



# Dean of the College of Education, Health, and Behavioral Sciences

## Leadership Profile

Summer 2025



*WittKieffer*

## Executive Summary

The University of Tennessee at Martin, in partnership with WittKieffer, invites nominations and applications for the position of Dean of the College of Education, Health, and Behavioral Sciences. UT Martin seeks an innovative, collaborative, and visionary leader to advance the College's mission of excellence in education, scholarship, and experiential learning. The Dean will report to the Provost and Senior Vice Chancellor for Academic Affairs and will join a strategic and collaborative team of deans that serve the five academic colleges, the graduate college, and the library.

Founded in 1900, UT Martin is a primary regional comprehensive university in the University of Tennessee System. UT Martin includes a main campus and six regional centers with each of these campuses providing transformative academic opportunities combined with unparalleled accessibility for learners located throughout West Tennessee and beyond. Located in rural Northwest Tennessee, the main campus of UT Martin is a small-town university for people with big dreams, offering a traditional college town setting in the welcoming community of Martin, Tennessee. UT Martin students experience high-quality academic programs, excellent facilities, strategic student success support, and outstanding faculty members whose primary focus is teaching excellence. Fall 2024 enrollment increased by over 8% and totaled 7,507 students who came to the University from 88 of Tennessee's 95 counties, as well as from 43 states, and 24 countries. The University competes in NCAA Division I in both men's and women's athletics and is a member of the Ohio Valley Conference.

The College of Education, Health, and Behavioral Sciences (CEHBS) at UT Martin is comprised of five departments (Behavioral Sciences, Educational Studies, Health and Human Performance, Nursing, and Psychology). The Dean of CEHBS will provide vision and leadership, serve as an advocate, and be the academic leader of the College. The Dean works closely with the five Department Chairs and multiple program Directors to shape the curriculum and strengthen teaching, scholarship, and service in all programs. The Dean also works to establish partnerships with stakeholders across UT Martin, the community, and the state in advancing the mission and strategic plan of the University.

The Dean of CEHBS must be an effective academic leader who is skillful in building consensus, fostering a collegial environment, and promoting the strategic vision of the University. The Dean will be expected to help drive achievement of the University's goals defined by the new strategic plan within CEHBS as well as enhance UT Martin's stature as a student-centered and learning-focused institution committed to excellence in all fields of scholarly endeavor.

Candidates must have an earned doctorate or terminal degree from an accredited institution in one of the disciplines within CEHBS and possess a distinguished record of accomplishment consistent with appointment as a full professor in one of the CEHBS disciplines. The successful candidate will have an extensive record of effective academic administrative leadership responsibilities and initiatives at the level of department chair or above, who is a persuasive communicator with strong and highly effective interpersonal skills. Preferred candidates will inspire faculty and staff to work together to build outstanding academic programs. The ideal candidate will possess strong management skills with the ability to effectively partner with a broad range of internal and external constituents.

The national executive search firm, WittKieffer, has been retained to assist the University of Tennessee at Martin in this search. Information about how to nominate a candidate or to apply for this opportunity can be found later in this document in the section, "[Procedure for Candidacy](#)."

## Role of the Dean of the College of Education, Health, and Behavioral Sciences

Reporting directly to the Provost and Senior Vice Chancellor for Academic Affairs, the Dean provides strategic academic leadership for the College. Position responsibilities include, but are not limited to the following:

- Develops strategic plan, in collaboration with the College's faculty and staff, enhancing academic offerings while responding to new opportunities in West Tennessee
- Creates a positive, supportive environment fostering collaboration and engagement for faculty, staff, and students, as well as those external to the College and University
- Participates in fundraising activities and grant development
- Leads budget planning and resource development
- Communicates and collaborates with the Provost and Senior Vice Chancellor of Academic Affairs on the operation of the College, including identifying and responding to challenges and opportunities
- Oversees recruitment, selection, and onboarding of the College department heads, faculty, and staff
- Supervises, evaluates, and coordinates professional development of department chairs and administrative staff
- Ensures quality of instruction by recruiting and retaining high-quality faculty, evaluating faculty performance, and identifying and meeting faculty professional development needs to achieve teaching excellence
- Gathers, organizes, and archives information related to division personnel, programs, services, and resources
- Develops assessment plans for general education core competencies and student learning outcomes while supporting and documenting continued compliance with all SACSCOC accreditation requirements
- Supervises assessment plans and strategies for externally accredited programs within the College
- Supports the development of innovative academic and co-curricular programs
- Assures internal and external collaboration and communication with students, other colleges, Academic Affairs, business and industry, community groups, individuals, and other external agencies supporting the mission, goals, policies, and procedures of the College
- Plans and conducts regular College and Departmental meetings ensuring effective communication and collaboration
- Represents the College and its programs at a variety of meetings, public events, and related engagements
- Participates in commencement exercises and events

