



Boca Raton, Florida

Dean, College of Education

Leadership Profile



WITT / KIEFFER

Leaders Connecting Leaders

Prepared by

Lucy A. Leske

Charlene L. Aguilar

Jessica A. Herrington

February 2019

This leadership profile is intended to provide information about Florida Atlantic University and the position of Dean of the College of Education. It is designed to assist qualified individuals in assessing their interest in this position.

The Opportunity

Florida Atlantic University (FAU) – a dynamic and multicultural public research university with six campuses and sites that span more than 100 miles of coastline – welcomes applications and nominations for the position of Dean of the College of Education (COE).



The College of Education seeks an energetic, inspiring, and innovative leader who can bring together the college's talented faculty and staff around a vision for its future within a dynamic and leading public research university. The next dean must care deeply about education at all levels and must possess the integrity, enthusiasm, and dedication to lead a diverse college through the challenges facing all educational

institutions in this century. With a commitment to social justice, the dean will advance diversity, equity, and inclusion within FAU's environment, programming, policies and personnel. As the chief academic officer of the college, the dean reports to the Provost and Vice President for Academic Affairs and works closely with the campus administrative team.

The Dean of the College of Education will join FAU during a time of great momentum and transformation, partnering with a talented team to achieve the University's objectives as outlined in FAU's 2015-2025 [*Strategic Plan for the Race to Excellence*](#). This plan outlines the University's aspiration to pursue, with unbridled ambition, the intention of becoming a top public research university. More information about the university can be found at www.fau.edu.

FAU is the most diverse public institution in the state of Florida. The college annually prepares over 4,000 educators and educational professionals to serve six public school districts, among which are two of the largest and most demographically diverse districts in the nation, Broward and Palm Beach counties. The college comprises seven departments (Communication Sciences and Disorders; Counselor Education; Curriculum, Culture and Educational Inquiry; Educational Leadership and Research Methodology; Exceptional Student Education; Exercise Science and Health Promotion; and Teaching and Learning) that offer 44 undergraduate and graduate degree programs taught by more than 300 faculty and adjunct faculty. Additionally, the college encompasses FAU Lab Schools, a public laboratory school system comprised of A. D. Henderson University School and FAU High School (K-12), a recognized 2018 National Blue Ribbon School of Excellence; Palm Pointe Educational Research School at Tradition; Karen Slattery Educational Research Center for Child Development; and Pine Jog Environmental Education Center. In a recently published report by the Florida Department of Education on Florida Teacher Preparation Programs the following was highlighted: FAU's Mathematics Education program shares the top ranking in the state; FAU has four of the top 23 programs in the state, FAU's Elementary Education program is the second largest in the state and the largest program receiving the highest score for subgroup student learning growth. More information on the college can be found at www.fau.edu/education

For more information regarding inquiries, nominations, and expressions of interest, please see the "Procedure for Candidacy" section near the end of this document.

The Role of the Dean, College of Education

The dean is appointed by and reports to the provost and vice president for academic affairs and serves as the chief executive and academic officer within the College of Education. The dean has the immediate responsibility and oversight of the curricula, programs, courses of instruction, teaching, academic advising, school budget, and certification/accreditation of all programs of the college.

The dean is supported by the 11-member College of Education Advisory Board whose role is to advise the dean in strategic planning, the development and implementation of short and long term goals, community outreach, and the garnering of financial support for education, research and community programs.

The COE budget is \$41,579,925 (includes Auxiliary Enterprises, Education and General, Henderson School, and Foundation).

Reporting to the Dean are the following:

- Associate Dean, Enrollment Management and Broward Campus
- Associate Dean, Office for Academic and Student Services
- Assistant Dean, Office for Accreditation and Assessment
- Assistant Dean, Office of PK-12 Schools and Programs
- Director, Business and Financial Services
- Director of Development and Outreach
- Director, Technology Services
- Director, Information/Publication
- Department Chairs



An organization chart can be found here:

<http://www.fau.edu/education/aboutcoe/documents/coe-org-chart.pdf>

Faculty Count as of 02/01/2019

Faculty Counts - FT vs PT	Count of Workers
Full time	171
Assistant Dean	2
Assistant Principal	3
Assistant Professor	29

Associate Dean and Instructor	1
Associate Director and Associate Professor	1
Associate Professor	28
Chair and Associate Professor	1
Chair and Professor	6
Coordinator and Instructor	1
Director (Faculty - Out of Unit)	1
Director and Associate Professor	1
Director and Instructor	1
Director, University School & Professor	1
Director, University School and Instructor	1
Instructor	9
Professor	19
Senior Instructor	5
University Instructor	1
University School Accomplished Instructor	6
University School Assistant Professor	9
University School Associate Professor	1
University School Instructor	43
Dean and Professor	1
Part time	238
Adjunct - FICA Alternative (less than 26.1)	237
Instructor	1
Grand Total	409

Faculty

	<u>2013- 2014</u>	<u>2014- 2015</u>	<u>2015- 2016</u>	<u>2016- 2017</u>
Tenured or Tenure Earning	72	75	82	86
Non-Tenured	26	27	19	17
Other Personnel Paid on Faculty Pay Plan	0	0	5	5
Adjuncts	192	183	192	210
Graduate Assistants	108	114	99	106
Other	12	10	21	37

