

NATIONAL SEARCH PROSPECTUS

Dean of the College of Education



Sul Ross State University (Sul Ross) invites nominations and applications for the position of Dean of the College of Education. The next Dean will offer innovative and dynamic leadership to advance Sul Ross' legacy of success.



ABOUT SUL ROSS

Sul Ross State University in Far West Texas and the Middle Rio Grande Region boasts an appreciation of both fine arts and the sciences and popular professional programs in a relaxed, friendly environment.

Nestled in the heart of the Davis Mountains, Sul Ross State University offers breathtaking views of the surrounding peaks and the charming town below. Despite its serene and picturesque setting, the university remains within easy reach of local shops and restaurants, providing both convenience and a sense of community for students and visitors alike.

The University at Del Rio, Uvalde, and Eagle Pass offers upper-level and graduate coursework. Sul Ross works in partnership with Southwest Texas Junior College where students complete the first two years and then transfer to SRSU at any of the three locations to complete their Bachelor's Degrees and continue into Master's Level work.

Sul Ross State University, proudly designated as a Hispanic-Serving Institution (HSI), with 66% of its students identifying as Hispanic/Latino, is nationally recognized for its commitment to academic excellence. The university has earned the prestigious Seal of Excelencia for its intentional efforts to serve Latino students. It is also among the top institutions in Texas for science laboratory space per student and ranks highly in the state for the percentage of freshman and sophomore classes taught by tenured and tenure-track faculty, demonstrating its dedication to quality education and student success. With an enrollment of about 2,300 students, class sizes are small, guaranteeing a much higher level of personal attention from instructors and the university's support staff. But there's plenty for students to do in their free time: there are lots of student clubs and organizations, a thriving arts community, and a

strong athletic tradition. Rodeo is a significant part of the Sul Ross program, and the university is the birthplace of the National Intercollegiate Rodeo Association. Many team members have gone on to become world champions.

Sul Ross State University provides the ideal setting for outdoor learning, with deer, pronghorn, wild turkey, javelina, fox, and raptors often traversing campus property. SRSU offers academic study in an immense low population area surrounded by two national parks, one national historic site, three state parks, one state historical site, three wildlife management areas, a world-class observatory, and literally millions of privately-owned acres where livelihoods depend on agricultural, land, and resource management. The university owns the 17,000-acre Faskin Ranch 110 miles west. Another rugged 9,269-acre tract in the Christmas Mountains, owned by the Texas State University, is less than an hour south of Alpine, and was added as an extensive open-air research laboratory available for faculty and students. Almost every geologic process and rock formation known to geologists can be observed here and our star-studded skies are among the darkest in the world. Outdoor employment opportunities abound.



Mission:

Sul Ross State University offers life-changing opportunities by delivering quality undergraduate and graduate education. We foster critical thinking, creativity, diversity, and research, empowering our students to excel beyond the frontiers of what is possible. We are a Hispanic-serving public institution for the residents of the U.S./Mexico borderlands, Southwest Texas region, and beyond. The Dean is expected to embody the mission of fostering critical thinking, creativity, and diversity, particularly in the context of educator preparation and Hispanic-serving institutional priorities.

For more information about how Sul Ross is strategizing for the future, we invite you to visit www.sulross.edu/strategy.

Main Campus in Alpine, Texas

Nestled in the foothills of the Davis Mountains, Alpine is a small, vibrant, and safe community in Far West Texas. Alpine is at the center of the majestic beauty of the Big Bend Region, and close to the world class art-community of Marfa (also home to the nationally recognized, award winning Marfa Public Radio), the historic town of Fort Davis, and incredible natural resources of Far West Texas. Alpine's rich heritage as a hub for the region continues today. Roads and railways create a confluence of ranchers, professors, shop owners, and leisure travelers visiting and doing business in a bustling, working community.

The Sul Ross State University Alpine campus is in the middle of the elevated Chihuahuan Desert and surrounded by numerous mountain ranges. Alpine, a small mountain town, nestled in a valley at an elevation of 4,500 feet, draws students from 45,000 square miles of the West Texas border country. Alpine provides a living laboratory for serious economic, social, environmental, and political discussions as well as inspiration for artists, poets, dancers, filmmakers, composers, and creative writers.