The Dean supports a culture of engagement and actively demonstrates a commitment to the wellbeing of all students, faculty, and staff. The successful candidate is expected to contribute in measurable ways to the University of Tennessee's mission and fully embrace the systemwide Be One UT Values.

## Opportunities and Expectations for Leadership

With UT Martin's recently approved five-year strategic plan, [Watch Us Soar](#), it is an exciting time to welcome a Dean who will join dedicated colleagues in shaping the future of the University. The strategic plan provides a roadmap for the future with new initiatives and goals all designed to advance UT Martin's vision, to cultivate a vibrant academic community that empowers individuals, advances knowledge, and positively transforms society. The College of Education, Health, and Behavioral Sciences (CEHBS) will be a critical player in this effort.

The Dean of the College of Education, Health, and Behavioral Sciences will report directly to the Provost and Senior Vice Chancellor for Academic Affairs and be an integral and vital part of the academic leadership team. Among the Dean's priorities are to:

- **Build a bold vision for the future and engage the support of the faculty, staff, students, alumni, and the community.** As the disciplines represented within CEHBS are a relatively unique combination, it is important that the Dean appreciates and supports the programmatic, external accreditation requirements, and resource needs of each. The Dean will engage faculty and leadership within CEHBS to develop a vision and corresponding plan for the College within the University's strategic plan that supports excellence and appropriate growth and fosters a culture of innovation and service. This plan will embrace the fundamental focus at UT Martin that students come first. The Dean will be expected to have an understanding of the breadth of UT Martin's student population, a passion for helping them thrive, and the ability to blend best practices with innovative approaches that support their success and development. The Dean will promote interprofessional and interdisciplinary partnerships, collaborating with other UT Martin colleges to identify opportunities for program development and research.

The Dean will engage faculty in the process of continuous improvement of the curriculum and the identification of changes, enhancements, and additions that address both current and anticipated demand. The Dean will identify opportunities to increase student enrollment and the College's revenue and funding, in particular exploring opportunities to develop programs targeted to the adult learner, and online programs. In the current climate of competition for students and faculty, it is imperative that the Dean determine the key differentiators that set CEHBS apart in order to articulate and disseminate the College's uniqueness. The Dean will establish initiatives related to expanding and enhancing the student pipeline. With the added concern of a diminishing incoming undergraduate student population, CEHBS will need to determine its niche for outstanding undergraduate and graduate programs that position graduates for success in the workplace.

The Dean must develop a cohesive team among the faculty and staff, building an "esprit de corps" and making all members feel they are an essential part of CEHBS by seeking their input and by continuing to advance a culture based upon respect, compassion, and trust. The Dean will set clear expectations, holding faculty and staff accountable to established measures.

- **Recruit and retain strong faculty and staff.** The CEHBS faculty (tenure track and clinical track) are accomplished in their areas of expertise and continually strive for success at all levels. The Dean will continue developing a faculty of distinction, establishing the highest standards in faculty recruitment, appointment, tenure, and promotion to enhance consistent excellence in teaching, scholarship, and practice. This will include identifying recruitment needs to support curriculum changes and program expansion at the junior, mid-level, and senior faculty levels, retaining and recruiting faculty with strong records in education, practice, and scholarship. The Dean will support the ongoing professional development of the faculty, especially through efforts focused on mentoring junior faculty and encouraging all faculty to be active and valued participants in curriculum evaluation and new program development. The Dean will also support the professional development of staff, providing opportunities for them to enhance their skills and prepare them for additional roles within CEHBS as well as for opportunities for advancement across UT Martin.
- **Advance scholarship and research.** The Dean will establish and maintain a strong culture of scholarship activity and research, broadly defined, among CEHBS faculty, providing a supportive environment that fosters such activity, facilitates achieving sponsored research funding, and promotes new research programs. The

Dean will identify opportunities for interdisciplinary collaboration with other colleges and schools within UT Martin, as well as with clinical partners and other external organizations, fostering the development of synergistic relationships that will advance the College's scholarship and research.