Fundraising

	Total Dollars Raised					
	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Education	\$ 290,571	\$ 495,399	\$ 2,471,829	\$ 1,013,023	\$ 592,755	\$ 5,022,417

Opportunities and Expectations for Leadership

The new dean of the COE will personify FAU's and the college's commitment to public higher education and to the mission and purpose of colleges of education in general. The dean must serve as a principal and vocal advocate for the value of teacher education and leadership, communication and exercise sciences, and counselors in the US, the state and Southeast Florida. FAU has high expectations for the College of Education to be a leader in innovation, research, service and student engagement. To do so, the dean will be expected to address the following critical leadership opportunities, among others:

Create and execute a vision and strategy for the future

The dean will work in an open, collaborative, and transparent fashion across the college to engage and unite the faculty, staff, and students around a common vision for the future that builds on its strengths, emphasizes student success and reinforces teaching, scholarly and performance excellence. This vision will provide clarity and direction to the next phase of the college's evolution and will guide decision making around resource allocation and new programmatic initiatives. Based on this vision, the college needs a clear and compelling strategic plan that addresses college priorities including those identified below, in alignment with, and in support of, the university's broader strategic plan.

Strengthen programs and increase enrollment

The current situation of teacher education in the US due to a lack of sufficient appeal coupled with competition from private, alternative certification programs, and the new State Colleges in Florida, has led to decreased demand and decline in enrollment in teacher education programs and other related majors, despite a growing teacher shortage. While this is not unique to FAU, the COE and its next dean must develop a plan for building on its strong regional and national reputation in South Florida with a sustainable plan for enrollment that also meets the needs of its students and potential employers. Among the elements to consider are the role of technology, new programs, and the balance between undergraduate and graduate enrollment. The dean and college have the advantage of emerging opportunities across the university for interdisciplinary collaboration and joint degree programs that could build a new cadre of students interested in education, counseling, exercise science, and communication sciences and disorders, and position the college visibly in the state as an exemplar for engaged, responsive citizenship. The dean will be expected to work with faculty and staff to evaluate the college's programs and facilitate creative solutions for realigning resources with demand, with particular attention to growing undergraduate enrollment throughout the college's disciplines and majors.

Advance academic excellence and support faculty development

The dean is the principal advocate and point person for recruiting, retaining, and supporting a talented, passionate, and dedicated faculty committed to academic excellence. The dean must encourage and support faculty in pursuit of a rigorous scholarly life through research programs, creative practices, and pedagogies in traditional and emerging fields of study and will help articulate connections and integrate learning throughout the college. New program and research opportunities exist in cross-disciplinary collaborations with other academic units across the university as well as in the diverse urban environment just beyond FAU's doors. University leadership has set clear goals for significantly increasing the number and level of grant-funded research projects across the university. The next dean will be expected to engage faculty in a collaborative dialog around what it will take to balance their commitment to teaching and

service as well as to support faculty who are research and scholarly productive, with increased investment of time and resources to research activity.

Promote and support a culture of diversity, inclusion, and justice

FAU places a high priority on growing a diverse and inclusive community of multicultural faculty, staff, and students. The next dean will work with a diverse faculty that is committed to advancing racial, social, and economic justice, offering a curriculum that reflects this commitment and that integrates multiple voices and perspectives, and promote a pedagogy of shared inquiry that respects all persons. The dean is responsible for overseeing enrollment policies and student success initiatives that reflect the mission of the college and for processes of hiring, supporting, and retaining faculty and staff to reflect the increasing diversity of its multicultural student body. The dean must be proactive and responsive to emergent student concerns and support growth in the areas of diversity and inclusion as an essential element of authentically living the college's mission.

Build capacity and structure to support outstanding performance

All public institutions in Florida are measured at the state level by a number of Key Performance Indicators (KPI) that ultimately determine the level of state funding each institution is allocated annually. FAU leadership has been working across the campus to engage its academic units in addressing those KPIs where the units can have the greatest impact. The dean is expected to engage the COE's dedicated and talented staff and faculty in increasing transparency of strategic and operational decisions, ensuring effective collection, analysis and communication of relevant data, and identifying opportunities to improve performance. Staff and faculty seek a dean who can help them effectively leverage and build its resource base, optimize structure and staffing, connect and align its programs, balance workload effectively with increased expectations for research, and develop other creative ways to improve not only performance but also the college's ability to contribute to the university's strategic priorities overall.



Build external relationships and partnerships within the community

The COE programs such as the Center for Autism and Related Disabilities and the Communication Disorders Clinic, rely on a diverse array of community and K-12 partnerships, many in local urban communities, to provide students with opportunities to learn and serve. The quality and strength of these relationships, in turn, contribute to the college's stature and

resources. The next dean must be equipped to cultivate and strengthen the college's partnerships while respecting the diverse knowledge and cultural assets they bring to the relationship. There are also extensive opportunities for the dean to build new partnerships internally and externally, in Palm Beach, Broward, Miami-Dade and beyond. This includes building and maintaining strong relationships with legislators and local political leaders as well as furthering relationships with community and private partners that will provide internship and employment opportunities for students and increase FAU's reach within the community as well as within the national landscape of higher education.

