



# GENESEO

THE STATE UNIVERSITY OF NEW YORK



Dean of the Shear School of Education

SUNY Geneseo invites applications and nominations for a dynamic, innovative, and collaborative leader with a strong record of success in academic leadership to assume the position of dean of the Ella Cline Shear School of Education (SOE). The dean of the SOE carries the primary responsibility for ensuring academic excellence through curriculum and co-curriculum and for the support and development of faculty as teachers and scholars in the SOE.

SUNY Geneseo seeks an academic leader with experience in program and curriculum development, management and fiscal skills, and a demonstrated commitment to educational access, success, and academic excellence. The successful candidate will have a doctorate and scholarship appropriate for appointment as a tenured professor in an academic field of study offered at Geneseo, and a record of accomplishment in teaching, research, and professional service. The dean of the SOE, who is a senior member of the Provost's Leadership Team, will be expected to provide collaborative leadership and to advance a strategic academic vision for the school consistent with the college's mission. The dean of the SOE must be committed to promoting, supporting, and extending the values of inclusion, access, and diversity.

The dean of the Ella Cline Shear School of Education at SUNY Geneseo reports directly to the provost, and provides academic and administrative leadership in all areas of the school.



## The Opportunity

The State University of New York College at Geneseo announces a national search for the next dean of the Ella Cline Shear School of Education and invites nominations, applications, and expressions of interest.

The dean of the Ella Cline Shear School of Education at SUNY Geneseo works closely with faculty and staff in the School of Education and the Office of the Provost to further enhance Geneseo's reputation and standing as a premier public liberal arts institution. The dean works with the faculty to maintain and enhance academic quality, foster engaged learning, and sustain high-impact educational practices such as undergraduate research, international studies, and service learning.

## A Public Liberal Arts College of National Distinction

One of 13 university colleges in the State University of New York System (SUNY), Geneseo was founded in 1871 as Wadsworth Normal and Training School and offered two-year degrees in English and classics. In 1942, it became a baccalaureate institution with expanded programs in education and the liberal arts. It was one of the original campuses of the SUNY system, founded in 1948. During its 149-year history, it has evolved into a nationally recognized, selective public liberal arts college.

Geneseo prepares students to lead successful, humane, and productive lives through an outstanding undergraduate education in the liberal arts and sciences, a CAEP-accredited School of Education, and an AACSB-accredited School of Business.

Geneseo sets high academic expectations for itself and its students. Geneseo's faculty are productive, nationally recognized scholars on the cutting edge of their disciplines. They are, at the same time, highly regarded teachers devoted to ongoing pedagogical innovation. For six consecutive years, U.S. News & World Report has ranked Geneseo the best institution for undergraduate teaching among regional universities in the North. The college's faculty includes 15 SUNY Distinguished Professors and 61 Chancellor's Award for Excellence in Teaching recipients. It is the only SUNY comprehensive college to host a chapter of Phi Beta Kappa. In 2018, Milne Library was ranked first in the nation for institutions of its type by the Association of College and Research Libraries. Milne Library is currently undergoing a \$35 million renovation that, when completed, will expand the learning opportunities it provides to students, faculty, and staff.

As part of its liberal arts mission, Geneseo prepares students to become responsible and engaged citizens who can assist the communities they live in to become more diverse and inclusive, more globally aware, and more sustainable. As an indication of its success, for the past seven years, *Washington Monthly* has ranked Geneseo in the top five master's universities in the nation for its contributions to the public good; in 2017, the magazine ranked Geneseo number one.





Because of its mission and the quality of its educational programs, Geneseo attracts bright, inquisitive, highly motivated, and socially responsible students who make the most of the opportunities college affords them. With a mean first-year SAT score of 1,233 and a mean high school grade-point average of 92.6, Geneseo is among the most selective SUNY comprehensive colleges.

This combination of a talented faculty dedicated to student learning and an ambitious student body able and eager to rise to high expectations produces impressive student outcomes. Geneseo has the highest four-year graduation rate among the SUNY institutions and ranks in the nation's top ten public institutions. It is also among the leading institutions of its type in the country in the number of alumni with doctorates in the STEM disciplines, the number of U.S. Student Fulbright Awards receive, and the number of Peace Corps volunteers it produces.

### **The Academic Program**

Excellence in liberal arts education defines Geneseo. Consequently, all its undergraduates complete a core curriculum consisting of required courses in fine arts, social and natural sciences, numeric and symbolic reasoning, United States history, non-Western traditions, Western humanities, critical reading and writing, and foreign language. The faculty has recently reoriented the curriculum around integrative learning, and the College has created a Center for Integrative Learning as part of its strategic plan. Students also have the opportunity to join Living-Learning Communities during their first year. Geneseo devotes spaces in several of its residence halls to this program.

