has received many awards for his scholarship and teaching excellence. He earned bachelor's, master's, and doctoral degrees, all in political science, at UCLA.



Hal S. Stern is UCI's interim provost and executive vice chancellor. Since joining the university in 2002 as founding chair of the Department of Statistics, he has held a range of academic and administrative leadership positions, including as the Ted and Janice Smith Family Foundation Dean of the Donald Bren School of Information & Computer Sciences and as vice provost for academic planning. He earned a bachelor's degree in mathematics at the Massachusetts Institute of Technology and master's and doctoral degrees in statistics at Stanford University.

## UCI Community

UCI's students, faculty and staff reach beyond the classrooms and laboratories to address social issues and improve the human condition. A major intellectual and cultural center, UCI engages the community through many public activities and events.

### Arts

Each year, the Claire Trevor School of the Arts offers more than 200 student performances and exhibitions; brings hundreds of Orange County K-12 students through classes and facilities; and partners with numerous local arts, cultural, educational and civic organizations.

### Athletics

In NCAA Division I competition, UCI sponsors 18 intercollegiate athletic teams: nine men's teams and nine women's teams. The Anteaters have won 27 national team championships in nine different sports since 1969 and have had 63 individual national champions.

### Campus Events

There is always something interesting going on at UCI. Enlightening classes, engaging public lectures, captivating performances and exciting athletic events take place nearly year-round.

### Event Services

Student Center and Event Services provides the campus community and its guests with a variety of services and venues for social, recreational, cultural and educational pursuits.

### Hospital

Orange County's only university hospital and Level I trauma center, UCI Medical Center has been ranked among the nation's best hospitals by *U.S. News & World Report* for 20 consecutive years.

### Medical Services

UCI Health provides the highest quality healthcare to Orange County and surrounding communities through its world-class physicians, surgeons and clinical staff.



## Irvine

Irvine, California is located in the heart of Orange County with quick access to major freeways, rail service and John Wayne Airport. The coastal communities of Laguna Beach and Newport Beach are only a short distance away. Irvine is less than an hour from Los Angeles International Airport and downtown Los Angeles. Incorporated in 1971, the city is among the nation's largest planned urban communities, encompassing more than 65 square miles, and has been named the "Safest City in America" for 15 consecutive years based on FBI statistics for violent crime. UCI enjoys the best of what Southern California has to offer: beaches, mountains, deserts and a broad variety of cultural, entertainment and intellectual activities. To learn more about Irvine, see <https://www.destinationirvine.com/>.

Many UCI faculty and administrators live in University Hills, an on-campus residential community created to provide affordable housing to eligible full-time employees. University Hills is within walking distance of Irvine shopping, restaurants and entertainment, as well as campus academic and athletic activities and neighborhood recreational amenities. The community has three apartment complexes, two condominium associations, townhomes, paired homes, single-family detached houses and a few custom homes. In all, University Hills has nearly 1,500 residences on more than 300 acres and continues to grow.



## Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume, a diversity statement and a letter of interest addressing the themes in this profile. WittKieffer is assisting UCI in this search. For fullest consideration, candidate materials should be received by May 12, 2021.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Zachary A. Smith, Ph.D. and Alejandra Gillette-Teran  
[UCI-EducationDean@wittkieffer.com](mailto:UCI-EducationDean@wittkieffer.com)

*The University of California, Irvine is an equal opportunity/affirmative action employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy. A recipient of an NSF ADVANCE award for gender equity, UCI is responsive to the needs of dual-career couples, supports work-life balance through an array of family-friendly policies, and is dedicated to broadening participation in higher education.*

