



University of  
**Pittsburgh**

**Renée and Richard Goldman Dean,  
School of Education**

Leadership Profile

2023-24



*WittKieffer*

## Executive Summary

The University of Pittsburgh welcomes applications and nominations for an innovative and mission-driven leader to serve as Renée and Richard Goldman Dean of the School of Education.

The school seeks in its next dean an accomplished scholar, committed teacher, talented administrator, and strategic thinker who is aligned with the school's [mission-vision](#). The new dean will provide visionary leadership that builds on Pitt Education's extraordinary legacy while working collaboratively with school, university, and community leaders to craft a continued collective and strategic vision that further elevates the school's impact and reach.

Reporting to the provost and senior vice chancellor, the dean is the senior executive, academic, and administrative officer of the school, collaborating with faculty in overseeing all programs and policies; fostering a cohesive scholarly community that values strong connections among research, policy, and practice; generating a passion among students, faculty, staff, alumni, and friends for the school's mission; stewarding the school's financial, capital, and human resources; and overseeing the leadership, external relations, and overall administration of the school. A record of distinguished contributions to the education field and credentials that merit appointment to the school at the rank of full professor with tenure are required.

Founded in 1910, the University of Pittsburgh School of Education has a long history of improving the world through education. Generations of teachers, school leaders, policymakers, university researchers, clinical scientists, exercise physiologists, mental health professionals, and community leaders got their start at the school, which offers a curriculum that advances equity and justice in education through emphasis on experiential learning, community-engaged partnerships, and close interactions between students and faculty. A member of the prestigious Association of American Universities, the University of Pittsburgh ranks in the top cluster of U.S. public research universities, topping \$1.1 billion in external research expenditures in fiscal year 2023. The new dean will join a coalescing leadership team, as the University recently welcomed a new chancellor and is currently engaged in a search for a new provost.

To submit a nomination or express personal interest in this position, please see the "Procedure for Candidacy" section at the end of this document.

## About Pitt Education

Pitt Education currently enrolls 983 students (409 undergraduate and 554 graduate, with a diverse [class profile](#)) and has over 32,000 alumni in 87 countries. The school offers both [undergraduate](#) and [graduate](#) degrees as well as [certificates](#), with a variety of graduate degrees and certificates offered fully [online and in hybrid formats](#). The school is home to 77 full-time faculty, 46 tenure or tenure-stream faculty, 27 professors of practice, and four visiting full-time professors. The school's research profile includes \$24 million in funded research annually to address pressing problems in education.

## School of Education Mission and Vision

*We ignite learning. We strive for well-being for all. We teach. We commit to student, family, and community success. We commit to educational equity. We advocate. We work for justice. We cultivate relationships. We forge engaged partnerships. We collaborate. We learn with and from communities. We innovate and agitate. We pursue and produce knowledge. We research. We disrupt and transform inequitable educational structures. We approach learning as intertwined with health, wellness, and human development. We address how national, global, social, and technological change impacts learning. We shape practice and policy. We teach with and for dignity. We think. We dream. We lead with integrity. We are the School of Education at the University of Pittsburgh.*

*We are a School of Education whose mission is rooted in equity, justice, and innovation.*

*Together, our school community strives to:*

- *Disrupt and transform inequitable educational structures*
- *Innovate and agitate for change*
- *Support the well-being of all learners*
- *Shape practice and policy*
- *Forge engaged partnerships*

## Core Values

The University of Pittsburgh School of Education has [core values](#) rooted in its mission-vision.

*Our students can expect to see these values lived out in our teaching, research, student activities, and our engagements with community and school district partners.*

- *Equity, Justice, and Inclusion: We center **justice and freedom** in every aspect of school operations.*
- *Community Partnerships: We cultivate relationships that allow us to **learn with and from communities**.*

- *Innovation: We **create impactful knowledge** to solve the big problems facing education today.*
- *Global Perspective: We study how **global, social, and technological change** impacts learning.*

## Academic Departments

Led by world-class faculty, Pitt Education's academic departments have a collaborative and interdisciplinary approach to education.

- [Educational Foundations, Organizations, and Policy](#)  
The Department of Educational Foundations, Organizations, and Policy (EFOP) explores the sociological, historical, economic, organizational, and political foundations of education and schooling.
- [Health and Human Development](#)  
The Department of Health and Human Development (HHD) blends health promotion, wellness, and exercise physiology with applied developmental science and evidence-based practices to address 21st century problems in diverse regional, national, and global real-world contexts.
- [Teaching, Learning, and Leading](#)  
The Department of Teaching, Learning, and Leading provides top-quality study and improvement of teaching and learning in diverse educational settings.