Lead fundraising and marketing strategy

The dean is expected to play a leadership role in developing a case for support and to raise funds from friends, alumni, corporations and foundations to meet strategic objectives. The COE will be supported in these efforts by college and university advancement staff as well as the college's advisory council. The college's alumni and donor base present significant potential for growing fundraising results, but the dean is also expected to work with staff to identify and cultivate new prospects who could be interested in FAU's growing profile in the region as a major contributor to the cultural, social, and economic well-being of Southeast Florida. As such, the dean will work in collaboration with the FAU marketing team to design and implement a tailored marketing and communications strategy for COE that raises its profile among its diverse audiences.

Professional Qualifications and Personal Qualities

The successful dean candidate will have earned a doctorate and present a distinguished record of accomplishments, commensurate with the rank of full professor. The candidate must demonstrate a commitment to promoting and advocating for social justice, diversity, and inclusion and support the needs of a diverse faculty, staff, and student body. A record of innovation, a desire to engage in and support public scholarship that speaks to critical issues in education, and the good judgment needed to thoughtfully recruit, retain, and evaluate faculty, encourage program development, and engage faculty and fellow administrators in effective budget planning. The candidate must demonstrate a commitment to academic excellence and engaged community scholarship, along with a willingness to engage in fundraising efforts in support of the college's goals. The new dean will work collaboratively with faculty colleagues, staff, and students to increase research activity, support community engagement, and develop new partnerships and initiatives.

In addition, the dean will demonstrate:

- Integrity
- High emotional intelligence and self-awareness
- Vision coupled with strong execution skills
- The ability to lead and manage organizational change
- Evidence of being a team builder and player
- Champion of democratic public education
- The experience or potential to partner with school districts, community organizations, human service agencies, and other constituencies in meaningful ways
- Strategic and analytical ability

- A track record of securing grants and increasing research
- Understanding of federal and state higher education policies and how they impact colleges of education
- High comfort level in building effective relationships with a diverse range of individuals
- Proactive leadership style
- Experience mentoring faculty
- Track record of improving student success
- Experience in providing leadership in legislative or state federal policy actions pertaining to university and college goals and objectives

College of Education Mission and Overview

The mission of the College of Education is to serve the community of Florida Atlantic University by providing effective leadership in areas of research, service and teaching at the local, state, national and international levels, through the initial and advanced preparation of informed, capable, ethical and reflective decision making professionals. The faculty and students seek to promote and sustain authentic change, excellence and equity in their respective fields, and in the organizations and systems with which they are associated. The College's programs reflect changing societal needs and incorporate web-supported delivery systems, current methodologies and research, which bring faculty and students together to improve the quality of education for all in an increasingly diverse, technological, inclusive and global society.



The six core educational career paths are: Elementary Education, Secondary Education, Exceptional Student Education, Early Care & Education, Communication Sciences and Disorders, and Exercise Science and Health Promotion, taught across three campuses in Boca, Jupiter and Davie.

COE is the first in Florida to receive accreditation from the Council for the Accreditation of Educator Preparation (CAEP), the single specialized accreditor for educator preparation in the United States. The College and Department of Teaching and Learning was awarded a \$4.3 million Florida Department of Education Center of Excellence for Elementary Teacher Preparation grant. The grant supported the development of EXCEED to redesign the elementary teacher preparation program. EXCEED was awarded the 2017 Council of the Great City Schools Impact Award for an outstanding school and university-based project.

In addition, the College oversees four University public laboratory schools whose three-fold mission is to be a demonstration site for teacher education; develop curricula; and conduct

research. These schools cover all levels of P-20 education, from an early childhood education and research center to a dual enrollment high school. These schools include the [A.D. Henderson University School](#) and the [Florida Atlantic University High School](#). In addition, the [FAU Academy from Community Inclusion](#) is a college program for students with intellectual and developmental disabilities. Academy students earn certificates in the areas of Supported Community Employment, Supported Community Access, and Supported Community Living - all built to lead to community based employment, independent living, and mastery of self-advocacy skills.

The College also includes [Pine Jog Environmental Education Center](#), a self-funded center that manages a 132-acre preserve and provides environmental education programs, services, and professional development to South Florida school districts and the broader community; the [Center for Autism & Related Disabilities](#) which provides expert consulting, training, and support, at no charge, for people with autism and related disabilities, their families and the professionals serving them; and the [Communication Disorders Clinic](#) which offers diagnostic and treatment services for a wide variety of communication disorders.

The College of Education supports a vigorous research program with faculty conducting research in a variety of education related fields. The COE faculty have been awarded numerous grants from the U.S. Department of Education, the Institute of Education Sciences, the National Science Foundation, the National Oceanic and Atmospheric Administration, the Department of Defense, the Florida Department of Education, and a number of state, local, and private agencies. COE faculty have also leveraged school district and organizational partnerships in securing funding such as the Department of Educational Leadership and Research Methodology's \$5.6 million [Wallace Foundation grant](#).