Sul Ross State University - International

Equally important to the success of SRSU and the lives of our students are our additional campuses and programs in Del Rio, Eagle Pass, Uvalde, and Sul Ross at Midland College. The Sul Ross campuses offer upper-level and graduate coursework. Sul Ross works in partnership with Southwest Texas Junior College for the first two years then students may transfer to SRSU at any of the three locations to complete their Bachelor's Degrees and continue into Master's Level work. The partnership with Midland College has created a unique way for students to earn a bachelor's degree through their Distance Learning Program. All SRSU students in these locations hold an associate's degree from an accredited institution or they have completed 42 semester credit hours of transferrable work.

Del Rio Campus

The Sul Ross State University Del Rio campus offers opportunities for laboratory science courses in addition to the regular offerings in the degree programs. The college provides computer laboratories, learning centers and an auditorium.

The Del Rio campus houses the offices of the Associate Provost, Academic Department Chairs. Business Services, Student Services, and Enrollment Services.



Del Rio, Texas, sister city of Ciudad Acuña, Mexico, combines the ambiance of Mexico with American culture to form a diversified city. Nearby, the Pecos River joins the Devil's River and the Rio Grande to create Lake Amistad, the ninth largest of its kind in the United States, with more than 850 miles of shoreline. Its canyons, cliffs and caves provide both scenery and a place filled with history.

Del Rio is the home of the Whitehead Memorial Museum with its log cabin, cultural folk art exhibit and numerous other historical displays. A visit to Whitehead is like taking a stroll through history. West of Del Rio is Seminole Canyon State Historical Park, where 10,000-year-old pictographs adorn the canyon walls. Students may find special sites in the region that reflect the history of frontier Texas.

Eagle Pass Campus

The Eagle Pass campus, on the eastern edge of the city, offers courses in buildings that include computer laboratories and learning centers. It houses the central offices of the Records and Registration Department as well as the regional Small Business Development Center.

Located on the border across from Piedras Negras, Mexico, Eagle Pass is the center of a thriving international trade community. The area offers ready access to the markets of Mexico and to the recreational activities of the Kickapoo Indian Nation.



First established as a camp in 1849, Eagle Pass has grown into a city of more than 25,000 people. With a variety of shops and malls, it is the gateway to the colorful outdoor markets and handiwork of the Mexican tradition across the border in Piedras Negras. Biculturalism flourishes in Eagle Pass, and it is common for people in Eagle Pass to speak both Spanish and English. In this atmosphere, Sul Ross State University strives to bring together diverse cultures.

Uvalde Campus

Uvalde is the headquarters of Southwest Texas Junior College, Sull Ross State University – International's partner institution.

A relatively old township in southwest Texas, Uvalde was settled in 1853. It served as a trading post for area settlers and forts along the Nueces River. Prior to Texas' annexation, many battles were fought along the Nueces River in an attempt to settle the boundary dispute between Texas and Mexico.



Turn-of-the-century architecture is still evident in Uvalde. Nestled along tree shaded streets are many elegant old homes, dating back to the late 1890s and early 1900s. Many-storied houses with long porches, balconies and tall, graceful columns preserve a testament to the past. The numerous huge old oaks are so loved by citizens that many streets are built around the trees.

Near Uvalde is Garner State Park, a recreational area famed in the state for its camping and outdoor activities. The Frio River also provides tubing, kayaking, and other water recreation.

Sul Ross @ Midland College

Sul Ross State University and Midland College (MC) have created a unique way for students to earn a bachelor's degree. The Sul Ross @ MC Program offers students the opportunity to earn a bachelor's degree with majors in Biology, Business Administration, Criminal Justice, Education, English, Geology, History, Homeland Security, Mathematics, Nursing (RN to BSN), and Spanish. In addition, some master's programs have been added.



Midland College Distance Education (DE) students in the Sul Ross @ MC Program learn remotely on the MC campus via interactive TV, virtual classrooms, or through web-based courses. Participants may transfer over 80 credit hours of coursework from MC to SRSU and are eligible for financial aid and scholarships. Students using the Legacy scholarship still qualify for this type of aid.

“The Tall City” rises out of the west Texas horizon, its skyscrapers overlooking the Permian Basin, the largest oil production region in the U.S. Midland’s approximately 146,000 residents enjoy a variety of arts and culture venues, the George W. Bush Childhood Home, and Midland College, a thriving community resource for those seeking higher education.

