

# CLARION UNIVERSITY

CLARION, PENNSYLVANIA

DEAN, COLLEGE OF ARTS, EDUCATION, AND SCIENCES

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Clarion University seeks an innovative, energetic and collaborative leader to assume the position of Dean of the College of Arts, Education, and Sciences. The dean will provide vision, strategic leadership, planning and coordination for the college and its related programs. Clarion University seeks an individual with vision and integrity who can work effectively with the provost, director of the School of Education, faculty and staff in enhancing the College of Arts, Education, and Sciences at Clarion University. Although the start date is negotiable, the dean will be expected to begin service no later than July 1, 2019.

## **MISSION OF CLARION UNIVERSITY OF PENNSYLVANIA**

Clarion University provides transformative, lifelong learning opportunities through innovative, nationally recognized programs delivered in inclusive, student-centered environments.

## **VISION OF CLARION UNIVERSITY OF PENNSYLVANIA**

Clarion University will be a leader in high-impact educational practices that benefit students, employers and community partners



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## **CLARION UNIVERSITY/CLARION, PENNSYLVANIA AREA**

Founded in 1867, Clarion University, one of the 14 universities that make up the Pennsylvania's State System of Higher Education (PASSHE), specializes in preparing students for professional careers in fields such as education, business, health and human services, and arts and sciences.

Enrolling more than 5,000 students from 44 states and 22 countries, Clarion offers more than 100 academic programs and leads PASSHE in the number of degree programs accredited nationally.

Located in western Pennsylvania, Clarion Borough has more than 6,000 residents living in a community that includes a historic main street, specialty shops, restaurants, a mall with a state-of-the-art movie theater, and a hospital. Recognized as the “Autumn Leaf Capital of the World,” Clarion is regarded as one of the top outdoor recreational areas in Pennsylvania. With a backdrop of rolling wooded hills, the Clarion community offers canoeing, horseback riding, camping and, for those who love winter activities, 12 miles of snowmobile trails, ice skating and cross-country ski trails in Cook Forest State Park. For more information: [About Clarion Community](#)

Clarion is ideally situated between Erie, Pittsburgh and Youngstown, less than two hours from each of these metropolitan areas.

The university also includes Clarion University -- Venango (located in nearby Oil City, PA); Clarion University, Pittsburgh site (which offers programs at West Penn Hospital in Pittsburgh); and a robust online presence leading to the institution’s recognition as a leader in distance education.

For more detailed information about Clarion University, please visit [Clarion.edu](#)

## **PENNSYLVANIA’S STATE SYSTEM OF HIGHER EDUCATION**

Clarion University is a member of Pennsylvania’s State System of Higher Education. The presidents of the 14 universities that comprise the State System report to the chancellor, Dan Greenstein. Under Dr. Greenstein’s leadership, the State System is undergoing an exciting transformation to help our students and universities thrive into the future. The redesign is focused on ensuring student success, leveraging university strengths and transforming the governance/leadership structure. The State System’s governing body is the Board of Governors, composed of 20 members including the governor, the secretary of education, 11 members appointed by the governor, three students appointed by the governor, and four legislators appointed by the leaders of the majority and minority caucuses in each house. The Board of Governors appoints campus presidents upon the recommendation of the Council of Trustees and the chancellor. Its other current responsibilities include approval of academic programs, general policies for admission of students, approval of capital and operating budgets, establishment of general personnel policies and approval of all labor contracts, and setting and approving tuition and fees.

Clarion, like all State System universities, has a Council of Trustees composed of 11 members appointed by the governor of the Commonwealth of Pennsylvania with the advice and consent of the senate. The council, which meets five times a year, has an advisory role that includes financial oversight, approval of academic programs and evaluation of presidents. In addition, the trustees conduct annual facilities inspections and make maintenance and construction recommendations to the Board of Governors.

For information, please visit: [PASSHE.edu](#)

## **UNIVERSITY LEADERSHIP**

Clarion University of Pennsylvania welcomed Dr. Dale-Elizabeth Pehrsson as its 17th president July 1, 2018. She has more than 25 years of experience in higher education, beginning her academic career as an affiliate faculty member and clinical supervisor for counselor education at Idaho State University in 1991. Dr. Pehrsson has a Bachelor of Science degree in liberal studies from the University of State of New York-Albany. She also earned a Master of Education degree in curriculum, instruction and supervision, a Master of Counseling degree, and a Doctor of Education degree in counselor education and counseling, all from Idaho State University. She also has associate degrees in nursing and liberal arts. She has worked in the healthcare field as both a counselor and registered nurse. Dr. Pehrsson’s leadership builds upon Clarion

University's strong reputation and long tradition of excellence in teaching and service to the Commonwealth of Pennsylvania. Since assuming the presidency, Pehrsson has initiated a "True North" initiative to articulate the university's future. Pehrsson is focused on increasing enrollment, increasing funding and expanding community partnerships.

