



UNIVERSITY OF NOTRE DAME

DIRECTOR

INSTITUTE FOR EDUCATIONAL INITIATIVES

Notre Dame, IN

UNIVERSITY OVERVIEW

The University of Notre Dame provides a distinct voice in higher education – one that is rigorously intellectual, steadfastly values-driven, and firmly embracing an ethos of service. Founded in 1842 by the Congregation of Holy Cross, Notre Dame is a private Catholic research university located on 1,261 acres adjacent to the city of South Bend, Indiana, approximately 90 miles east of Chicago. The South Bend community offers a small-town feel with a number of big-city amenities, including Broadway plays, first-rate musical and performance artists, and a vibrant and growing innovation culture. South Bend and the Michiana region offer something for everyone, including many outdoor activities.

Notre Dame is ranked among the nation's top 20 institutions of higher education in surveys conducted by *U.S. News and World Report*, *Time*, *Kiplinger's*, and *Kaplan/Newsweek*. The source of the University's academic strength is its faculty, which since 1988 has grown by more than 500 new members and is supported by more than 200 endowed professorships.

Academic life at the University is centered around the College of Arts and Letters, the Mendoza College of Business, the College of Science, the College of Engineering, the Graduate School, the Keough School of Global Affairs, the Law School, and the School of Architecture as well as 14 major research institutes, numerous centers, a network of Global Gateways and Centers, and the University Library system. The Graduate School encompasses 48 master's and 26 doctoral degree programs in and among 30 University departments.

University enrollment for the 2019-20 academic year was 12,681 students overall: 8,731 undergraduates and 3,950 graduate and professional students. The median incoming first-year undergraduate student ranks in the top 1 percent of the nation in either high school performance or test results, or both of those measures. The academic profile of the enrolled class continues to rank among the top 10 to 15 in the nation for national research universities. Diversity and inclusion are fundamental priorities at Notre Dame. The University's minority student population has more than tripled in the past 20 years; 2019-20 enrolled students include 23% minorities. Women, first admitted to undergraduate studies at Notre Dame in 1972, now comprise approximately half of undergraduate and overall enrollment.

In the past decade, Notre Dame has significantly and successfully increased its investment and emphasis on research, scholarship, and creative expression. External funding for research and scholarship through competitively awarded grants and contracts, which was \$73 million in 2004, surpassed \$180 million last year.

Notre Dame's operating budget for fiscal year 2019-20 was approximately \$1.7 billion, and the market value of its endowment pool is \$13.8 billion. The size of the University's endowment ranks among the top 15 of all American colleges and universities, and since 1985 the University has ranked first nationally in the amount of money contributed annually by parents. In its previous campaign, Notre Dame became the first university without a medical school to surpass the \$2 billion mark in a traditional seven-year capital campaign. The "Spirit of Notre Dame" campaign raised \$2.014 billion at its conclusion in June 2011. The University's current campaign, "Boldly Notre Dame," is a seven-year, multi-billion-dollar effort that will conclude in 2020. Among the campaign's top priorities is raising \$1 billion to provide increased financial aid for students.

INSTITUTE FOR EDUCATIONAL INITIATIVES OVERVIEW

The Institute strives to improve the education of all children, particularly those living in communities of low opportunity. Its teaching, scholarship, and service reflect Notre Dame's commitment to continuous improvement in PK-12 schooling. Distinguished scholars and practitioners, including Institute Fellows across the University, pursue interdisciplinary collaborations to better understand and improve PK-12 education both in the U.S. and internationally, with a particular focus on Catholic schools. The Institute's reputation as a force for good in PK-12 education has stemmed in large part from its programmatic thrust, including its wide array of distinctive graduate-level licensure programs that provide academic and spiritual formation for teachers and leaders.

Founded in 1996 under the direction of Prof. Maureen Hallinan, the Institute for Educational Initiatives has grown dramatically in its history. It now provides an intellectual home at Notre Dame for more than 30 teaching and clinical faculty members and professors of the practice as well as 80 Faculty Fellows from a range of academic disciplines who are united by a shared interest in PK-12 education. Through teaching, research, and outreach, Institute Fellows and affiliates strive to improve the education of all young people, particularly the disadvantaged, with a special—though not exclusive—call to sustain, strengthen, and transform elementary and secondary Catholic schools.

IEI units and endeavors include:

- [Alliance for Catholic Education \(ACE\)](#): An organization engaged in a wide array of formation programs, professional services, and research designed to serve and strengthen K-12 Catholic schools, including two graduate degree programs.