The College also serves as a resource and partner for the greater FAU community by providing several service courses for students and programs such as FAU's [Intellectual Foundations Program](#), and graduate courses for students, faculty, and staff on the [Responsible Conduct of Research](#).

CENTERS, SERVICES AND GRANT PROGRAMS

- [Academy for Community Inclusion](#)
- [Charles Stewart Mott Community Education Center](#)
- [Center for Autism and Related Disabilities \(CARD\)](#)
- [Center for Holocaust and Human Rights Education \(CHHRE\)](#)
- [COE Technology](#)
- [Communication Disorders Clinic](#)
- [COE Design & Communications](#)
- [Early Childhood Education](#)
- [Florida Institute for the Advancement of Teaching](#)
- [Mathitudes: An Online Journal for Mathematics Educators](#)
- [Pine Jog Environmental Research Center](#)
- [Project I² Autism Support](#)
- [Office of Appreciative Education](#)

ACADEMIC DEPARTMENTS

The College is composed of the following academic departments which offer undergraduate, graduate, and non-degree courses:

Communication Sciences and Disorders

The department offers a graduate program leading to a master of science degree in Speech Pathology and Audiology. The graduate program is accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association (ASHA).

Counselor Education

The Department of Counselor education educates students for professional counseling practice and leadership in local, national, and international domains.

Curriculum, Culture and Educational Inquiry

The Department of Curriculum, Culture and Educational Inquiry is committed to preparing and supporting professionals in the service of schools and society in diverse local, national, and global settings.



Educational Leadership and Research Methodology

The Department of Educational Leadership and Research Methodology is a community of scholars focusing on the preparation and support of leaders and researchers in Florida, the nation, and the international community.

Exceptional Student Education

The mission of the Department of Exceptional Student Education is to provide leadership in our local, state, national and international communities in the areas of teaching, research, and service. Faculty and Department efforts promote research-based practices that reflect changing societal needs of people with disabilities, their families, and the professionals and organizations who work with them.

Exercise Science and Health Promotion

The department offers programs that are designed to prepare students for careers in clinical, corporate, commercial and/or community physical fitness and wellness education.

Teaching and Learning

Provides quality programs for prospective and practicing educators, curriculum coordinators, post-secondary educators, and other educational professionals.

COLLEGE OF EDUCATION DEMOGRAPHICS AND DATA

Headcount Enrollment by Degree Program (CIP)						
	2013	2014	2015	2016	2017	Grand Total
BACCALAUREATE	3,020	2,909	2,821	2,566	2,364	13,680
Education, General	198	173	185	193	217	966
Elementary Education and Teaching	1,225	1,158	1,056	880	763	5,082
English/Language Arts Teacher Education	155	136	109	98	90	588
Kinesiology and Exercise Science	944	968	1,120	1,075	920	5,027
Liberal Arts and Sciences/Liberal Studies	36	35	8	12	6	97
Mathematics Teacher Education	59	52	37	36	30	214
Multi-/Interdisciplinary Studies, General			24	48	134	206
Music Teacher Education	63	50	2	1		116
Science Teacher Education/General Science Teacher Education	79	70	54	47	42	292
Social Science Teacher Education	123	126	113	94	81	537
Spanish Language and Literature			1			1
Special Education and Teaching, General	138	141	112	82	81	554
MASTERS	601	534	546	557	554	2,792
Audiology/Audiologist and Speech-Language Pathology/Pathologist	52	52	53	52	46	255
Counselor Education/School Counseling and Guidance Services	115	96	84	87	132	514
Curriculum and Instruction	83	68	73	67	44	335
Education, General	5	8	2			15
Educational Leadership and Administration, General	146	142	167	178	173	806
Educational Psychology				4	7	11
Educational/Instructional Technology				3	8	11
Elementary Education and Teaching	34	34	23	19	29	139
Kinesiology and Exercise Science	63	68	55	62	50	298
Reading Teacher Education	28	18	22	9	6	83
Secondary Education and Teaching					6	6
Social and Philosophical Foundations of Education	24	12	20	18	6	80
Special Education and Teaching, General	27	25	28	45	40	165
Teacher Education and Professional Development, Specific Subject Areas, Other	17	11	19	13	7	67
Teaching English as a Second or Foreign Language/ESL Language Instructor	7					7
DOCTORATE	257	254	266	223	227	1,227
Counselor Education/School Counseling and Guidance Services	20	17	19	20	18	94
Curriculum and Instruction	86	79	79	53	50	347
Educational Leadership and Administration, General	133	144	151	133	141	702
Special Education and Teaching, General	18	14	17	17	18	84
SPECIALIST	59	34	37	37	38	205
Counselor Education/School Counseling and Guidance Services	10	8	11	13	12	54
Curriculum and Instruction	4	3	4	4	2	17
Educational Leadership and Administration, General	45	23	22	20	24	134
NO DEGREE				20	29	49
Multi-/Interdisciplinary Studies, Other				20	29	49
Grand Total	3,937	3,731	3,670	3,403	3,212	17,953