## ACADEMIC AFFAIRS

Clarion University is home to three unique colleges, creating dynamic relationships and synergy among similar programs. The [College of Business Administration & Information Sciences](#) is the academic home of the School of Information Sciences, comprised of the nationally recognized computer and library sciences programs, along with its various award-winning and accredited College of Business programs.

The [College of Health Sciences & Human Services](#) is comprised of various accredited health and human services programs, including nursing, medical imaging, communication sciences and disorders, rehabilitative sciences, applied technology, and criminal justice. This college is the home to the university's only doctoral degree, a Doctor of Nursing Practice, which is delivered in conjunction with Edinboro University, another State System university.

The [College of Arts, Education, & Sciences](#) is the academic home to various highly regarded academic departments that comprise the traditional liberal arts, sciences, humanities, social sciences and Clarion's well respected School of Education.

For the current Clarion University catalogs, please link to: [Clarion University Catalog](#)

## ACADEMIC MISSION STATEMENT

The Clarion University academic community promotes teaching, learning and scholarship in a comprehensive liberal arts and professional environment in order to build the skills, knowledge and dispositions necessary to elevate the life satisfaction of its students.

## ACADEMIC VISION STATEMENT

The Clarion University academic community will intentionally develop the blend of liberal arts and professional programs and degrees, with an emphasis upon high impact practices, to become an institution of "academic best fit" for prospective students from diverse backgrounds and interests.



## CORE VALUES

In addition to our commitment to Clarion University's mission, vision and core values, the academic community acknowledges that our central task is to educate students. To that end, the academic community embraces the following values:

- **INTEGRITY:** Adherence to the highest ethical standards in all our professional obligations and personal responsibilities.

- **ACADEMIC EXCELLENCE:** Commitment to a dynamic scholarly, creative and professional intellectual community, strong academic programs and a faculty engaged in a combination of teaching, research and service that enriches our students' education.
- **LIBERAL ARTS:** Dedication to a liberal arts education that encourages intellectual curiosity; fosters the ability to think creatively and analyze, synthesize, apply and communicate knowledge; and, creates a basis for professional development in all disciplines.
- **RESPECT FOR THE INDIVIDUAL STUDENT:** Devotion to the intellectual, ethical and social development of each student.
- **DIVERSITY:** Commitment to a globally oriented and diverse academic community.
- **COMMUNITY:** Commitment to compassion, mutual trust, respect, civility, collegial shared governance, teamwork and the general welfare of the institution and the individual.

### STUDENTS

More than 4,800 students (66% female, 34% male) from 44 states and 22 countries are enrolled at Clarion University, including Clarion online, the university's virtual campus (fall 2018 data). Of that total, the undergraduate population is 3,942 (80%), and 927 (20%) are graduate students, with nearly 89% of Clarion students residing in the Commonwealth of Pennsylvania. 1,445 (29%) are part-time students, and 19% of Clarion's students are considered to be adult learners/post-traditional students over the age of 22. Students of color constitute 16% of the population. Approximately 39% of Clarion's students are considered to be first-generation students. Clarion University students are able to participate in over 130 clubs and organizations, including three fraternities and five sororities. More than \$17.8 million in scholarships and aid were awarded in 2017-18. During that period, over 90% of Clarion's students received some form of financial aid; 79% received federal loans; and 39% received Pell grant funding.



### FACULTY

Attracting faculty of the highest caliber to lead programs that earn top levels of accreditation has long been a hallmark of Clarion University. In this environment of academic excellence, Clarion students become confident graduates who are prepared to meet the challenges of the 21st century. Clarion University has 257 faculty members; average class size is 18 students, and all classes are taught by either full-time or part-time faculty members, rather than teaching assistants or graduate students. The Clarion University Faculty Senate is primarily an advisory board to



the president. Standing senate committees advise the president on matters relating to administrative hires, faculty affairs, student affairs, institutional resources, academic standards and the Venango campus. Faculty Senate also reviews all proposed curricular additions and changes and makes recommendations to the president. Faculty Senate consists of 24 members elected for three-year terms on a rotating basis (eight new or re-elected members every spring). Membership includes representation from Venango campus. For more information: [Faculty Senate](#)

Additionally, the faculty at State System universities are unionized and represented by the Association of Pennsylvania State College and University Faculties (APSCUF). The Clarion local chapter of APSCUF is committed to working with campus administration to ensure a positive learning experience for all Clarion students. For information on APSCUF, please view the following: [APSCUF](#)