Other high-impact learning opportunities offer students a wide array of undergraduate research, internship, and study-abroad opportunities. An impressive 59 percent of Geneseo's graduates complete an internship, 40 percent have a research experience with a faculty member, and 37 percent study abroad.

In its 18 departments and two schools, the College offers 50 undergraduate degree programs, 25 interdisciplinary minors, and graduate programs in accounting and education. The undergraduate majors with the highest enrollments are psychology, communication, biology, and political science/international relations. The schools of business and education are also experiencing an increase in majors. Recently, the College began emphasizing the creation of new academic programs, and faculty are rising to the challenge.

Geneseo's 379 faculty members are known for their commitment to classroom instruction, advising, mentorship, and student/faculty research, in addition to their superb scholarship and generous service. Geneseo's 18:1 student-to-faculty ratio translates into a median class size of 23 students and facilitates extensive interaction between students and faculty. Eighty-one percent of Geneseo's faculty report working with undergraduates on research.



## Leadership

The institutional leadership provided by President Denise Battles and the academic leadership provided by Provost Stacey Robertson has refined and strengthened Geneseo's identity and mission as a distinctive public liberal arts college and a center of excellence in undergraduate education in New York State.

## Campus Life

Geneseo enrolls some 5,400 students from 28 states and 23 countries. Of that total, 1,400 are incoming students, 54 of which are graduate students. The first-year-to-second-year undergraduate retention rate is 84.4 percent; the six-year graduation rate is 80.8 percent. A strongly residential college, Geneseo houses 55 percent of its students on campus. Fifty-nine percent of its students are female; 41 percent are male; 24 percent are diverse; 95.6 percent are from New York State; 2.1 percent are out-of-state, and 2.3 percent are international students. Geneseo is a very welcoming campus. The close relationships formed among the various community members—faculty, staff, and students—are similar to those found in a much smaller institution.

Geneseo offers a vibrant student and campus-life environment. Its students participate in an award-winning leadership development program, various community service programs, and more than 200 student-led organizations. Thirty percent of Geneseo students belong to the 28 Greek organizations on campus—12 for men, 12 for women, and four for both.

The Geneseo Knights compete in 12 intercollegiate sports for women and eight for men at the NCAA Division III level in the State University of New York Athletic Conference (SUNYAC). They have sustained an impressive record across many sports for many years. The Department of Athletics also offers competition in 21 club sports and 31 intramural sports.

## The Campus

SUNY Geneseo's picturesque 220-acre campus stands on land with historical ties to the Seneca Nation of Indians and the Tonawanda Seneca Nation. The campus includes a \$53 million Integrated Science Center that houses the only Pelletron particle accelerator in the region, a significant point of pride for the community. The college's 17 residence halls feature a number of Living-Learning Communities consisting of unusual housing opportunities where students with similar interests live in the same building. The academic buildings are centrally located on campus and only a short walking distance from each residence hall. The campus has multiple recreation and sports facilities, including the College Stadium and the Myrtle A. Merritt Athletic Center, which features the Ira S. Wilson Ice Arena, the Louise Kuhl Gymnasium, Alumni Pool, a fitness center, squash courts, and the offices of the athletic department staff. The women's volleyball and men's and women's basketball teams compete

in the Carl Schrader Gymnasium; the complex also contains four racquetball courts, academic classrooms, and a student-athlete weight-training facility. Outdoor facilities include the Geneseo track, Saratoga field, tennis courts, Vic Raschi Softball field, and Leg-Up Stables, which is home to the women's equestrian team and consists of a 300-acre farm with more than 70 horses and a barn used for training and shows.

## Village of Geneseo

Located in New York's Finger Lakes region 40 minutes south of the City of Rochester and 90 minutes east of Buffalo, the Village of Geneseo is tucked in the beautiful Genesee River valley. This wide, fertile valley offers some of the best agricultural land in New York. As a result, agriculture is a large contributor to Geneseo's economy. The historic district of Geneseo is one of only 24 communities designated as National Historic Landmarks. Its location offers all the advantages of a small community while providing access to the major metropolitan areas of Rochester, Syracuse, and Buffalo. Geneseo resides in an area of immense natural beauty ideal for a variety of outdoor activities and sports. The college's proximity to the historic district makes the Village of Geneseo a perfect college town.