- **Advocate for the College.** The Dean is expected to be a prominent and effective advocate for the College within UT Martin, as well as within the larger community. Serving as the executive representative of CEHBS, the Dean will foster collaborative relationships with senior leadership throughout UT Martin, establishing ways to align University priorities with those of the College. The Dean will seek opportunities to strengthen communications between the College's faculty and those of the other UT Martin colleges and community. It is expected that the Dean of CEHBS will work closely with other deans at UT Martin to ensure that the University's mission is met with a collaborative approach.
- **Act as the "face and voice" of the College.** The Dean is expected to bring prominence to the College by actively participating in local, regional, state, and national education, healthcare and other academic organizations (e.g., accrediting bodies, professional organizations, national and local hospitals, health departments, local schools, and others). The Dean will lead efforts to identify ways the College can increase its visibility to prospective students and faculty regionally as well as nationally.

The Dean will seek opportunities to increase philanthropic support to provide scholarships and to support research, playing a significant role in fundraising and friend raising for the College. The Dean will actively participate in development efforts to increase private support from individuals, foundations, and corporations for initiatives promoting the quality of education as well as the continued quality of faculty scholarship and practice. The Dean will build new strategic alliances and create a culture of philanthropy among alumni.



## Professional Qualifications and Personal Qualities

An earned doctorate or terminal degree and previous experience in academic administration or a leadership position at the department chair level or above are required. The Dean will bring a strong record of teaching and scholarly or creative achievement in one of the areas represented by the College and should have evidence of scholarly or creative accomplishments to justify a tenure-track appointment at the rank of full professor.

The successful candidate must understand the opportunities and challenges facing a public university and possess the skills, leadership, and vision to advance the College. Significant and demonstrated experience in solving a variety of fiscal budgetary, personnel, and management problems in a rapidly changing environment is needed. Demonstrated experience assessing student learning and faculty development, as well as experience working with neurodiverse faculty, staff, and students, is required. Strategic planning experience is preferred.



### **Additional qualities and attributes of the ideal candidate include:**

- Academic leader who proactively meets the needs of first-generation students and students from neurodiverse populations
- Adept and innovative leader who creatively responds to opportunities and creates an innovative culture across the College
- Committed to integrity, transparency, and shared governance
- Committed scholar who values and supports faculty development and mentorship

- Fact-driven leader with experience in quantitative analysis, assessment, and outcomes measurements, as well as accreditation efforts
- Fiscally responsible leader possessing the ability to develop and manage a budget while creatively thinking about growth opportunities for the College
- Passionate advocate for the disciplines included in Education, Health, and Behavioral Sciences
- Skilled listener and thoughtful communicator at ease with multiple constituencies in multitudes of settings
- Strong leader deeply supporting faculty research and creativity; promoting collaboration, and optimizing the effectiveness of dedicated faculty and staff
- Willing and proven fundraiser with a knowledge base and personal commitment to be appropriately engaged in creating a positive culture of philanthropy for the College



# About University of Tennessee at Martin

## Overview

The [University of Tennessee at Martin](#) is a primary regional University in the [University of Tennessee System](#) that includes the main campus and six regional centers in West and Middle Tennessee. The main campus is located in rural Northwest Tennessee and offers a traditional college setting in a welcoming community. UT Martin students experience high-quality academic programs, excellent facilities, and outstanding faculty members whose primary focus is teaching. Fall 2024 enrollment totaled 7,507 students who came to the University from 88 of Tennessee's 95 counties, 43 states, and 24 countries.

The University offers baccalaureate and master's degrees, majors, concentrations, and options in more than 140 specialized fields. Many faculty members are considered among the top educators in Tennessee and the nation by professional organizations and through other recognitions. Experiential learning is an important part of being a UT Martin student through internships and other real-world learning opportunities that include options for international travel-study.

Besides traditional classroom education, UT Martin is also home to UT Martin Online, offering both undergraduate and graduate degrees, including the online Bachelor of Interdisciplinary Studies (BIS) degree for working adults. Beyond the main campus, the regional centers in Jackson, Parsons, Ripley, Selmer, Somerville, and Springfield, plus dual-enrollment course offerings to Tennessee high school students, provide broad access to UT Martin academic programs. Next to the 320-acre main campus, 680-acres of agricultural land serve as research and demonstration space for various academic programs.