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## THE COLLEGE OF ARTS, EDUCATION, AND SCIENCES



Home to approximately 1408 students (9% graduate, 91% undergraduate) and 118 tenured or tenure-track faculty, the college consists of the School of Education (with departments in education and special education), as well as seven departments including biology & geosciences; chemistry, mathematics, & physics; communication; economics; English & modern languages; social sciences; and visual & performing arts. The college offers two associate degrees, 57 bachelor's degree programs, 12 certificates, 43 minors, 61 concentrations, and online master's degrees in education, special education, and

mass media arts & journalism. Robust online programs include the Associate in Arts & Science, Associate in early childhood education, BA in English, BA in sociology, and BS in liberal studies. The college provides integral components of general education for all undergraduate students and supports programs at the Venango campus and the West Penn site. All programs in the School of Education are accredited by the PA Department of Education and CAEP. Additional accredited programs are chemistry (ACS) and art (NASAD). Clarion University is justifiably proud of its career ladder program offerings in a variety of fields, including education, allowing students to access education in associate, bachelor's and graduate degrees. These programs all feature ample opportunity for hands-on learning in the field through student research, co-ops, and internships.

The mission of the college encompasses four vital components:

- To provide a high quality liberal education experience designed to stimulate the intellectual development of all university students;
  - To provide a breadth and depth of knowledge, skills, dispositions and competencies to prepare graduates for employment within their chosen fields;
  - To prepare education and special education majors to achieve teacher certification and pursue successful teaching careers; and
  - To improve the quality of life for society through research, service to the university and surrounding communities, and meeting the cultural and intellectual needs of the region.
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## THE POSITION

The dean will promote faculty development, curricular program innovation, student success, as well as foster positive and productive relationships among faculty and staff. The successful candidate will have earned a terminal degree in an appropriate academic discipline offered within the college and granted by an accredited institution, and will have shown evidence of accomplishments requisite for a senior faculty appointment, such as service as an academic department chairperson. In addition, s/he will possess a strong record of leadership as a faculty member, teacher, scholar and administrator, have a deep knowledge of higher education trends, and possess engaging interpersonal and communication skills. Working with a host of dedicated and accomplished faculty, s/he will be someone who can lead and support the faculty and students in nationally accredited programs, capitalizing on the rich array of academic experiences and research opportunities unique to the expertise and accomplishments of the faculty, and maximize the opportunities present in a university with dynamic science and technology activities. The dean will report directly to the provost and vice president for academic affairs.

## STRATEGIC PRIORITIES FOR THE DEAN, COLLEGE OF ARTS, EDUCATION, AND SCIENCES

Clarion University is a strong institution with energetic senior leadership and highly engaged and committed faculty and staff that is poised to move to greater excellence, performance and recognition. In order to address its challenges and opportunities, the dean must lead several strategic priorities within the college including:

- Leading and giving direction to the college**  
 The dean will work diligently with faculty, staff and students to lead and give direction to the college. The dean will be expected to build momentum within

the college by listening carefully; responding directly to issues of importance; advocating for students, faculty, and staff; and establishing a collaborative and timely decision-making process. The faculty and staff represent one of the college's clear assets and will yield great dividends when respected and nurtured effectively. Implicit in the dean's responsibilities will be the necessity to develop and maintain an efficient organizational structure, including policies and procedures, budget assessment and development.

- **Supporting enrollment management for the present and future**

The most vital area facing Clarion University will be to support enrollment management—in particular, enhancing the areas of recruiting, retention and graduation—as well as implementing the institutional strategic enrollment plan. Clarion has witnessed an overall enrollment decline in recent years, but now, due to strategic focus on regional needs, Clarion has positioned itself to successfully rebuild its enrollment. The dean will need to work collaboratively with faculty and staff to assist in building enrollments and assuring student success in the upcoming years. Moreover, s/he will provide strong and clear strategic leadership regarding the approach used to advance the college's desired enrollment results.

- **Academic leadership and accreditation**

The dean will effectively monitor accreditation, especially the many program-specific accreditation affiliations at Clarion and in the School of Education. Importantly, the dean should model a passion for teaching, learning, scholarship and service.

- **Creativity and innovation**

The dean, along with the director of the School of Education, chairs and faculty colleagues, will be charged with assessing and implementing degree programs to meet emerging needs of external stakeholders. The dean should encourage and empower colleagues to be at the forefront of academic innovation and creativity, allowing the college to respond to changes nimbly and effectively. The dean must have robust budget skills that have been tempered by experience with lean and declining budgets. S/he will be accountable for developing budget goals, including enrollment growth targets, carefully monitoring the budget, and communicating these goals to the university community. It will be important for the dean to engage in the processes of fundraising, building community partnerships and pursuing foundation and grant support.

- **Understanding and supporting the importance of shared governance and collective bargaining**

The dean will engage in best practices of shared governance, particularly in working with faculty and staff colleagues, including the new statewide PASSHE/APSCUF Collective Bargaining Agreement and other staff-related union arrangements. S/he should show initiative in involving all necessary stakeholders early and often throughout the governance process.