## Centers and Engagement

The School of Education has many partnerships with centers, institutes, and initiatives on campus, regionally, and globally. Faculty work with colleagues across many of Pitt's schools and campuses, and there is a particularly close collaboration with the [Learning Research and Development Center](#), where many School of Education faculty hold joint appointments. The school also houses its own centers – including the [Center for Urban Education](#), the [Office of Child Development](#), and [Institute for International Studies in Education](#) – to enhance the education of students as well as learning with and from communities. In addition, the [Fanny Edel Falk Laboratory School](#) is affiliated with the School of Education and serves as a living lab and a training ground for future teachers.

- [Centers & Projects](#)
- [Academic Journals](#)

## Equity, Justice, and Inclusion

The School of Education's effort and attention is deeply focused on equity, justice, and inclusion. Specific initiatives include: a school-wide [Equity and Justice Committee](#) and a broader [PittEd Justice Collaborative](#) working group; the Equity and Justice Scholars [doctoral fellowship program](#); the [Justice Scholars Institute](#) for pre-college students; and the [Practice of Freedom Project](#) to construct a new teacher training model.

Under the leadership of the Associate Dean for Equity and Justice, the school is developing equity, justice, and inclusion initiatives around curriculum and professional development.

## Research Impact

Pitt's School of Education conducts important [research](#) that illuminates, inspires, moves the field of practice, and informs policy. The school has \$24 million in newly awarded research dollars and more than 125 active grants and research projects.

Full-time staff in the school's [Grants Office](#) are dedicated to helping faculty pursue, attain, and facilitate grants, and also help faculty identify potential funding sources, develop budgets, complete grant applications, and monitor awards.

Faculty have had research funded by a variety of external organizations including:

- **Federal** – National Institutes of Health, the National Science Foundation, the U.S. Department of Education, the Centers for Disease Control and Prevention, and U.S. Navy
- **Local and State** – Commonwealth of Pennsylvania and Pittsburgh Public Schools
- **Private** – Bill and Melinda Gates Foundation, Heinz Endowments, Hillman Foundation, Lumina Foundation, McElhattan Foundation, Pittsburgh Foundation, POSIE Foundation, RK Mellon Foundation, Spencer Foundation, William T. Grant Foundation

## Finances and Facilities

The School of Education has an endowment of \$29 million and an annual operating budget of \$16.7 million. The school is housed in recently renovated space in [Posvar Hall](#), as well as in [Trees Hall](#). The central location of the school on Pitt's campus allows for collaboration across the institution. The Falk Laboratory School's placement adjacent to Pitt's campus facilitates research aimed at developing innovative new practices in education, as well as the preparation of student teachers.

Additional [facts and ranking](#) information are available on the school's [website](#).

## The Role of the Dean

Reporting to the provost and senior vice chancellor, the Renée and Richard Goldman Dean of the University of Pittsburgh School of Education is the executive and academic leader responsible for overseeing, coordinating, and ensuring the quality and impact of all academic, research, and service initiatives within the school. The dean leads the ongoing development and communication of school strategy, partnering closely with the school's faculty, staff, students, and extended community. This includes recruiting, supporting, and retaining a faculty that is recognized on an international scale, fostering inspiring research that improves society, ensuring the highest-quality academic programs, and cultivating an inclusive community culture that embodies principles of equity, justice, and the transforming power of education.

The dean leads a team that is also responsible for attracting, retaining, and graduating exceptional students; administering school operations and deploying school resources efficiently, productively, and felicitously; representing Pitt Education within the broader University context; establishing collaborative ties with other University schools and units; nurturing productive relationships with alumni and with local, national, and global partners; and cultivating a broad and strong base of private giving and corporate and foundation support. The dean is supported by a [leadership team](#) and an executive committee with representation from across the school.

The deans of Pitt's 16 schools and colleges lead their schools independently and with initiative and accountability for the overall success of their unit while informing and collaborating with central University leadership on key issues and developments of note. The deans partner collaboratively in both formal and informal contexts. Pitt deans serve on the provost's Academic Leadership Team, which meets regularly and provides advice and counsel on academic matters and University-wide issues including policies and practices, budget, and planning.

The University is in the midst of reimagining and implementing the evolution of the Plan for Pitt, which identifies where and how the University will grow and improve. Through the reimagined strategic plan, the University will: drive student success; propel scholarship, creativity, and innovation; be welcoming and engaged; promote accountability and trust; and act on the "moonshot" opportunities that are possible at Pitt. In addition, Pitt anticipates a forthcoming comprehensive fundraising campaign. The University is also in the final stages of transitioning to a new budget model that provides greater opportunity for Pitt deans to impact the revenues required to support their strategic priorities. As the school implements these exciting University-wide initiatives, the dean will provide sound leadership and strategic direction to ensure the school realizes its mission-vision.