UT Martin sets a high standard for leadership development and education. More than 150 student organizations offer leadership and involvement opportunities outside the classroom. The University's WestStar Leadership Program teaches class members from around West Tennessee new leadership skills and strategies to assist communities. UT Martin faculty and staff can apply to participate in the Chancellor's Leadership Academy, which welcomes its first cohort in fall 2025 and will provide an eight-month leadership-development experience to help grow future aspiring University leaders.

UT Martin maintains the safest campus environment possible through the University's Department of Public Safety and ongoing educational efforts designed to enhance safety awareness for students, faculty, staff, and visitors. The main campus includes the new Latimer-Smith Engineering and Science Building that opened in spring 2023 and features more than 130,000 square feet of space that houses the University's departments of engineering, computer science, chemistry and physics, mathematics, and statistics. Future facilities approved for construction include the new \$57.5M College of Business and Global Affairs building; construction beginning late this summer for the \$18M Tennessee Entrepreneurial Science and Technology (TEST) Hub; and design work starting for a new 400-bed student residence facility.

The University competes in NCAA Division I in both men's and women's athletics and is a member of the Ohio Valley Conference. The UT Martin rodeo team, the only collegiate rodeo team in Tennessee, is a member of the National Intercollegiate Rodeo Association.

## Mission

The University of Tennessee at Martin educates and engages responsible citizens to lead and serve in a diverse world.

## Core Values

- Academic Program Excellence
- Student Experience
- Inclusion
- Advocacy and Services

## Strategic Plan

As UT Martin embarks on a new chapter, they developed an updated strategic plan to guide them through the ever-evolving landscape of higher education. More information on the plan is available [here](#).

- **Goal I:** To achieve sustainable enrollment growth by investing resources to attract and support a wide range of learners.
- **Goal II:** To enhance our institutional reputation by delivering exceptional education and service to all UT Martin constituents.
- **Goal III:** To create and enhance physical and virtual spaces that meet the evolving needs of future learners and educators.
- **Goal IV:** To reaffirm our commitment to West Tennessee by strengthening existing partnerships and developing new collaborations to drive regional growth and development.
- **Goal V:** To promote and celebrate faculty and staff excellence and student achievement for outstanding embodiment of the University mission.

## Academics

Inside and outside of the classroom, UT Martin supports students in their pursuit to be innovators in their chosen field of study. With over 100 areas of study taught by world-class faculty, UT Martin lets students choose their path to thrive.

## Colleges

- [College of Agriculture and Applied Sciences](#)
- [College of Business and Global Affairs](#)
- [College of Education, Health, and Behavioral Sciences](#)
- [College of Engineering and Natural Sciences](#)
- [College of Humanities and Fine Arts](#)

## Leadership



### Dr. Yancy Freeman, Chancellor

Dr. Yancy Freeman grew up in Memphis, Tennessee. Dr. Freeman completed an undergraduate degree in political science in 1992, a Master's degree in public administration in 1998, and a doctorate in learning and leadership in 2018 from the University of Tennessee at Chattanooga. Dr. Freeman was appointed by the University of Tennessee Board of Trustees as the 12<sup>th</sup> Chancellor of The University of Tennessee at Martin on July 14, 2023, and his tenure started on August 9, 2023. He has more than 30 years of experience within the University of Tennessee System in higher education administration, student success, and enrollment management.

Dr. Freeman has served on several boards during his career including the Public Education Foundation (PEF), the River City Company, and Chattanooga 2.0. He holds memberships within several honor societies including Golden Key, Alpha Society, and Phi Eta Sigma. He is currently serving on the Tennessee SCORE Advisory Council, the West Tennessee United Way Board, and the University of Tennessee Foundation Board. Furthermore, Dr. Freeman graduated from the UT Leadership Institute in 2005 and the UT Executive Leadership Institute in 2020.

He is married to Rafielle Boone Freeman, 1993 UT Martin alumna, and they have two children: Yancy, Jr. (UT Chattanooga alumnus, 2020 and 2024) and Camille (current UT Martin sophomore studying nursing).