- [Center for Research on Educational Opportunity \(CREO\)](#): A research center that conducts basic and applied research on educational outcomes and practices, including the organization of schools and the effects of schools on student outcomes.
- [Interdisciplinary Minor in Education, Schooling, and Society \(ESS\)](#): A minor in the University's College of Arts and Letters that studies the role of education from both national and international perspectives using the tools of the liberal arts and social sciences.
- [Notre Dame Program for Interdisciplinary Educational Research \(PIER\)](#): A program for doctoral students pursuing education research that offers training in research design, implementation, analysis, and inference through the Rev. James A. Burns Fellowship.
- [AP-TIP IN](#): A program working with high schools, mainly in Indiana, to increase enrollment and achievement in math, science, and English Advanced Placement courses through high quality professional development.
- [Notre Dame Center for STEM Education](#): A center that translates research into action by collaborating with researchers and practitioners at Notre Dame and across the nation to help students innovate, engage, and excel in the STEM disciplines of science, technology, engineering, and math.
- [Notre Dame Center for Literacy Education](#): A center that conducts research, community outreach programs, and teacher formation programs to significantly improve literacy achievement and life outcomes for all students, especially those from vulnerable populations.
- [Global Center for the Development of the Whole Child](#): An international center dedicated to designing, evaluating, and advising on holistic programs and policies to improve the lives of children and youth growing up in adverse conditions across the world by promoting academic learning, nurturing relationships, social-emotional skill development, and civic engagement.

Academic Programs:

- [Master of Education \(M.Ed. degree\)](#) – ACE Teaching Fellows. The ACE M.Ed. intensively prepares teachers by integrating graduate-level coursework with an immersion teaching experience. Teachers spend two summers on campus taking courses, combined with a limited number of distance-learning classes during the academic year that directly relate to their classroom teaching experiences. Upon graduation, they are eligible for state licensure as a teacher in Indiana.
- [Master of Arts in Educational Leadership \(MA degree\)](#): ACE Mary Ann Remick Leadership Program. Students in the program earn a Master of Arts in Educational Leadership over three summer sessions and two academic years and can become

eligible for school leadership licensure. The instructional approach blends on-campus summer classes with applied online coursework during the academic year that focuses on instructional leadership, executive management, and school culture.

- [Interdisciplinary Minor in Education, Schooling, and Society](#): A 15-credit minor that includes an introductory course, three electives, and a capstone research project and provides resources for students to pursue a range of careers after graduation.

Certificate/Licensure Programs:

- ACE [Program for Inclusive Education](#): An 18-credit hour formation program that leads to certification in Exceptionalities: Mild Intervention through four semesters of online coursework and two weeks of on-campus classes.
- ACE [English as a New Language](#): An 18-credit hour formation program that leads to ENL/ESL certification through six courses that help students understand the process of language acquisition, employ research-based instruction strategies, and cultivate culturally sustaining classrooms.

THE POSITION

Context

The Institute for Educational Initiatives is thriving. It contributes powerfully to Notre Dame's mission to be a force for good in the world and, especially through the Alliance for Catholic Education, provides robust and direct service to the Catholic Church domestically and globally. Important hallmarks of the Institute include an entrepreneurial culture focused on continual improvement and a close-knit community united in an appreciation of interdisciplinary approaches to advance its mission. With its strong faculty, solid financial position, superb new facilities, and an outstanding reputation for excellence in scholarship, formation of educators, and professional services, the Institute is strongly positioned for continued expansion and increasing impact on the lives of students, especially those living in communities of limited opportunity.

Role

The Director reports directly to the Provost and provides leadership for all aspects of the Institute. In particular, the Director has responsibility for the administration, well-being, and development of the Institute, its faculty, staff, programs, and other activities. This includes

- Articulating and implementing the vision of the IEI
- Overseeing the leaders of each unit within the IEI
- Leading and implementing comprehensive strategic planning exercises

- Recommending IEI Fellows for appointment and reappointment and leading meetings of the Fellows
- Leading efforts to identify and recruit outstanding faculty and professional staff for leadership positions within the Institute
- Promoting the financial health of the IEI and its programs
- Ensuring the quality and continued improvement of the programs within the IEI
- Cultivating a spirit of inquiry and scholarship on education-related topics, with a special emphasis on Catholic education and service to students who face special challenges
- Engaging diverse stakeholders to enhance awareness of the IEI and to advance its work and reputation

The IEI has six units whose directors report to the Director of the IEI, which are:

- Alliance for Catholic Education (ACE)
- Center for Research on Educational Opportunity (CREO)
- Center for STEM Education
- Center for Literacy Education
- Interdisciplinary Minor in Education, Schooling, and Society
- Global Center for the Development of the Whole Child

OPPORTUNITIES AND CHALLENGES

The Institute for Educational Initiatives seeks an entrepreneurial leader who will continue to champion the teaching and research goals of the Institute. Among the opportunities and challenges facing the Director in this exciting endeavor will be:

Collaborate with key stakeholders to develop a strategic vision that builds on the success and progress of the Institute to catalyze its next phase of growth and evolution, animated by the distinct Catholic mission of Notre Dame.