In recent years, Midland has been named the second best place to live in Texas (*Movoto Real Estate*) and the second-fastest growing city with the highest income per capita in the United States (*MSN Money*). Long term Midlanders will tell you that the city holds a unique combination of big-city culture and home-town charm.

THE COLLEGE OF EDUCATION

Sul Ross State University was established in 1920 as a state normal college with the primary purpose of preparing teachers for the public schools of West Texas. This legacy continues today within the College of Education, where our mission is to develop life-long learners who are reflective practitioners and leaders in their fields. With a vision centered on preparing high-quality educators, the College offers degree programs designed to support students in achieving their professional and academic goals.

Students may choose from a variety of programs that combine a strong general education foundation with specialized courses in their chosen major or minor. Undergraduate students can pursue a Bachelor of Science in Education, which includes pathways to teacher certification in Early Childhood-Grade 6, Grade 4-8, Grade 7-12, or All-Level EC-12. The Undergraduate Teacher Education Program integrates field-based experiences in K-12 schools, equipping students with the practical skills and knowledge necessary to thrive in real-world educational settings.

Graduate programs in the College of Education include the Master of Education with areas of emphasis in General Studies, Diagnostician, Counselor Education, Clinical Mental Health, Educational Instructional Technology, Educational Leadership, and Superintendent Certification. These programs are tailored to

prepare students for leadership roles and advanced study in their respective fields, addressing the diverse needs of schools, communities, and professional environments.

Whether students are preparing for immediate entry into their chosen careers or seeking advanced study, the College of Education provides a supportive and rigorous academic environment that builds on the proud history of Sul Ross State University as a leader in teacher preparation.

Mission and Vision:

The college's mission is to prepare students to become successful educational leaders, practicing scholars, and lifelong learners. Its vision focuses on producing high-quality educators equipped to meet the diverse needs of today's educational environments.

Accreditation and Standards:

Sul Ross State University's Educator Preparation Program is accredited and aligns with the standards set by the Texas Education Agency, ensuring that graduates are well-prepared for certification and professional success.

THE ROLE

Reporting to the Provost, the dean provides support and leadership to the department chairs, program directors, and faculty and staff in the College of Education across all campuses. This position is central to sustaining an environment of academic and professional excellence for students, faculty, and staff within the College, as well as a collaborative working environment among team members. The Dean supports an intellectually rigorous and ethically sound and inclusive academic community in the College of Education.

Scope: The Dean supervises academic areas within the College of Education including elementary grades (PK-6) & middle grades (4-8), high school certifications, and all level certifications (EC-12). The Department of Education oversees the following degrees and certificates at the bachelor's level: BS in Education EC-6 Generalist, BS in Education 4-8 Generalist, BS in Education 4-8 English/Language Arts, BS in Education 4-6 Math, BS in Education 4-6 Science, BS in Education 4-6 Social Studies, and BS in Education Non-Cert.

The Education Department oversees the following degrees and certificates at the master's level: M.Ed. in General and Specialization, M.Ed. in Leadership with Principal Certification, M.Ed. in Superintendent Certification, M.Ed. in Clinical Mental Health, M.Ed. in School Counseling, M.Ed. in Educational Diagnostician Certification, M.Ed. in Instructional Technology, M.Ed. in Educational Leadership, and Principal Certification (non-degree seeking). The College of Education is excited to launch its first Ed.D. program in the near future, as well as overseeing education research programs affiliated with the National Science Foundation exploring best digital literacy practices, culturally responsive teaching approaches, and STEM teacher leadership, among many other programs.