## Opportunities and Expectations for Leadership

The new dean will be asked to undertake critical leadership tasks, including the following interrelated imperatives:

### **Advance the continued development of a collaborative, cohesive mission-vision and strategy for the school**

The School of Education has historically attracted top faculty, staff, and students who excel in research, teaching, and community engagement. The dean will advance a mission-vision and strategy for the school, pairing key priorities and goals identified by the community with a strategic roadmap for the future.

As an integral part of a premier research university, the dean will facilitate connections internally and externally to ignite learning and advance equity and justice in education through an emphasis on life-long learning, community-engaged partnerships, and collaboration with faculty and staff. The dean will balance and integrate excellence in research with cutting-edge pedagogy, professional preparation, and leadership training to advance educational equity and the public good and will support faculty as they pursue and produce knowledge that further amplifies the school's wide-ranging impact.

While the school's historic strength has been its excellent graduate programs, it has recently increased its undergraduate programs and expanded its focus on hybrid and online programs. These new initiatives will require the dean to assess and further develop supports and organizational structures that best address the evolving field of education and meet the current needs of undergraduate, graduate, and professional students, particularly around student success. The dean will also seek to incorporate and support new forms of inclusive and equitable pedagogy, scholarship, and engaged partnerships.

### **Recruit, develop and retain exceptional faculty, staff, and students**

The new dean will further cultivate an environment that fosters cutting-edge scholarship and innovative practice and that continues to elevate the school as an especially exciting environment in which to work and learn. Partnering with school and University leadership, the dean will recruit and retain an exceptional faculty and staff, investing appropriately in mentorship and professional development that facilitates excellence and success. The dean will lead the further development of initiatives and programs that support the success of students at all academic levels and from diverse backgrounds. The dean will cultivate a school community that continues to inspire and empower each of its members to achieve their full potential and strives for well-being for all.

### **Advance the school's core commitment to equity and justice**

The school has a notable commitment to equity and justice, as is reflected in its mission-vision and core values. These principles are infused across the life and operations of the school including its academic programs, student initiatives, faculty research, governance, admissions practices, and community partnerships. The dean will cultivate an environment in which justice and inclusion is prized and members of the school community work to disrupt and transform inequitable educational structures. The dean will also seek opportunities to continue the advancement of equity in the school's curricula, processes, policies, and structures.

### **Foster cutting-edge research and engage collaboratively with disciplines across the University**

The School of Education faculty conduct innovative research that addresses a broad array of topics, and the dean must value and support the pursuit and production of knowledge across the school. Building upon collaborations within and beyond the school, the dean will play a critical role in identifying and facilitating opportunities for interdisciplinary partnerships that approach learning as intertwined with health, wellness, and human development. The dean must foster an environment that not only supports interdisciplinary partnerships but also encourages a culture of innovation and collaboration to address complex and multifaceted challenges facing society. This approach will be vital for Pitt to continue to foster a dynamic and resilient research community that continues to address the most vexing challenges facing our world.

### **Elevate and illuminate the school's role in the local, regional, and global education community**

The dean will capitalize on and leverage Pitt's identity as a top-ranked public research institution to solidify the school's position as a leader in local, national, and international conversations about the future of education. The dean will act as a conduit to understand the needs of the community and the unique

contributions the school can make in Pittsburgh and beyond. Thinking expansively about the education landscape, the dean will continue to ensure that the school is embedded in ongoing efforts that support justice and equity across K-16 and lifelong education and play an active role in amplifying the school's position as an innovative and entrepreneurial contributor to local, national, and international practice, policy, and research across the field.

### **Secure the school's financial future through increasing private support, research funding, and new revenue streams**

The University's new budget model provides an opportunity for schools to achieve greater financial sustainability. In overseeing the school's resources, the dean will provide transparent, data-driven leadership to the school community around key financial choices that impact strategy, plans, and operations. The dean will also capitalize upon the interest and support of faculty to identify revenue-generating programs that meet student and community needs and enrollment pathways that go beyond traditional approaches alone. The dean will build upon the school's success in generating financial support by diversifying and exploring new sources of revenue to ensure the ongoing academic excellence and long-term fiscal health of the school.

