



Position Mission Statement

To lead a dynamic faculty and academic staff by modeling and empowering risk-taking and experimentation to shape the future of STEM education in alignment with IMSA's 2022 vision.

Outcomes

1. Plan, implement and evaluate curriculum and instruction.
 - a. Make a general assessment of IMSA's curriculum and methods of instruction.
 - b. Develop a plan to lead successful instruction and work to improve areas of need.
 - c. Implement the plan and review.
 - d. Promote the use of technology for instruction in the classroom.
 - e. Promote and facilitate the collaboration and integration of the academic program within and across faculty teams.
 - f. Implement UN-SDGs into curriculum within and across faculty teams.
2. Assess student learning and student learning outcomes.
 - a. Re-conceptualize the Standards of Significant Learning (SSLs).
 - b. Create and implement a plan to incorporate the work of Office of Institutional Research in the creation and assessment of curriculum by each academic team.
3. Hire faculty and implement/oversee the faculty's accountability contract (CADRE).
 - a. Ensure implementation of, assess and recommend appropriate improvements to CADRE.
 - b. Develop a faculty profile by discipline to assist human resources in recruiting top-notch faculty.
4. Design and facilitate faculty professional development (PD).
 - a. Produce an effective plan and implement PD.
 - b. Promote, facilitate and recognize scholarly work by faculty.
5. Facilitate the implementation of Equity and Excellence for faculty.
 - a. Review existing policies and their impact on curriculum and teaching and learning; develop faculty accountabilities and metrics as applicable.
 - b. Implement policies and accountability plans.

Critical Competencies

- *Honesty/Integrity.* Earns trust and maintains confidences. Acts ethically and keeps commitments.
- *Organization and Planning.* Plans, organizes, prioritizes, schedules and budgets in an efficient, productive and timely manner. Focuses on key priorities.

- *Advocacy.* Champions the growth and needs of faculty within a collaborative environment that takes into account the needs and goals of the entire organization.
- *Thoughtfulness.* Is proactive, deliberate, solicits and is open to critical feedback and new ideas and is decisive.
- *Emotional Intelligence.* Demonstrates the ability to effectively recognize, understand and manage one's own emotions, as well as effectively recognize, understand and influence the emotions of others. Uses such knowledge to guide thinking, behavior and problem solving.
- *Gifted and Talented Experience.* Demonstrates knowledge of STEM education and/or field(s) and the unique needs and qualities of gifted and talented students from diverse populations.
- *Analytical Thinking.* Structures and processes qualitative or quantitative data and draws insightful conclusions from it.
- *Effective Leadership.* Demonstrates empowering, purposeful, inclusive, relationship-building abilities that motivate and influence faculty and academic staff to achieve common goals. Envisions, leads and manages innovative initiatives. Adapts quickly to changing priorities and conditions. Manages and mentors faculty to improve pedagogy and practice and faculty and staff to improve performance. Demonstrates persistence, tenacity and willingness to "go the distance" to get something done.
- *Cultural Competence.* Effectively communicates and collaborates with diverse individuals and groups; applies positive strategies to address social issues, including discrimination, bias and stereotype threat; and uses this competence to inform teaching and learning.

Formal Preparation and Experience:

The **Dean of Instruction and Learning** position requires:

- **Advanced degree required;**
- **Minimum of ten years teaching high-school or college-level students;**
- **Significant leadership experience in secondary or higher education;**

The **Dean of Instruction and Learning** position prefers:

- **Advanced Degree in STEM field**
- Bilingual, Spanish desired

Salary and Benefits:

The position of Dean of Instruction and Learning is an exempt, full-time, twelve-month position. Salary and benefits are commensurate with the training and experience expected at this level of employment. An excellent comprehensive benefits package is provided, including health and life insurance in addition to retirement benefits. The State Universities Retirement System (SURS) is reciprocal with other Illinois retirement systems such as the Teachers' Retirement Systems of Illinois (TRS).