KEY RESPONSIBILITIES

Essential Duties Include:

- Preparation of budgets for programs within the College of Education and for the Administrative Office of the College of Education, ensuring that expenditures within the College are made in accordance with university policy
- Approving and certifying the fulfillment of degree plans for students in the College of Education; with advice from the department head and program directors in Education, evaluate, revise or modify academic programs and curricula
- Ensuring compliance with Texas Education Agency (TEA) standards and State Board for Educator Certification (SBEC) regulations to maintain accreditation for educator preparation programs
- Collaborating with local education agencies (LEAs) to strengthen partnerships and provide practice-based student experiences
- Leading initiatives to integrate technology and innovative practices into curriculum design and delivery
- Monitoring and reporting effectiveness and institutional strategic goals
- Coordinating institutional effectiveness program within college administration of university rules and regulations
- Recruiting and evaluating personnel
- Recommending appointment, salary increments, promotion, tenure, and termination of faculty
- Coordinating and supervising graduate programs, degree requirements, admissions, and advisement
- Assisting with recruiting and retention of students within the College of Education
- Responsibility for personal safety and the safety of others; must always exercise due caution and practice safe work habits
- Assisting with leading fundraising and research program development within the College

REQUIREMENTS

Required Education:

- Doctorate in one of the College of Education's disciplines

Required Knowledge/Experience:

- Minimum university teaching experience appropriate for appointment at the rank of full professor in one of the departments within the College
- A minimum of three years experience in Academic Administration
- Familiarity with Texas Administrative Code and state regulations governing educator preparation programs
- Demonstrated experience in strategic planning, accreditation processes, and program development within a higher education context
- Experience in building team cohesion, fostering respect and support, developing collaborative learning opportunities, mentorship, conflict resolution and/or management, cultural sensitivity, and advocating for the team and the community(s) he or she leads and supports
- Ability to fundraise and/or support grant development to support new programs and initiatives

Required Skills:

- Strong administrative skills, including experience with budgeting and supervision, word processing, university teaching, and humanistic skills, including the ability to work with individuals in diverse academic areas
- Proficiency in data analysis for academic decision-making and institutional effectiveness
- Strong communication skills for engaging with diverse stakeholders, including faculty, students, policymakers, and community leaders

ATTRIBUTES

A successful candidate:

- Is a servant-leader, inspirational, approachable, and transparent
- Strong communicator and collaborator
- Demonstrates candor and authenticity
- Nurtures the successes of colleagues and students
- Shows initiative and self-discipline, with confidence and charisma to lead, encourage, and empower
- Is creative, innovative, marketing-minded, and entrepreneurial
- Builds consensus and is a team leader who seeks collective wisdom and input
- Is flexible and able to facilitate multiple competing priorities and divergent viewpoints
- Is an effective change agent
- Possesses leadership and courage to make the tough decisions

- Will possess and demonstrate a strong moral compass with unquestionable integrity and high professional standards
- Will possess the ability to connect with individuals from all socio-economic levels, ages, and backgrounds



OPPORTUNITY

New Eagle Pass 100 Acres Campus:

On September 29, 2022, the Regents of Texas State University System (TSUS) announced in Eagle Pass, Texas, that Sul Ross State University - International will start transitioning to a branch campus and toward becoming a regional comprehensive four-year university. Sul Ross State University - International will be relocated to a new campus in Eagle Pass, which is owned by the University. The TSUS is in the planning stages of constructing a multi-million dollar, 100-acre campus in Eagle Pass, Texas, that will be the location of a stand-alone four-year University. The Master plan includes nineteen complexes, three residential living buildings that will accommodate one thousand students, a student union, an athletic center, a library, and academic centers. The project's first phase is a \$34 million multipurpose building with administrative offices, student activity offices, and classrooms. The new facility is scheduled to be completed by the fall of 2025. The new facility will be an integral part of this phenomenal opportunity to expand existing programs and grow new ones for the new university. The Dean will play a pivotal role in shaping the academic vision and operational framework for educator preparation programs at the new Eagle Pass campus, ensuring alignment with state and national educational standards.

LETTERS OF INTEREST AND NOMINATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submit materials to Michael Ballew, Wanda Maulding Green, or Florene Stawowy at:

SRSUDeanCOE@AnthemExecutive.com

While applications and nominations may be accepted until the position is filled, interested parties are strongly encouraged to submit their materials as soon as possible to assure consideration. Anthem and the University reserve the right to end or extend the application and nomination process following this date. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.



AnthemExecutive.com

SRSU is committed to providing a place of work and learning free of discrimination on the basis of race, color, national origin, disability (whether actual or perceived by others), religion, age, sex/gender (including pregnancy related conditions), sexual orientation, gender identity or expression, genetic information, veteran status (military status or military obligations) in the programs or activities which it operates.