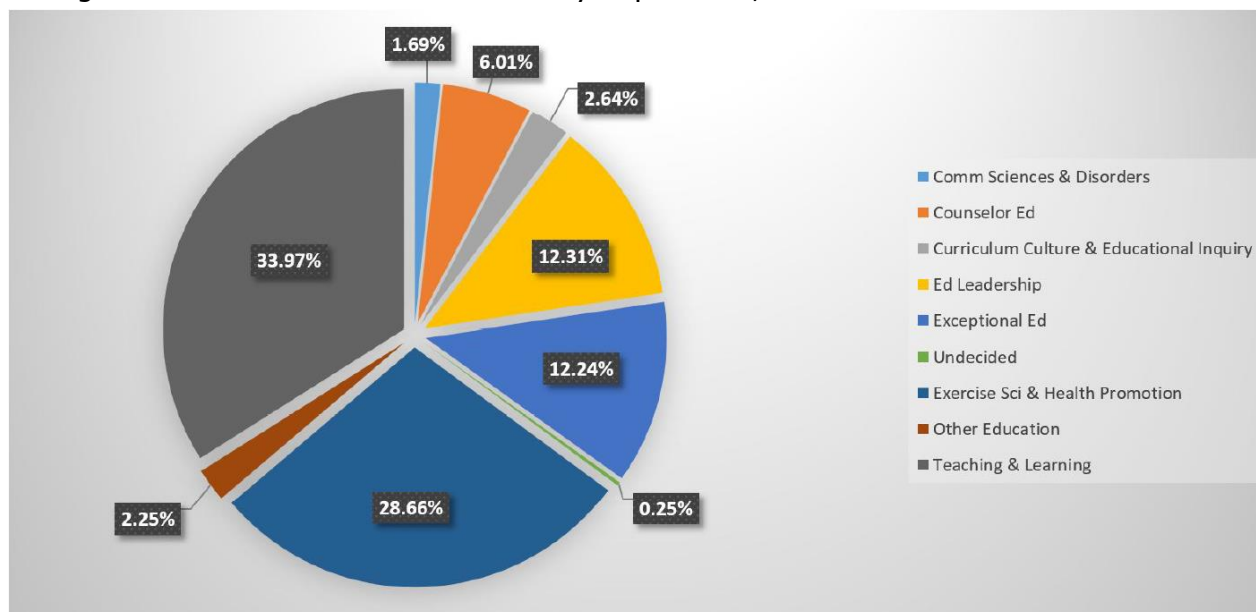
Student Ethnicity and Gender within FAU College of Education, Annual 2015-2017

Department	% White			% Black			% Hispanic			% Female		
	2015-2016	2016-2017	2017-2018	2015-2016	2016-2017	2017-2018	2015-2016	2016-2017	2017-2018	2015-2016	2016-2017	2017-2018
Communication Sciences & Disorders (CSD)	76.0	78.2	79.7	6.7	5.1	2.9	10.7	12.8	11.6	92.0	91.0	94.2
Counselor Education (COED)	63.3	51.4	46.3	21.3	22.5	24.2	12.0	21.4	25.3	83.3	82.7	85.8
Curriculum, Culture & Ed Inquiry (CCEI)	64.6	68.8	62.9	17.7	13.2	16.4	12.0	11.1	12.9	78.3	75.7	82.8
Educational Leadership & Res Meth (ELRM)	50.9	48.8	49.4	26.8	30.8	28.7	14.1	14.5	16.9	66.9	67.5	66.0
Exceptional Student Education (EXED)	44.3	43.4	41.5	23.3	27.5	22.0	24.1	22.4	26.7	93.6	92.1	52.6
Exercise Science/Health Promotion (ESHP)	45.4	43.8	38.4	22.8	21.8	29.1	23.7	25.4	26.2	54.3	54.3	83.1
Teaching and Learning (TCHR)	53.3	51.8	52.2	18.5	16.8	16.1	21.2	24.3	24.1	86.1	86.7	86.0
Overall College of Education	50.5	48.9	47.3	21.2	21.1	21.6	21.0	22.5	23.5	74.5	74.4	74.6

FAU College of Education Student Ethnicity Enrollment Trends, 2012 - 2017

Year	Total Enrollment	% Asian	% Black	% Hispanic	% American Indian	% Pacific Islander	% Two or More Races	% White	% Unknown	% Non-Res Alien
2012-2013	4,717	2.1	17.9	18.3	0.3	0.1	2.1	57.8	0.5	0.9
2013-2014	4,704	1.9	19.0	19.4	0.1	0.1	2.5	55.0	0.8	1.0
2014-2015	4,500	2.0	20.0	20.5	0.2	0.1	3.0	52.4	0.6	1.3
2015-2016	4,366	1.9	21.2	21.0	0.1	0.1	3.3	50.5	0.6	1.4
2016-2017	4,073	2.1	21.1	22.5	0.1	0.0	3.5	48.9	0.5	1.3
2017-2018	3,794	2.1	21.6	23.5	0.2	0.0	3.4	47.3	0.5	1.5