### **Dr. Stephanie Kolitsch, Transitional Provost and Senior Vice Chancellor for Academic Affairs**

Stephanie Tyler Kolitsch received her B.S. in mathematics from East Texas State University (now East Texas A&M University) in 1987 and her Ph.D. in mathematics from The University of Texas in 1994. She currently serves as the Transitional Provost and Senior Vice Chancellor for Academic Affairs, and she will return to her previous position as an Associate Provost upon the successful appointment of our next Provost and Senior Vice Chancellor of Academic Affairs. In addition, Dr. Kolitsch serves as the SACSCOC Institutional Accreditation Liaison and is a Professor of Mathematics. She has more than 30 years of experience at the University of Tennessee at Martin, serving in various roles including as a Department Chair, Director of Institutional Accreditation, and Interim Director of Institutional Research.

Dr. Kolitsch has served as a consultant for numerous entities, including the Tennessee Higher Education Commission, the Tennessee State Board of Education, the Tennessee Department of Education, and several institutions of higher education. Consulting work has focused on K-12 mathematics standards, higher education policy, and institutional accreditation.

Dr. Kolitsch is married to Dr. Louis Kolitsch, a Professor of Mathematics at The University of Tennessee at Martin.



# About the College of Education, Health, and Behavioral Sciences

## Overview

The College of Education, Health, and Behavioral Sciences (CEHBS) at UT Martin is where passionate educators and professionals go to inspire the next generation. With a mission rooted in service, leadership, and care, the College prepares students to become changemakers in a wide range of fields, including education, criminal justice, health and human performance, nursing, psychology, social work, and sociology.

Students enrolled in the College of Education, Health, and Behavioral Sciences are compassionate, driven, and people focused. They are committed to improving their communities, supporting those in need, and making a positive difference in the world. Our students are strong, service-oriented individuals who are preparing for the real-world challenges ahead with a sense of purpose and optimism.

CEHBS proudly houses 11 of the 63 Academic Registered Student Organizations at UT Martin, which are listed below:

## CEHBS Academic Student Organizations

- Association for Childhood Education International (ACEI)
- Council for Exceptional Children (CEC)
- Criminal Justice Society
- Nurses Christian Fellowship Page Turners
- Psychology Club Sociology Club
- Sports, Health, Athletics, & Physical Education Club (S.H.A.P.E. Club) Student Nurses Association (SNA)
- Student Social Work Association
- Student Tennessee Education Association (STEA)

The College offers some of the most diverse and renowned programs at any public university. CEHBS welcomed 2,353 students of the 7,507 students registered at UT Martin for the Fall 2024 semester. CEHBS housed 32% of student enrollment among all five of UT Martin's academic colleges. Along with the discipline-specific bachelors' degrees and the graduate degrees offered by the college, the College is also home to a Bachelor of Interdisciplinary Studies and the Educator Preparation Program which serve the University as a whole. A breakdown of the 2,353 students is provided below by academic major:

## Bachelor's Degrees

- Criminal Justice: 211
- Health & Human Performance: 316
- Integrated Studies: 287
- Interdisciplinary Studies: 318
- Nursing: 336
- Psychology: 198
- Secondary Education: 68
- Social Work: 141
- Sociology: 12