Concomitant with shrewd financial stewardship, the dean will be expected to grow fundraising and expand engagement, serving as a compelling and persuasive communicator who illuminates opportunities for private donors, community organizations, corporations, and foundations to participate in and support the school's ongoing, exceptional impact.

## **Professional Qualifications and Personal Qualities**

The ideal candidate will possess many of the following qualifications and characteristics:

**Academic accomplishment:** Record of scholarly achievement that merits appointment as a tenured full professor in the school is required; deep understanding of, interest in, and respect for the academic enterprise and those whose work fuels that enterprise; ability to judge academic quality across all of the school's endeavors.

**Commitment to the educational mission:** Capacity to serve as a passionate advocate for the school and the University including a strong identification with the missions of both; commitment to the transforming power of education, particularly rooted in equity, justice, and innovation.

**Strategic vision:** Ability to articulate a compelling and innovative strategic direction and to galvanize a community around it; the highest aspirations and ambitions for the quality, reputation, and impact of the school; capacity for building consensus, commitment, and accountability around implementing and operationalizing strategic plans and initiatives.

**Leadership:** Ability to recognize, understand, and effectively advocate for the needs of the school and to make difficult decisions with integrity, good judgment, appropriate inclusion, and timeliness; ability to work collaboratively with University leadership and colleagues as well as to successfully lead faculty, staff, programs, and change in a large, complex academic environment; inclination to listen, learn, and be a



visible and positive presence at the school and on campus; ability to foster a culture and community where kindness, humility, growth, and care are high priorities.

**Knowledge of the education landscape:** Understanding of how national, global, social, and technological changes impact learning as well as the capacity to serve as a respected thought leader within the local community and beyond; awareness of the challenges facing schools of education; and an understanding of the dynamics of accreditation for schools of education.

**Champion for equity and justice:** Demonstrated commitment to and record of leadership or personal impact in advancing equity and justice; ability to articulate and embody the School of Education's mission-vision, particularly as related to justice and equity; exemplary skill in communicating, collaborating with, and supporting a diverse community.

**Support faculty and staff:** Ability to recruit, develop, and retain excellent faculty and facilitate their professional success; recognize and value the contributions of staff, and empower them to contribute to the school's advancement.

**Authentic investment and interest in students:** Commitment to understanding evolving student needs and concerns and to providing students with the meaningful experiences that lead to their academic and professional success; decision making that facilitates teaching with and for dignity.

**Community engagement:** Ability to envision and forge engaged partnerships that facilitate learning with and from communities and collaboration with a wide variety of external constituents, including community leaders; commitment to serving the broader community through initiatives that foster lifelong learning and are available to all, and new pathways to degree programs.

**Collaboration:** Collaborative and relationship-based leadership style with a firm belief in shared governance and a high level of collegiality in working with faculty, staff, and students and with school and University leaders; experience bringing people together to solve challenges and implement initiatives and plans.

**Management:** Capacity to oversee the management of an organization, including the ability to shape and implement a plan, effectively engage and support faculty and staff, and anticipate downstream impacts of decisions; astute understanding of finances and the relationship among academic priorities, budgeting, and fundraising; commitment to capacity building and succession planning to ensure continued development and future organizational growth.

**Superb communication skills:** Ability to connect with audiences large and small and to communicate with transparency, clarity, and effectiveness; exceptional capacity to promote the school's interests, priorities, and brand across and beyond the Pitt campus; openness to listening and to integrating the input of others.

**Fundraising and external relations:** Capacity to lead effective fundraising efforts that inspire others to strengthen and support the school and its goals, combined with the skill and experience to cultivate and steward relationships.

## About the University of Pittsburgh

### Overview

Since 1787, Pitt has never stopped pushing the edge of what's possible. From research achievements to the quality of its academic programs, the University of Pittsburgh ranks among the best in higher education. With an enrollment of over 29,000 students on the Pittsburgh campus, Pitt is internationally respected as a center for learning and research.

Faculty members have earned such prestigious honors as the National Medal of Science, the John D. and Catherine T. MacArthur Foundation "genius grant," the Lasker-DeBakey Clinical Medical Research Award; election to the National Academy of Sciences, the National Academy of Medicine, the National Academy of Engineering, and the National Academy of Inventors; and receipt of the National Medal of Technology and Innovation. Staff members' enthusiasm, talent, and dedication to the University's mission ensure smooth and effective institutional operations and an exceptional student experience. Students come to Pitt from all 50 states, three territories, the District of Columbia, and more than 110 countries.