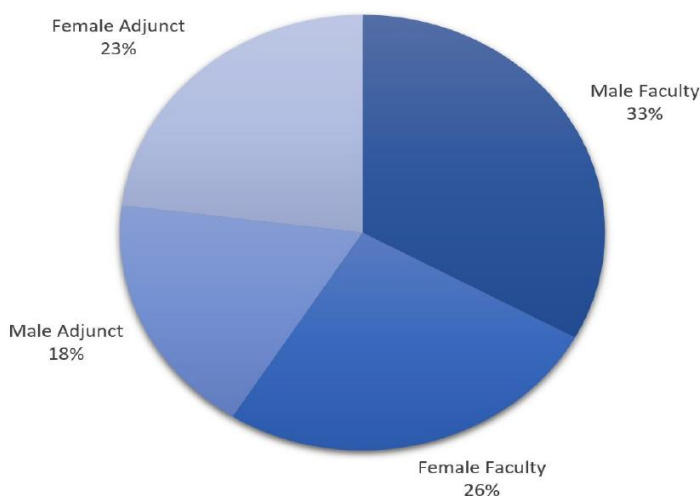
College of Education Student Enrollments by Department, Fall 2018



FAU College of Education Faculty Ethnicity, Annual 2013-2018

Ethnic Group	% of Instructional Faculty					% of Adjunct Faculty				
	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Black	5.5	6.4	6.3	6.3	5.8	7.7	7.6	7.9	7.9	14.2
Hispanic	5.8	5.6	7.3	7.3	8.7	3.5	3.7	11.7	11.7	11.1
White	69.8	74.4	72.3	72.3	74.1	85.0	84.2	76.5	76.5	76.2

FAU COE Faculty and Adjuncts, by Gender, 2017-2018



Florida Atlantic University: An Overview

Florida Atlantic University (FAU) was founded in 1964 in Boca Raton on an 850-acre site located near the Atlantic Ocean. With 145,000 alumni, today FAU serves more than 30,000 undergraduate and graduate students on six campuses and sites along more than 100 miles of Florida's east coast. Florida Atlantic University is consistently recognized by Military Times as *Best for Vets*, and Victory Media as *Military Friendly*, with a current enrollment of over 1400 military and veteran students. One of the largest employers in South Florida, FAU has more



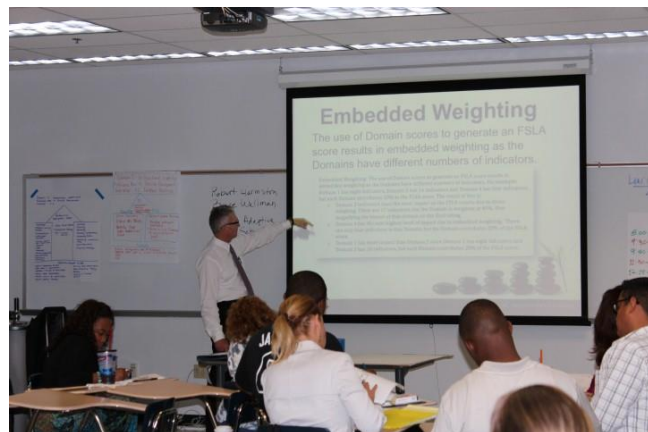
than 3,000 employees, including 1,000 dedicated faculty members. The University has an annual economic impact of \$6.3 billion and is conducting millions of dollars worth of funded research in such critically important fields as drug discovery, biotechnology, neuroscience, ocean engineering and marine science. FAU's 2017-18 Operating Expenditure Budget totals \$767,897,948, an increase of 2.2 percent compared to the prior year. The endowment, held by the Florida Atlantic University Foundation, Inc., currently totals over \$190,000,000.

FAU's largest [campus in Boca Raton](#) is conveniently located half way between West Palm Beach and Fort Lauderdale and offers a broad range of academic programs, activities and services. The Boca Raton Campus provides an exciting and supportive learning environment for students. The Student Union hosts student activities and meetings. In addition, its 2,400-seat Carole and Barry Kaye Performing Arts Auditorium enable students to enjoy performances ranging from rock groups to the Florida Philharmonic Orchestra. The campus has two cafeterias and an

attractive array of accommodations for its residential students. The Boca Raton Campus is also the home of FAU's Division I Intercollegiate Athletics program and facilities. Its recreation complex includes an aquatic center, gymnasium, tennis courts, wellness center, track and a variety of fields for club and intramural sports competition.

Nearly 5,500 students take classes at [FAU's Davie campus](#), the second-largest campus after the Boca Raton campus. Co-located with Broward College (BC) as part of the South Florida Education Center, it covers 38 acres in the western part of Broward County. FAU Davie offers coursework in 30 degree programs through the [Dorothy F. Schmidt College of Arts and Letters](#), [the College of Business](#), [College for Design and Social Inquiry](#), [College of Education](#), the [Christine E. Lynn College of Nursing](#), and [the Charles E. Schmidt College of Science](#). The [FAU campus in downtown Fort Lauderdale](#) is part of an evolving, dynamic urban community and houses programs through the School of Architecture, the College of Design and Social Inquiry, the College of Education, and the College of Business. Located in Jupiter's Abacoa community, [FAU's John D. MacArthur Campus](#) opened in the fall of 1999. The campus presently enrolls more than 1,300 students and offers a wide variety of upper-division and graduate courses from five of the University's ten colleges. The Harriet L. Wilkes Honors College, a four-year residential liberal arts and sciences college for high achieving undergraduates, is located here. Other distinctive features of the campus include a thriving Lifelong Learning Society. The campus is also the site of research facilities for both Scripps Florida and the Max Planck Florida Institute.

