



## Dean, College of Education and Behavioral Sciences

### Leadership Profile

September 2025



*WittKieffer*

## Executive Summary

The University of Northern Colorado (UNC) seeks a visionary and collaborative leader to serve as the Dean of the College of Education and Behavioral Sciences. This is an excellent opportunity for an equity-minded, creative, strategic, inspiring, and proven leader to join a dynamic university community that values strong community connections and provides authentic community-embedded learning experiences for its students.

Founded as a teacher's college in 1889, the University of Northern Colorado (UNC) has graduated generations of educators, more than any other Colorado university. While UNC's roots remain strong as a leader in preparing teachers and school administrators, the university has diversified its academic portfolio to include programs that prepare students to be leaders in a variety of fields, including health sciences, business, the humanities, and performing and visual arts. Today, the university is classified as a Carnegie Research 2 institution that is home to approximately 8,500 students and more than 200 undergraduate and graduate programs housed across five colleges: Education and Behavioral Sciences, Humanities and Social Sciences, the Monfort College of Business, Natural and Health Sciences, and Performing and Visual Arts. In response to a current and growing need for new doctors, the university is also pursuing the creation of a sixth college that is on track to welcome its first class as early as fall 2026: the College of Osteopathic Medicine.

UNC is committed to supporting its students and providing them with a high-quality education and a community in which they can thrive. The university's expert faculty and tradition of scholarship and hands-on learning give students exceptional opportunities and a personalized education. UNC is proud to be Colorado's newest Hispanic Serving Institution and to be recognized by the Colorado Department of Higher Education as a First Generation-Serving Institution.

The university's 260-acre main campus is in the city of Greeley, a vibrant town of nearly 115,000 in the heart of northern Colorado. According to 2020 census data, Greeley is one of the fastest-growing locations in the country, ranking the fastest in Colorado and the fourth fastest in the nation. Through the university's Extended Campus, students also have access to a UNC education online or at off-campus centers located in Denver and Loveland.

UNC has a long and rich tradition in the preparation of education professionals. Demonstrating its commitment to the university's state-mandated mission to prepare education professionals, high quality [undergraduate and graduate programs](#) are offered. In addition, to preparing personnel for Colorado's schools, the College offers programs in Psychology, American Sign Language and English Language Interpretation, Counseling, and Applied Statistics and Research Methods.

The Dean's responsibilities include devising the college's strategic priorities in collaboration with the faculty; retaining a high-quality and diverse faculty; advancing innovative and creative programs that are high quality; attracting a committed and diverse student body; establishing links between research, theory, and professional application; forging research and curricular connections with other schools and departments across the university; retaining and developing a diverse and talented staff; managing and securing the resources necessary to execute the college's strategic vision; and maintaining productive relationships with community partners, donors, alumni, trustees, and local, national, and global academic and professional communities.

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

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

The College of Education and Behavioral Sciences supports the belief that education is transformational; that candidates who successfully complete the professional education and behavioral science programs can make a difference in the lives of their students and clients.

The vision of the College is to lead conversations around issues of human enlightenment, social conscience, and mutual caring. This ideal includes helping candidates acquire the knowledge, the ability, and the will to impact all students' life chances. The vision is to inspire in candidates a heightened and consequential sense of responsibility for stewardship of our schools and our communities. Diversity and inclusion are core institutional values at UNC, and the College of Education and Behavioral Services is dedicated to creating an inclusive and diverse environment for its students and its faculty.

The Dean will create a thriving environment that encourages excellence in professional practice, graduate and undergraduate education, and faculty scholarship. The Dean, in collaboration with unit leaders from the Departments of American Sign Language and English Interpretation, Applied Psychology and Counselor Education, Applied Statistics and Research Methods, Leadership Policy Studies and School Psychology, as well as the Schools of Psychological Sciences, Special Education and Teacher Education and the Cumbres and Go On And Learn (GOAL) programs provide leadership to the College. To learn more about the departments, schools and programs please visit, [Academic Programs](#).

The Dean serves as the academic and executive officer of the College. In conjunction with the College of Education and Behavioral Sciences Leadership Council, the Dean sets priorities and administers college-level operations on a day-to-day nature and in alignment with university and statewide initiatives and practices. The Dean has ultimate responsibility for the budget, staffing, faculty hiring and evaluation, policy development and implementation, course operations, curriculum approval, student issues, and a myriad of other duties. The Dean is responsible for liaising with the Colorado Department of Education and Colorado Department of Higher Education on matters related to educator preparation.

## Opportunities and Expectations for Leadership

The Dean, through the provision of leadership and management, enables the efficient functioning of the College. When performing the job well the Dean sets priorities for the College, distributes resources equitably, holds the faculty and staff to high standards while conducting fair evaluations, achieves successful accreditations, provides leadership such that faculty members are supported to be excellent teachers, productive scholars, and engaged university citizens, fosters innovative ideas, fosters relationships with external and internal agencies, demonstrates transparency and consistency in decision-making, and promotes the reputation of the College.