After more than two decades of unprecedented growth, the next Director has the opportunity to build on a very strong foundation. The Director will work with faculty and professional staff to provide strategic direction for the next chapter of investment in academic excellence and service to educators and schools (public, private, and faith-based, with a special emphasis on Catholic schools) and the field of education. The Institute must remain focused and disciplined as it identifies and responds to needs articulated by stakeholders in elementary and secondary education, both domestically and around the world. The Director must be able to articulate how the University's unique Catholic mission and goal of being a force for good translates into the Institute's research and teaching missions, differentiates it from other academic programs engaged in research on education and the formation of teachers and school leaders, and inspires its community to pursue higher levels of excellence and impact.

Recruit, retain, and develop eminent and mission-focused faculty.

The Director will work with faculty to develop a strategy to attract the most talented mission-driven scholars from around the world to Notre Dame. The Director will understand the importance of early career development and promote efforts that enable junior and senior faculty members to thrive, thus ensuring their retention. Given the variety of appointments of faculty affiliated with the Institute—from traditional tenure-track appointments, to clinical and teaching professors, to professors of the practice—the Director must foster collegiality and collaboration among a faculty held accountable to a variety of standards and expectations but a common mission and commitment to excellence.

Promote and advance efforts to support a diverse, inclusive, and mission-focused community.

Advancing a culture that is mission-focused, diverse, and inclusive should be a significant priority for the Director. The new Director should pursue strategic efforts to enhance diversity among the Institute's faculty, professional staff, and students while striving for unified and zealous commitment to improve the lives of all children through education that develops their God-given talents.

Promote the Institute's advancement through energetic stewardship of benefactors and philanthropic foundations.

The Institute possesses a sizable endowment and successful grant-writing thanks to the energy and bridge-building of its former director, collaboration with Notre Dame's Development Office, and the establishment of an entrepreneurial culture among faculty and professional staff. With over 50% of the Institute's annual budget provided by grants and contracts, the Director should be a skilled fundraiser.

Foster communication and collaboration within and among the Institute's Centers and Faculty Fellows.

Clear and frequent communication is critical to ensure that the strategy and vision are understood and that there is alignment across areas. The Director should prioritize effective internal and external communications of various types to convey to audiences both targeted (e.g., within the field of education, the Church) and broad (the academy, education policy-makers) the scholarship, formation, and professional services performed by Institute units, faculty, and fellows.

DESIRED EXPERIENCE / ATTRIBUTES

The search committee understands that no single candidate is likely to possess all of the qualifications listed below at the same level of excellence, but it seeks candidates with the following experience and abilities:

Understanding of Notre Dame's Catholic Mission and Tradition

The Director must demonstrate an understanding and passion for Notre Dame's commitment to its Catholic character and to a culture that combines rigorous academic work with an atmosphere of faith. He or she must embrace the Institute's mission, nurture it, and broadcast its importance and possibilities.

Intellectual Leadership

The Director must be an intellectual leader with academic stature in the field of education or a cognate field, with a distinguished record of teaching, scholarship, and programmatic leadership. A master's degree is required; a doctorate or other terminal degree is strongly preferred.

Strategic and Administrative Leader

The Director should bring gifts for strategic thinking with demonstrated experience of effectively leading personnel and managing operations and finances. The Director should be politically adept and deft in negotiations, with well-honed problem-solving skills and experience navigating the dynamics of a large and growing organization.

Adroit Communicator and Cultivator of Partnerships

The Director must be a consultative leader who listens carefully to diverse perspectives and communicates and collaborates well both internally and externally.

Financial Acumen

An astute understanding of finance and the relationship between priorities and budget will be important for the Director. While the Institute is fortunate to be well-resourced, the Director must be a responsible steward who is able to cultivate across the Institute prudent and efficient use of resources. The Director should display a deep understanding of the current funding climate and a demonstrated track record of developing strategies to increase and diversify funding streams essential to the Institute's growth and impact.

Fundraising Capabilities

While the fundraising efforts are heavily supported by Notre Dame's Development Office, the Director will need to demonstrate the capacity and passion to lead advancement initiatives. He or she should be able to inspire and cultivate key external constituencies, attract partners, and generate enthusiasm and support for the Institute and its array of Centers and Programs.

Commitment to Diversity

The Director must bring a demonstrated commitment to the promotion of diversity, equity, and inclusion, broadly construed. He or she should have a track record of advocating for persons from historically underrepresented and marginalized groups, including women, while creating a welcoming community for students and faculty of all backgrounds.

Personal Stature

The Director must demonstrate the highest degree of personal integrity, equanimity, fairness, and energy. He or she must be an excellent listener as well as speaker and have a disposition that is welcoming, upbeat, and hopeful.

MORE INFORMATION

For further information on the University of Notre Dame, please visit the website at:

<http://nd.edu>

APPLY

To apply for the position, please visit <http://apply.interfolio.com/77641>.