The [FAU Dania Beach campus](#) houses SeaTech, FAU's [Institute for Ocean and Systems Engineering](#), and the nation's first ocean engineering program. Founded in 1971 and one of the nation's leading ocean research centers, FAU's [Harbor Branch Oceanographic Institute](#) is located in Fort Pierce. Together, these six campuses stretch across 144 miles of Florida's coast and make up one of the most diverse and dynamic universities in the country.



Across these six campuses, FAU's [ten distinguished colleges](#) offer more than [170 degree programs](#) in fields that span the arts and humanities, the sciences, medicine, nursing, accounting, business, education, public administration, social work, architecture, engineering, computer science and more.

- [Dorothy F. Schmidt College of Arts and Letters](#)
- [College of Business](#)
- [College for Design and Social Inquiry](#)
- [College of Education](#)
- [College of Engineering and Computer Science](#)
- [Graduate College](#)
- [Harriet L. Wilkes Honors College](#)
- [Charles E. Schmidt College of Medicine](#)

- [Christine E. Lynn College of Nursing](#)
- [Charles E. Schmidt College of Science](#)

FAU'S FACTS, FIGURES AND EFFECTIVENESS

FAU quick facts are available at:

<https://www.fau.edu/explore/files/Quick%20Facts%202014.pdf>

Information about FAU's effectiveness and analysis is available at: <http://www.fau.edu/iea/> and <http://iea.fau.edu/reports/admissions.aspx>

STUDENT DEMOGRAPHICS

Florida Atlantic University students come from all 50 states, every county in Florida and more than 180 countries. With more than half of its student body classified as minority or international students, FAU ranks as the most racially, ethnically and culturally diverse institution in Florida's State University System.

In 2014, the University was ranked one of the top 100 four-year colleges in the nation conferring undergraduate and graduate degrees to minority students, according to a survey in *Diverse: Issues in Higher Education*, a magazine published bi-weekly that informs leaders from academe, industry and public policy about current trends and issues in the United States. FAU ranks 34th in the nation for conferring bachelor degrees to all minorities combined. For conferring bachelor's degrees to Hispanics in all disciplines combined, FAU ranked 24th in the nation. As of fall 2015, the University became a Hispanic Serving Institute (a federal designation) because 26 percent of FAU undergraduates are Hispanic or Latino.

Gender Fall 2017				
	Full-time	Part-time	Total	Percent
Female	10295	6800	17095	56%
Male	8219	4970	13189	44%
Total	18514	11770	30284	100%

*FAU student body gender

Diversity Fall 2017

	Full-time	Part-time	Total	Percent
American Indian or Alaska Native	37	16	53	0.2%
Asian	842	519	1361	4.5%
Black or African American	3335	2446	5781	19.1%
Hispanic or Latino	4564	3162	7726	25.5%
Native Hawaiian or Pacific Islander	16	15	31	0.1%
White	8018	4900	12918	42.7%
Two or more races	702	358	1060	3.5%
International	851	286	1137	3.8%
Not Reported	149	68	217	0.7%
Total	18514	11770	30284	100.0%

*FAU student body diversity

More than 65 percent of FAU students receive some form of financial aid. In 2015-16, more than \$207 million was awarded to students through scholarships, grants, loans and work study. The Owls athletic teams are in NCAA Division I-A (FBS) and are members of Conference USA. FAU's athletic department includes 21 intercollegiate teams featuring 450 student-athletes.

SHARED GOVERNANCE

The University Faculty Senate is the representative body of FAU's academic community and is responsible for managing the curriculum and certain administrative procedures. The Senate consists of elected representatives of the faculty, with standing committees playing roles in governing academic freedom and due processes, admissions and retention, assessment, athletics, distance education, graduate degree programs, honors and awards, library operations, promotion and tenure, research and undergraduate degree programs. The Faculty Governance section of the Faculty Handbook, published annually by FAU's Division of Academic Affairs, informs the faculty of the role of the University Faculty Senate as well as college-level assemblies.

United Faculty of Florida (UFF) is the official collective bargaining agent for FAU faculty. The collective bargaining agreement between the FAU chapter of UFF and the University provides terms and conditions of employment, including provisions on salaries and benefits, academic freedom and responsibility, and intellectual property rights. Membership and dues are optional.

ACCREDITATION

Florida Atlantic University (FAU) is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). FAU is also an accredited institutional member of the National Association of Schools of Music.

In December 2013, the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) reaffirmed Florida Atlantic University's accreditation for a period of ten years.

The College of Education submits self-studies for Accreditation Review to the following agencies: the American Speech-Language-Hearing Association (ASHA), the Council for Accreditation of Counseling and Related Educational Programs (CACREP), the Council for the Accreditation of Educator Preparation (CAEP), and the Florida Department of Education.

ALUMNI

FAU alumni include U.S. and foreign dignitaries, Emmy Award, Grammy Award and Pulitzer Prize winners, an astronaut, and executives who have served in organizations such as Google, Franklin Templeton, Boeing, eBay, Motorola, Office Depot, Eli Lilly and Company, and the White House.