The position requires high-level problem solving across several dimensions (including administrative/planning, data analysis, and interpersonal skills), along with a capacity for independent thought. While policies often provide solutions to some of the work of the Dean, the policies are sometimes complex and require interpretation and creative problem solving. The Dean must adapt to a changing environment and provide leadership and management in this type of environment.

One of the most challenging tasks facing the Dean involves the preparation of teacher candidates and those in related educator preparation fields such as school psychologists and speech pathologists. While state, federal, and accrediting body rules provide guidance, the Dean must navigate a complex array of constituents (e.g., students, school personnel, UNC faculty members and administrators) and data (e.g., teacher quality data from schools, graduates, and current students) to lead the development of high-quality programs.

The Dean provides leadership to the College through the generation, and facilitation of new ideas related programs and initiatives. The Dean also provides leadership through the facilitation and support of the work of the faculty and the staff. The Dean models shared governance, equity-minded leadership, systems thinking, and strives to further develop an innovative and highly regarded college that is welcoming, inclusive, and forward-thinking.

### **The role of the Dean is multifaceted and includes a broad array of responsibilities, which includes:**

- Facilitating and guiding effective equity-minded instruction which includes ensuring that the College is offering high-quality relevant academic programs that meet the needs of students and the community. The assurance of program quality through assessment and accreditation also falls under the remit of the Dean.
- Supporting faculty members in their efforts to conduct impactful scholarship.
- Developing and administering college, and university-wide education-related policies.
- Working with the Development Office, Foundation, and Office of Alumni Relations to advance the cause of the College across a range of external constituents.
- Managing the college budget and ensuring fiscal responsibility and sustainability which includes identifying funding priorities for the use of state-based and advancement/foundation funding.
- Fostering a climate in which students, staff members, and faculty members feel a sense of belonging, which includes responding to direct reports, faculty and staff members as challenges and opportunities arise.
- Maintaining efficient and effective functioning of the Dean's office.
- Interacting with units across the college, campus, state, and nation regarding issues related to educator preparation and behavioral sciences program development.
- Developing a hiring plan for the College and ensuring that the hiring process and faculty evaluation process is equitable, rigorous, and fair.

## Professional Qualifications and Personal Qualities

### Required Qualifications

- Terminal degree in a discipline or related discipline within the College, with the background and qualifications associated with the rank of full professor.
- Experience in leadership as a dean, or associate dean, or director/department chair of a large academic unit.

### Preferred Qualifications

- Experience with equitable procedures for hiring, mentoring, retaining, and evaluating faculty members.
- Experience with developing and evaluating program and student-level learning outcomes, as well as evaluation components associated with assessment for internal program review as well as external accreditations.
- Understanding of internal and external strategic plans, controls, and directives (e.g. state and federal regulations) pertaining to educator preparation.
- A track record of attaining external funding either through federal, state, and foundation grants or via philanthropic giving.
- Effective budget management skills.
- Excellent intrapersonal and interpersonal skills, including conflict resolution and de-escalation skills.
- Experience in managing a diverse and complex academic enterprise with the ability to appreciate and serve as an advocate for all academic disciplines, faculty, staff, and students within the College.
- A collaborative leadership style that reflects an understanding of working in a shared governance environment.
- Strong verbal reasoning; resilience and grit; a flair for the creative; the ability to multi-task.

## About University of Northern Colorado

### Overview

Set in an ideal location—50 miles north of Denver, 50 miles south of Cheyenne, Wyoming, and 50 miles east of Rocky Mountain National Park—the University of Northern Colorado has maintained a strong tradition of serving the community and the state as one of the original educational institutions in Colorado. Founded in 1889, UNC is a public, doctoral research university offering more than 200 undergraduate and graduate programs, many of which are nationally recognized. UNC is currently home to five colleges: Education and Behavioral Sciences, Humanities and Social Sciences, Monfort College of Business, Natural and Health Sciences, and Performing and Visual Arts. The university is also pursuing the creation of a sixth college: the University of Northern Colorado College of Osteopathic Medicine.

The university's just-right size, expert faculty, and tradition of scholarship, active learning and inclusive pedagogy give students exceptional opportunities and a personalized education. UNC offers a 14:1 student-to-faculty ratio with a strong focus on innovative teaching, learning in and outside the classroom, and individualized encouragement and support.

UNC welcomes an increasingly diverse student body of approximately 9,000 students, including over 2,000 graduate students. Among the undergraduate population, 39% identify as underrepresented minorities, 41% are Pell-eligible, 44% identify as first-generation, and 27% identify as Hispanic/Latine. In March 2024, UNC achieved designation by the U.S. Department of Education as a Hispanic Serving Institution. The recognition follows a consistent, steady increase in the number of Hispanic/Latine students in recent years, and it acknowledges the significant work the university has done to celebrate and support cultural diversity and create a sense of belonging for all students.