With four regional campuses in Bradford, Greensburg, Johnstown, and Titusville, Pitt offers a vast array of opportunities and more than 650 degree and certificate programs. More than 14,000 faculty members, research associates and postdoctoral associates, and staff members are employed on the Pittsburgh campus, and another 700 work at the University's four regional campuses. Pitt offers generous [benefits](#) and values [work-life balance](#).

The 132-acre Pittsburgh campus, in the vibrant and beautiful Oakland neighborhood, is home to the Cathedral of Learning, a renowned and popular landmark that, at 42 stories, is the tallest academic building in the Western Hemisphere. The Pittsburgh campus is also home to the University's health sciences schools and is co-located with the highly ranked UPMC (formerly University of Pittsburgh Medical Center) and its flagship medical facilities. Pitt has served as an integral partner and a key player in driving the growth of the education and health services supersector in the Pittsburgh metropolitan region.

For more information about the University of Pittsburgh, please visit [www.pitt.edu](http://www.pitt.edu).

## Leadership

### Joan Gabel, Chancellor



Joan Gabel became the University of Pittsburgh's 19th chancellor on July 17, 2023. Previously, Gabel served as president and chief executive of the University of Minnesota System and Twin Cities campus. Prior to joining the University of Minnesota System, she served as executive vice president for academic affairs and provost at the University of South Carolina and as dean of the Robert J. Trulaske, Sr. College of Business at the University of Missouri. Gabel is the recipient of numerous research, service and teaching awards, including recognition as a Fulbright scholar. She currently serves as chair of the Association of Public and Land-grant Universities' Council of Presidents, vice chair for the Council on Competitiveness, and on the boards of the American Council on Education and Fulbright (CIES), among others. She holds a bachelor's degree in philosophy from Haverford College and a Juris Doctor from the University of Georgia School of Law.

Chancellor Gabel has initiated a search for the next provost of the University of Pittsburgh. Working with a search committee, she expects to identify the next permanent incumbent of the role in early 2024.

### Joseph J. McCarthy, Interim Provost and Senior Vice Chancellor



As interim provost and senior vice chancellor, Joseph J. McCarthy has primary responsibility for the University of Pittsburgh's academic mission, including supporting scholarly excellence among more than 5,700 faculty members and academic success among nearly 34,000 undergraduate, graduate, and professional students on all five campuses. Prior to this role, McCarthy served as vice provost for undergraduate studies, focusing on enhancing the academic experience of Pitt's undergraduates.

McCarthy is also the William Kepler Whiteford Professor in the Swanson School of Engineering's Department of Chemical and Petroleum Engineering and has been recognized for his contributions to teaching and curriculum development and for his leadership of undergraduate research programs. His accolades include the Carnegie Science University Educator Award, Swanson School's Outstanding Educator Award, and the Chancellor's Distinguished Teaching Award.

McCarthy holds a PhD in chemical engineering from Northwestern University and a bachelor's degree in chemical engineering from the University of Notre Dame.

## Pittsburgh



The University views the city of Pittsburgh as an extension of its campus, and Pittsburgh is no ordinary college town. The city is transforming from an industrial capital to a center of education, research, and innovation. Pitt actively engages with the surrounding community through its [Community Engagement Centers](#), community-driven partnerships and volunteer service. With 43 school districts in Allegheny County, the largest of which is the Pittsburgh Public School District, Pittsburgh offers a multitude of opportunities for collaboration in K-12 education. The city hosts a high concentration of influential nonprofits and, as an international center of emerging information technology, is home to companies such as Duolingo, one of Google's national offices, and over 140 robotics companies. The city also has a long history in banking and manufacturing and is becoming a leader in advanced manufacturing technologies and nanotechnology.

Pittsburgh's reinvention since its days as a smoky steel town has received national acclaim and garnered numerous [accolades](#). Pittsburgh is a vibrant, approachable, midsize city with world-class arts and cultural institutions, as well as multiple foundations of note that support education. Wrapped in rivers, intertwined with trails, and packed with parks, Pittsburgh is a green and outdoor city with fantastic urban views and a famed downtown skyline. In the eyes of its many visitors, Pittsburgh offers a surprising and unexpected experience, with natural beauty, unique terrain, and diverse offerings at every turn.

For more information on the city of Pittsburgh, please visit [coolpgh.pitt.edu](http://coolpgh.pitt.edu).

## Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of Pittsburgh in this search. For fullest consideration, candidate materials should be received by February 26, 2024.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Robin Mamlet, Alejandra Gillette-Teran, and Cathryn Davis  
[PittEducationDean@wittkieffer.com](mailto:PittEducationDean@wittkieffer.com)

*The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity. EEO/AA/M/F/Vets/Disabled*