- **Fostering student success and involvement**  
The students of the college create a vibrant environment on all of its campuses and online through their academic experiences including classes and labs, undergraduate research and service learning/internships. The dean will foster an environment that cultivates student success, holistic development, and involvement in curricular, co-curricular and extracurricular activities.
- **Supporting and promoting a vibrant and diverse administration, faculty, staff and student body**  
The dean will work with the School of Education director, chairs, and faculty to promote overall excellence, and to recruit and retain a diverse and exemplary faculty, staff and student body. Moreover, the dean will integrate and demonstrably promote university goals and action plans for diversity and inclusion.
- **Contributing to the university's vision**  
While the dean will be expected to serve the best interests of the college and to advocate for its welfare, s/he will also accept senior leadership responsibilities within Clarion's academic administration. The dean's contribution to a shared vision for Clarion's future will be formulated through her/his engagement with other members of the Deans' Council and in a collegial relationship with the president and provost and vice president for academic affairs.
- **Community and statewide engagement**  
Together with the senior administrators, the dean will work with the entire campus community to enhance Clarion University's standing within Clarion borough, the region and Commonwealth of Pennsylvania. This may include participating on boards and service organizations; developing partnerships; fostering positive relations with foundations, granting agencies, university alumni and others to encourage their engagement with and support of the college's initiatives and programs.

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## DESIRED LEADERSHIP CHARACTERISTICS

Clarion University's dean of the College of Arts, Education, and Sciences will possess a combination of professional experiences and personal qualities that respond well to the strategic priorities previously outlined. The successful candidate will demonstrate integrity, a lively intellectual curiosity, self-confidence balanced with humility, authenticity of character and a strong work ethic.

Clarion University seeks in its dean:

- A sustained record of administrative accomplishment at the level of chair or above
- Experience with, or highly developed knowledge of, collective bargaining environments preferred
- Significant budget experience with transparency in budget decisions and processes
- Management skills that include a clear ability to develop and maintain affirming relationships with all colleagues
- Commitment to transparent communication with faculty, staff, and students
- Experience in leading academic planning, development and implementation of new program initiatives and the appropriate technology — both at undergraduate and graduate levels
- Promotion of the acquisition of grants and support of faculty in obtaining grants.



- A demonstrated record of community service and civic engagement.
- Ability to build collaborative relationships between departments and programs in the college, and across the university and into the community.
- A commitment to Clarion University's mission
- Tolerance for ambiguity and change in a quick-paced environment
- Ability to listen with understanding
- Experience with regional and program accreditation
- A depth of experience in online education and degree programs
- Someone who is detail-oriented and data-driven
- Commitment to long-term success and prosperity of the college and the university
- A creative manner that kindles the innovative spirit of others
- Ability to foster teaching, scholarship, service and professional development of faculty in a learning- and student-centered environment
- Personable, kind, coupled with a sense of humor



## NOMINATION AND APPLICATION PROCESS

The Clarion University Dean Search Committee will accept nominations and evaluate application materials on a rolling basis throughout the spring and will begin to narrow the pool in late January. The formal review of applications will begin January 31, 2019. Application materials should include: 1) a letter of interest that addresses how the candidate's experiences and qualifications intersect with the listed strategic priorities and desired leadership characteristics as identified in the position prospectus; 2) curriculum vitae; and, 3) the names, addresses, telephone numbers and email addresses of three references for future contact. Please also include your professional relationship with each reference listed. All candidate names will remain confidential, except for those individuals invited to campus interviews. Application and nomination materials should be submitted electronically <https://jobs.clarion.edu>.

*Clarion University of Pennsylvania is committed to equal employment and equal educational opportunities for all individuals regardless of gender, gender identity, race or color, ethnicity, national origin or ancestry, age, mental or physical disability, religion or creed, genetic information, affectional or sexual orientation, veteran status, or other classifications that are protected under Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and other pertinent state and federal laws and regulations. Direct inquiries to the Title IX Coordinator, Clarion University of Pennsylvania, 103 Carrier Administration Building, [sfenske@clarion.edu](mailto:sfenske@clarion.edu) or phone 814-393-2351, or the Director of Social Equity, 210 Carrier Administration Building 16214-1232; Email [asalsgiver@clarion.edu](mailto:asalsgiver@clarion.edu) or phone 814-393-2109. Inquiries may also be directed to the Director of the Office for Civil Rights, Department of Education, 330 Independence Avenue, SW, Washington, DC 20201.*

### MEMBERS OF THE CLARION UNIVERSITY DEAN OF COLLEGE OF ARTS, EDUCATION, AND SCIENCES SEARCH COMMITTEE

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