### Strategic Plan

*Rowing, Not Drifting 2030* is the university's ten-year strategic plan that was developed following an extensive, collaborative process with a wide array of stakeholders. Launched in 2020, the plan articulates a comprehensive vision and set of outcomes to pursue over the course of a decade. At its core are five vision elements, each of which describes an institutional priority: Students First, Empower Inclusivity, Enhance & Invest, Innovate & Create, and Connect & Celebrate.

Since the strategic plan was introduced, UNC has made steady progress toward the 2030 outcomes by pursuing distinct priorities set out in two-year phases. Each phase includes several key actions, along with specific tactics to achieve each action, in support of the university's overall vision. The first phase of the plan focused on building a strong foundation by investing in the people, processes, technologies, and tools necessary to support efforts in subsequent phases.

The second two-year phase was built on foundational work and achieved significant accomplishments across each institutional priority. This work was led by a newly formed Institutional Planning Group charged by the President, chaired by the Provost, and composed of leaders from across the institution with the charge to coordinate efforts tied to the strategic plan. In addition, a focus of the second phase was the implementation of a more robust approach to measuring progress toward UNC's 2030 vision and outcomes.

Now in the third phase, UNC is poised to build on the momentum generated during the first four years of implementation. Evidence of the university's momentum is visible in many ways, from attaining R2 status, achieving designation as a Hispanic Serving Institution to strengthening enrollment guided by the goals of the university's strategic enrollment management plan to realizing UNC's most successful year of fundraising to date—thanks, in large part, to the more than \$200 million raised through a transformational gift by The Weld Trust and the historic investment by the state of Colorado to support the College of Osteopathic Medicine.

## Diversity, Equity, and Inclusion

The University of Northern Colorado embraces diversity, equity, and inclusion as foundational values. With Empower Inclusivity as one of the five pillars of the vision articulated in the university's *Rowing, Not Drifting 2030* strategic plan, a commitment to these values is a core institutional priority. At UNC, advancing a commitment to diversity, equity, and inclusion is a shared responsibility.

An example of UNC's enduring commitment to diversity, equity, and inclusion is its seven cultural and resource centers and the Stryker Institute for Leadership Development. For example, the César Chávez Cultural Center first opened its doors in 1985. The Marcus Garvey Cultural Center was established in 1983 in response to the unique needs of students who identified as Black and/or African American. The Center for Women's and Gender Equity (formerly the Women's Resource Center) was opened in 1994. Each of the centers continues to adapt and evolve to meet the needs of today's students through exciting programs and a wide range of services.

## Leadership



### Kirsten Fleming, Ph.D., Provost and Executive Vice President

Kirsten Fleming, Ph.D., is the Provost and Executive Vice President at the University of Northern Colorado, overseeing the Division of Academic Affairs. The provost reports directly to the [President](#), is a member of UNC's Executive Staff, and collaborates with deans, faculty members, staff members, and students to support the academic goals of the university.

As the university's chief academic officer, the provost leads stewardship of UNC's academic mission and institution-wide general direction of the instruction, research, scholarship, creative works, and outreach. The focus of Academic Affairs is to create an equitable and inclusive environment in which:

- The lives of our students are transformed by focusing on the academic aspects of their success and by making intentional decisions to meet their needs.
- Academic programs that are relevant to students and that are at the undergraduate, master's, and doctoral levels are designed, developed, and offered.
- The support needed for faculty members to be effective as teacher-scholars and contributors to service the university, community, or discipline is provided.



### Andrew "Andy" Feinstein, Ph.D., President

**Dr. Andrew "Andy" Feinstein** serves as the 13th president of the University of Northern Colorado (UNC), having assumed the role on July 1, 2018. Under Andy's leadership, UNC has undergone significant transformation, strengthening its role as a catalyst for educational innovation, economic growth, and community engagement across Colorado.

Early in his tenure, Andy spearheaded the development of UNC's strategic plan, *Rowing, Not Drifting 2030*, which established a clear and ambitious trajectory for the university's future. The plan began by reinforcing foundational elements, including infrastructure, technology, and institutional processes, successfully eliminating a longstanding \$10 million structural deficit. The second phase saw remarkable strides, including stabilizing student enrollment through the Strategic Enrollment Management Plan and launching the innovative Alumni Employment Dashboard, demonstrating the global impact of UNC graduates. Currently, Andy leads the third phase, aggressively pursuing strategic priorities focused on attracting and retaining top-tier faculty and staff, ensuring competitive compensation, and further enhancing student success, institutional excellence, and budget stabilization.