## The Ella Cline Shear School of Education

The Ella Cline Shear School of Education takes great pride in SUNY Geneseo's founding identity as a normal school and its commitment to education and teacher preparation. Combining a solid foundation in SUNY Geneseo's liberal arts and sciences tradition with the School of Education's conceptual framework, SOE graduates draw from and contribute to dedicated partnerships with the area's public and private school communities.

SUNY Geneseo's School of Education was formally renamed the Ella Cline Shear School of Education in 1998, in recognition of a generous endowment made by Ella Cline Shear. Shear graduated from Geneseo in 1935 and spent the next 41 years as a dedicated elementary school teacher. Shear said, "Geneseo played a significant role in my preparation as a teacher. I felt the school offered what I needed in building a foundation to fulfill a dream of becoming a teacher—a dream I had since childhood." Throughout her career, Ella Cline Shear was a role model for teachers, and the School of Education continues to remember and celebrate her life and legacy through its programs and sustained commitment to service and community.

The Ella Cline Shear School of Education is accredited by the Council for the Accreditation of Educator Preparation (CAEP), successfully completing its most recent review and was granted accreditation at the initial licensure level and advanced level in May 2020. The School of Education offers undergraduate programs leading to initial teacher certification in Early Childhood and Childhood Education, Childhood with Special Education, and Adolescence





Education, along with graduate programs leading to professional certification in Early Childhood and Childhood Education, Reading and Literacy (B–12), and Adolescence Education.

Among its signature elements, the School of Education takes pride in the integrated experience it offers its students, combining fieldwork with the classroom; its international programs in England and Ghana, offering students a rich and varied experience of the learning process; and its commitment to diversity, working with the Rochester-area schools in ways that prepare Geneseo students for professional life and provide Rochester students with rich, new opportunities.

## Opportunities and Challenges

- 1. Advance a Strategic Plan for the School of Education that aligns with and supports SUNY Geneseo's Strategic Plan and Vision.* As the College prepares for the future under the guidance of the president and provost, the new dean will have the opportunity to be innovative, entrepreneurial, and visionary about future possibilities while also being attentive to Geneseo's distinctive strengths. It will be critical for the new dean to help the faculty, staff, and students collaboratively articulate a vision for the School of Education that retains its liberal arts foundation and creatively responds to students' needs in the twenty-first century. Like most public universities, SUNY Geneseo has faced financial challenges propelled by demographic and economic change. Despite such challenges, there is considerable optimism among community members, motivated in part by the continued public reaffirmations and recognitions of Geneseo's strengths as a public liberal arts college. The new dean will tap into this optimism and build on the school's aspirations for its future.
- 2. Expand horizons and opportunities for students in the field of education at both the undergraduate and graduate levels.* The new dean will have an opportunity to lead in the strategic programmatic growth of the School of Education and work closely with faculty to ensure and sustain academic excellence in all of its programs. Preparing students to succeed in an increasingly diverse and technological world is of critical importance. The dean will also work closely with faculty and staff to ensure deep integration of curriculum and instruction, and living and learning, at Geneseo. The dean will be expected to ensure continuous programmatic assessment and work with peers in the other schools and the provost on institutional assessment and effectiveness.
- 3. Recruit, retain, and support a diverse faculty.* *The School of Education's faculty and staff are key to its success.* The dean will have an opportunity to extend the college's commitment to attract, retain, and support a diverse faculty and staff that is committed to student development and success. The new dean will enter a group of learners who are proud of the sense of community that defines the College.

4. *Sustain and extend Geneseo's strong retention and completion rates.* SUNY Geneseo's deep interest in ensuring high completion rates precedes national attention to this issue by legislators and the public. Its efforts have been driven by faculty and staff who are student-focused and deeply committed to preparing students for success in their professional and personal lives. The dean will be an ardent and articulate spokesperson for this record of success, both in the College and in the School of Education. The dean will be expected to work with faculty to sustain this hallmark of Geneseo's identity as a premier liberal arts college.

5. *Manage the School of Education budget.* The dean is responsible for managing the school's budget and should have experience collaborating with budget officers and the provost to ensure that SUNY Geneseo's primary focus on learning and teaching remains both vibrant and sustainable.

*Additionally, the new Dean of the School of Education will have the opportunity to:*

- Create greater visibility and recognition for the School of Education, its programs, and its accomplishments, thus extending its reach and reputation to new constituencies
- Strengthen relationships with area schools
- Promote professional development for faculty and staff
- Support school and college efforts to seek internal and external funding for academic programs
- Refine shared governance and develop the School of Education's already robust committee structure
- Support the Admissions Office in the recruitment and enrollment of students
- Bring new ideas and best practices to the School of Education
- Support and extend the use of technology as a pedagogical tool



## Qualifications

The Geneseo community seeks a strong academic leader who is dedicated to the mission of the College and will serve as a transformational, collaborative, and effective leader of the school with a commitment to academic quality and the mission of teacher preparation. Geneseo's transition into a structure of distinctive professional schools with their foundational identity in the undergraduate liberal arts college is relatively new (established in 2006), and the dean, working with the provost, has the opportunity to strengthen and define the role of deans as leaders of distinctive professional schools that build upon and extend the college's mission and identity centered in the liberal arts.