Established in 1968, the FAU Alumni Association (FAUAA) has grown to over 10,000 alumni strong. Building school identity, spirit and loyalty through programs and services, the FAUAA and its membership are dedicated to advancing the goals and missions of the University. Alumni Networks are providing opportunities to alum to engage, participate, contribute, share, and support FAU to provide opportunities for future generations.

INSTITUTIONAL GOVERNANCE

Florida Atlantic University is a member of the State University System of Florida which is comprised of 12 public institutions. Florida Atlantic University is governed by a 13-member board of trustees, six of whom are appointed by the governor, five by the Board of Governors plus the student body president and the president of the University Faculty Senate. The gubernatorial and Board of Governors appointees must be confirmed by the Florida Senate. The trustees are responsible for cost-effective policy decisions appropriate to the University's mission, the implementation and maintenance of high-quality education programs, the measurement of performance, the reporting of information and the provision of input regarding state policy, budgeting and education standards.

ADMINISTRATION

An organizational chart of FAU's senior administration can be found at:
http://www.fau.edu/president/files/organizationalchart_president_February2017.pdf

DR. JOHN KELLY, PRESIDENT

John Kelly was named president of Florida Atlantic University by unanimous vote of the FAU Board of Trustees on January 17, 2014, becoming the seventh president in the University's 50-year history. Dr. Kelly's biography can be found at:
<http://www.fau.edu/president/biography.php/>.

Dr. Bret Danilowicz, Provost and Vice President for Academic Affairs

Florida Atlantic University named Bret Danilowicz, Ph.D. as its provost and vice president for academic affairs, effective July 1, 2018.

More information can be found here: <http://www.fau.edu/provost/about/>

ABOUT THE SOUTHEAST COAST

- Broward County: <http://www.broward.org/History/Pages/BCHistory.aspx>
- Dade County: <http://miamidade.gov/>
- Palm Beach County: <http://discover.pbcgov.org/Pages/default.aspx>

ABOUT FLORIDA

Economy Strengths

- International Trade (40 percent of all U.S. exports to Latin and South America pass through Florida)
- Tourism — with 87.3 million visitors in 2011 (a record number), Florida is the top travel destination in the world. The tourism industry has an economic impact of \$67 billion on Florida's economy.
- Space Industry — the space industry represents \$4.1 billion of the state's economy. The average annual wage of aerospace workers is approximately \$67,000. The number employed at Kennedy Space Center (KSC) alone is 13,000 and Florida ranks 4th among the states in overall aerospace employment with 33,000 jobs.
- Agriculture — Florida leads the Southeast in farm income. Florida produces about 67 percent of the U.S. oranges and accounts for about 40 percent of the world's orange juice supply.
- Construction — this industry's strength results from the steady stream of new residents and visitors who are welcomed to Florida each year.
- Education — the FAU service area includes two of the largest school districts in the nation, Broward County Public Schools (BCPS) and the School District of Palm Beach County (SDPBC). BCPS is the sixth largest school district in the nation, the second largest in the state of Florida and employs more than 32,000 employees. SDPBC is the eleventh largest in the nation and the fifth largest in the State of Florida and has over 27,000 employees.
- Services — Growth in high tech, financial and back office operations
- Software — Many small, entrepreneurial companies
- Health Technology (medical, biotech, laboratories)
- University Research — More than \$500 million per year in sponsored research at Florida universities

Florida Taxes

Florida ranks low in terms of the tax burden placed on residents. Based on income, property and other state and local tax collections, the Tax Foundation research organization ranks Florida among the lowest tax states (Florida ranks #5 among the 50 states in 2013; only four states have a lower tax burden).

- State Sales Tax — 6 percent
- Corporate Tax — 5.5 percent
- State Income Tax — None

Other Florida Facts

- Number of people who move to Florida each day — 1,000
- Number of major commercial airports — 19
- Number of international airports — 12

- Number of deepwater ports — 14
 - Miles of sand beaches — 1,200
 - Miles of coastline — 1,800
 - Number of golf courses — more than 1,250
 - Florida has more golf courses than any other state
 - Palm Beach County has more golf courses than any other county in the country
 - Number of hotel rooms in Florida — more than 370,000
 - Number of campgrounds — 700 (100,000 campsites)
 - Number of people who camp in Florida each year — 6 million
- ("About Florida" Source: <http://www.stateofflorida.com/facts.aspx>)

Procedure for Candidacy

Inquiries, nominations and applications are invited. For fullest consideration, applicant materials should be received by March 6, 2019. Anticipated start date is July 1, 2019. Candidates should provide a *curriculum vitae*, a letter of application that addresses the responsibilities and requirements described in the Leadership Statement, and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. These materials should be sent electronically via e-mail to the Witt/Kieffer consultants, Lucy Leske, Charlene Aguilar, and Jessica Herrington at FAUDeanCOE@wittkieffer.com. Questions may also be directed to the consultants by telephone to 630-575-6122.

The Florida Atlantic University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Florida Atlantic University's documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

WITT / KIEFFER

Leaders Connecting Leaders

Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm's values are infused with a passion for excellence, personalized service and integrity.