Andy's strategic vision significantly advanced Colorado's healthcare landscape by championing the establishment of the state's first public [osteopathic medical college](#), the UNC College of Osteopathic Medicine (UNC COM). His advocacy secured unprecedented financial commitments totaling over \$200 million to UNC, including a \$25 million gift from The Weld Trust—the largest in UNC's history. The state's investment was made possible by Andy's leadership in creating and successfully passing a bill that provided a historic \$246 million to four health science education projects in the state. UNC COM's 100,000-square-foot, state-of-the-art facility is set to welcome its inaugural class in fall 2026, directly addressing critical healthcare workforce needs and earning Andy recognition as a 2024 Powerbroker by the Denver Business Journal.

Emphasizing access, Andy introduced landmark initiatives, including the [UNC Tuition Promise](#), which provides tuition-free education to Colorado students from lower-income households; the [Colorado First-Year Admission Guarantee](#), streamlining college entry for eligible students; and UNC Direct Admissions, offering qualified students automatic enrollment before they apply. Under his leadership, UNC has also advanced student success through initiatives such as the creation of faculty- and staff-led college advising centers and the development of technology and business process solutions that provide customized support to students. These efforts, along with the support of numerous faculty and staff members, are resulting in UNC's record-breaking student retention and persistence rates, further bolstered by the institution's recent recognition as a [Hispanic Serving Institution](#) and its elevation to Carnegie's [Research 2 Classification](#).

A staunch advocate for transparency and collaborative leadership, Andy actively engages with campus governance groups, including students, faculty, and staff senates and councils. Beyond UNC, he has coordinated efforts among the presidents and chancellors of Colorado's public colleges and universities, helping to ensure that institutions advocate for the needs of higher education with a unified voice. This collaboration has led to a significant increase in state support for higher education, benefiting institutions and students across the state.

Andy is actively engaged in the Greeley community, serving as chair of the Greeley Downtown Development Authority and the executive committee of the Greeley Chamber of Commerce. His collaboration with local stakeholders is supporting a transformative downtown redevelopment initiative.

Nationally recognized for his leadership in higher education and collegiate athletics, Andy has served as chair of the Big Sky Conference Presidents' Council and member of the NCAA Division I Board of Directors. He is currently the treasurer and Chair of the finance committee of the American Association of State Colleges and Universities (AASCU).

Andy joined UNC after distinguished leadership roles at San Jose State University, California State Polytechnic University, Pomona, and the University of Nevada, Las Vegas. A scholar with numerous publications in strategic management, student success, simulation, purchasing, and hospitality operations, Andy holds bachelor's and master's degrees in Hotel Administration from UNLV and a Ph.D. from Pennsylvania State University's School of Hospitality Management.

Andy and his wife, Kerry, celebrate over 30 years of marriage and have one daughter, Rachel, who is currently attending The Pennsylvania State University's School of Hospitality Management.



## Greeley, Colorado

UNC's history has been intertwined with Greeley's since the creation of the State Normal School in 1889, when the town's citizens recognized the value that increased access to education would bring to their community.

Greeley is a vibrant, friendly, and genuinely diverse community of nearly 115,000 residents in the heart of northern Colorado. According to 2020 census data, Greeley is one of the fastest-growing locations in the country ranking the first fastest in Colorado and the fourth fastest in the nation. Economic growth and development provide an abundance of opportunities for an active lifestyle, along with emerging career opportunities for UNC's graduating students. UNC and the city of Greeley have been active partners in revitalizing the neighborhoods and businesses around campus for over a decade, establishing a University District in 2009 and the Greeley Creative District in 2014. The sun shines more than 300 days a year, summers are pleasant, and winters are picturesque. Situated along the Front Range Urban Corridor, Greeley is about an hour north of Denver and an hour east of Rocky Mountain National Park.

## Procedure for Candidacy

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

WittKieffer is assisting the University of Northern Colorado in this search, which will remain open until an appointment is made.

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

Nominations and inquiries can be directed to:

Mercedes Chacón Vance and Jenna Brumleve

[UNCoDeanCEBS@wittkieffer.com](mailto:UNCoDeanCEBS@wittkieffer.com)

### Compensation and Benefit Information

Compensation range: \$180,000 – \$220,000

Benefits: The University of Northern Colorado provides a wide range of benefits for its employees. Information on university benefits programs, including eligibility, is available at <https://www.unco.edu/human-resources/employee-resources/benefits/>

*UNC is an equal opportunity/affirmative action/Title IX employer committed to a culturally diverse staff, faculty, and student body. In accordance with established laws, the university prohibits discrimination based on race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, gender expression, veteran status, marital status, or political affiliation for employees in all aspects of employment and for students in academic programs and activities. Please visit <https://www.unco.edu/institutional-equity-compliance/> to learn more.*