*To effectively lead the Ella Cline Shear School of Education, the successful candidate will:*

- Have an doctorate and scholarship appropriate for appointment as a tenured professor in an academic field of study offered at Geneseo
- Possess a strong academic background in teaching, research, and service
- Demonstrate progressive administrative experience, including the management of personnel resources, budgets, and program evaluation with experience as a dean, associate dean, or academic chair being vital
- Support the school's integrated approach to teaching and learning, curriculum and co-curriculum, as well as its liberal arts foundation and professional preparation programs
- Support faculty involvement with area schools to build deep and sustainable connections to benefit our students and the community
- Possess a collaborative administrative style and a commitment to shared governance, open communication, and transparency
- Have experience with CAEP accreditation standards and procedures and with institutional accreditation (note that a re-accreditation site visit by CAEP was completed in fall 2019, with a final determination of accreditation status by the CAEP Accreditation Council received in April 2020)

## Desired Attributes

- Knowledge of public higher education and commitment to the qualities that typify the best small private liberal arts institutions in the country
- Commitment to sustaining a student-centered environment dedicated to the intellectual, cultural, social, civic, and professional development of students
- Ability to communicate effectively with faculty, staff, students, parents, alumni, and the community and earn their trust and support

## Application and Nomination Procedures

Applications may be submitted through the SUNY Geneseo job portal by clicking on the Dean of the School of Education posting (<http://jobs.geneseo.edu/postings/3186>).

Nominations and expressions of interest should be directed to Christa Aldrich, talent acquisition manager, at [aldrichc@geneseo.edu](mailto:aldrichc@geneseo.edu) or 585-245-5627.

Applicants should be prepared to upload a cover letter and a current CV. In addition, applicants should be ready to supply contact information (email addresses) for five professional references. References will be contacted after initial interviews. Candidates will be notified prior to reference checks.

Review of completed applications will begin upon receipt. To be guaranteed consideration, applications must be completed by March 15, 2021. The search committee anticipates conducting first-round Zoom interviews in mid April, and second-round Zoom interviews in late April/early May 2021. The anticipated start date is June 24, 2021.

More information about the search may be found at [geneseo.edu/SOE-DeanSearch](http://geneseo.edu/SOE-DeanSearch). Questions regarding the search should be directed to Michael Oberg, Search Chair and Distinguished Professor of History, at [oberg@geneseo.edu](mailto:oberg@geneseo.edu).





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## Mission Statement

Dedicated to learning, SUNY Geneseo is a residential public liberal arts college with selected professional and graduate programs. We combine a rigorous curriculum, transformational learning experiences, and a rich co-curricular life to create a dynamic and inclusive scholarly environment. The entire College community works together to advance knowledge and inspire students to be socially responsible and globally aware citizens who are prepared for an enriched life and success in the world.

## Vision

Geneseo will be widely recognized for demonstrating the enduring power of a public liberal arts education.

## Values

The Geneseo campus community is guided by our beliefs in and commitments to the following values:

**Learning:** embracing high expectations for intellectual inquiry, scholarly achievement, and personal growth

**Creativity:** affirming a spirit of innovation that inspires intellectual curiosity and problem-solving

**Inclusivity:** fostering a diverse campus community marked by mutual respect for the unique talents and contributions of each individual

**Civic responsibility:** promoting ethical local and global citizenship

**Sustainability:** advancing just principles of ecological, social, and economic stewardship

## What They Say About Geneseo

**#1** - Best Undergraduate Teaching

**#2** - Top Public Schools for regional universities, North

**#14** - Top School among regional public and private institutions, North

• U.S. News & World Report (2019)

**Top Producer** of U.S. Student Fulbright Awards (Consecutive Years)

• The State Department's Bureau of Educational and Cultural Affairs

**#5** among SUNYs

**#115** among public and private colleges

• Forbes 2019 list for America's Best College Values

**2019** Top Volunteer-Producing College

• Peace Corps

**One** of the nation's best institutions for undergraduate education

• 2019 Princeton Review College Guide

**#2** among **695** master's universities in the nation for contributions to the public good

• Washington Monthly magazine

**2019** Best College Value

• Kiplinger's Personal Finance