## Master Programs

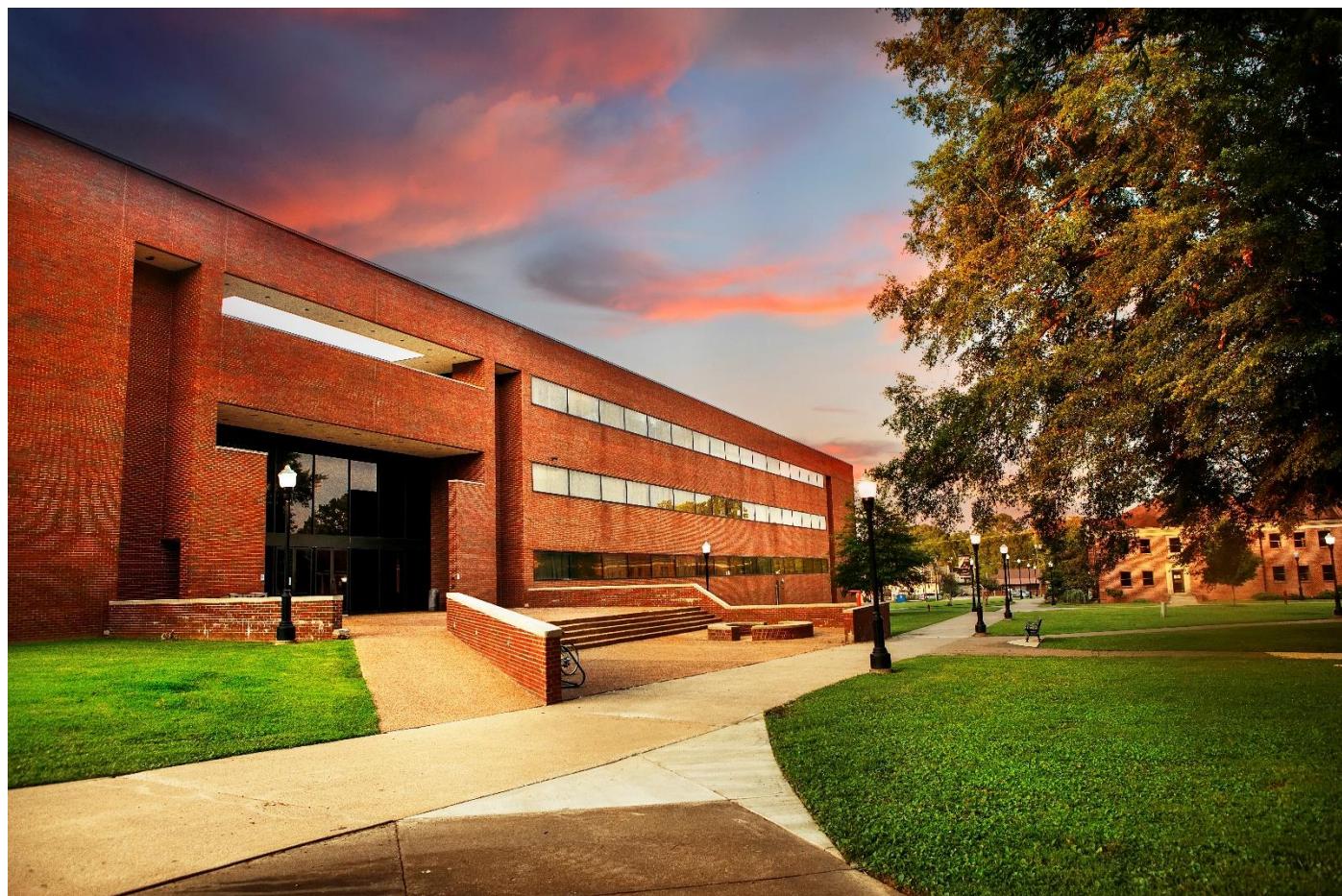
- Counseling: 95
- Criminal Justice: 19
- Educational Leadership: 58
- Sports Coaching & Performance: 10
- Teaching: 278

## New Graduate Programs Coming Soon

- Master of Science in Social Work
- Master of Science in Public Health

## Non-Degree Graduate

- Counseling: 3
- Teaching: 3



## Martin, Tennessee



Today's City of Martin features a revitalized historic downtown business district that includes restaurants, shopping and nightlife. The University and city understand the importance of each to the other's success. Downtown Martin is the site of the annual [Tennessee Soybean Festival](#), which attracts top entertainment and celebrates the area's rich agricultural heritage. An active Town & Gown program helps foster a positive working relationship between the city and University. The traditional college-town setting and related amenities offer a perfect environment for students who attend the University. More about Martin and links to numerous related websites may be found at: <http://www.cityofmartin.net/>



## 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. These documents should be sent electronically via e-mail to the University of Tennessee at Martin's consultant, Claudia Teschky, at [UTennMartinDeanCEHBS@wittkieffer.com](mailto:UTennMartinDeanCEHBS@wittkieffer.com). For fullest consideration, candidate materials should be received by **October 1, 2025**.

Confidential inquiries and questions concerning this search may be directed to Claudia Teschky at 630-575-6172.

*All qualified applicants will receive equal consideration for employment and admission without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, and parental status. In accordance with the requirements of Title VI of the Civil Rights Act of 1964,*

*Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the University of Tennessee at Martin affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the university.*

*Inquiries and charges of violation of Title VI (race, color, and national origin), Title IX (sex), Section 504 (disability), the ADA (disability), the Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Access and Engagement, 544 University Street, #303, Martin, TN 38238, telephone 731-881-3505.*