



# Inaugural School Director & Full Professor Marieb College of Health & Human Services



# The Opportunity

Florida Gulf Coast University's (FGCU) Marieb College of Health & Human Services (MCHHS) invites nominations, inquiries, and applications for the inaugural School Director of a newly established school combining the current Departments of Social Work, Counseling, and Counseling and Psychological Services (CAPS). Reporting directly to the Dean of MCHHS, Dr. Shawn Felton and serving as a member of the MCHHS Administrative Team, the School Director will provide effective leadership and direction in implementing the vision, mission, strategic plan, and core values of the college of the new school.

The School Director will join MCHHS at an exciting time in the college's history. Architectural planning has already commenced for a new academic building that will foster the college's projected growth. Additionally, there is a renewed focus on interprofessional education and utilizing emerging technology. The ideal candidate for this new role will be deeply committed to fostering an inclusive and collaborative environment. They will be an experienced, motivated, and visionary leader. This individual must be forward-looking and possess strong strategic thinking capabilities, with a proven ability to navigate complex issues. They will proactively cultivate an environment that encourages and sustains innovation in the School and collaboration with other parts of the MCHHS and FGCU.

As the School Director, they will head the organizational administration of the School by providing leadership and oversight for all aspects of the educational programs, including, but not limited to, governance, didactic and clinical curriculum, recruitment, and evaluation. They will serve in a leadership role to supervise and mentor faculty in developing scholarship and instructional materials, teaching strategies, and assessment measures for accredited School Programs. As a faculty member, they will be involved in course and/or curriculum development, research/scholarship, and participate in School, College, and University committees and/or initiatives.

With more than 16,000 students, Florida Gulf Coast University is a comprehensive university dedicated to quality education, research, and service. All faculty are expected to be excellent teachers, responsive to changing professional needs, committed to innovative instruction delivery resulting in improved student learning, committed to effective use of technology, including distance learning, produce peer-reviewed scholarship, and provide service to the College, University, and Community. Teaching assignments may be on the main campus or at off-campus sites within our region.

## Role & Responsibilities

As the inaugural School Director, the Director will:

- Provide leadership and strategic direction for the newly established School which will include the following programs, Bachelors and Master Social Work, the Master in Clinical Mental Health Counseling and the Counseling and Psychological Services.
- Oversee all administrative matters, including financial management and budget planning and execution, human resources management, and academic resources and space utilization and needs
- Initiate new programming with community and university partners to meet SWFL workforce needs
- Oversee in coordination with program directors compliance with CSWE, CACREP, APA, and SACSCOC accreditation standards and ongoing School and Program accreditation efforts
- Supports and guides School Program Directors (BSW, MSW, MA Clinical Mental Health Counseling, CAPS) in all Program administration and management facets
- Prepare internal and external regulatory and accreditation reports in collaboration with School Program Directors, Office of the Dean, FGCU Planning and Institutional Performance, and other relevant university offices
- Oversees development and refinement of curriculum materials within regulatory and professional guidelines/domains
- Oversees development and implementation of policies related to admission, progression, and sequencing of classroom and clinical practice components of all School programs
- Maintains involvement in community and professional activities
- Expectations for scholarship will be those identified for rank as described in FPED and

College documents

- Service to the School, College, University, and Professional community is expected through committees, accreditation activities, etc.

### **Responsibilities of the position include, but are not limited to:**

- Assist in providing leadership and strategic direction for the MCHHS
- Oversees all administrative matters, including student affairs
- Oversee duties associated with faculty credentialing, licensure, and graduate faculty status
- Identify new programming opportunities that will support the SWFL community and university partners to meet SWFL workforce needs
- Prepares internal and external regulatory and accreditation reports in collaboration with School Program Directors, Office of the Dean, FGCU Planning and Institutional Performance, and other relevant university offices
- Plans and monitors faculty and staff workloads and assignments
- Maintain involvement in community and professional activities

## **Professional Qualifications & Personal Qualities**

### **Required Candidate Qualifications:**

- Attained the rank of full professor or demonstrated a record of comparable professional experience and credentials before appointment that merit appointment at the rank of Professor in a relevant degree
- Earned doctorate from a regionally accredited institution/program (or equivalent)
- Demonstrated commitment to the highest ethical and academic standards
- Strong interpersonal, communication, and leadership skills
- Experience as a faculty member at the College/University level
- Evidence of leadership in curriculum design, implementation, and evaluation
- Experience with institutional and programmatic accreditation requirements and regulatory standards
- Evidence of established scholarship leading to research, professional presentations, and publications

- Evidence of a supervisory role such as Program Coordinator/Director, Department Chair, or other relevant academic leadership role
- Current unrestricted license in related discipline the State of Florida or, eligible for licensure, if applicable
- Evidence of a commitment to interprofessional education (IPE)
- Five or more years of relevant clinical experience

### **Preferred Professional Experiences and Characteristics:**

- Understanding of alternative teaching styles including, but not limited to, simulation, virtual reality, online learning, and flipped classrooms
- Record of successful grant funding
- Leadership in professional organizations (e.g., membership and/or committee involvement)
- Experience with performance-based funding and student success metrics

### **Desired Knowledge, Skills, & Abilities**

- Demonstrated expertise in clinical practice
- Demonstrated leadership skills
- Strong communication skills
- Functions as an effective, active, and collegial team member
- Demonstrated computer skills using web-based applications and Microsoft Office Suite
- Competence in the use of technology in teaching and distance learning
- Interest in collaborating both within and outside the University in the development and delivery of instruction resulting in improved student learning
- Must value continued scholarship and service to the school, university, and community

### **Special Instruction to Applicants**

- Review of applicant materials will begin immediately
- Appointment will be made at an out-of-unit faculty rank commensurate with the candidate's experience on a 12-month out-of-unit multi-year appointment basis available May 2025.



- Please attach all licenses/certifications, if applicable under Additional Materials.
- Because applications and materials are subject to public review and retention under Florida's Public Records Law, please DO NOT send examples of your project/ scholarship unless requested to do so. Therefore, all submitted materials including articles, disks, slides, books, etc., become the property of FGCU and CANNOT BE RETURNED. As applicable, finalists will be notified of the need to submit specific additional materials. Such materials will become the property of FGCU.
- Under Florida's Public Records law, applications will be available for public review upon request.

## About Marieb College of Health & Human Services

The healthcare industry is booming.

It is projected to add more jobs than any other industry in the next several years, according to the U.S. Bureau of Labor Statistics. A growing and aging population, technological advancements and changes in the way healthcare is delivered are among the primary reasons the industry is expanding so rapidly. That translates into a wealth of career opportunities for well trained professionals.

Graduates of the Marieb College of Health & Human Services' 7 undergraduate and 12 graduate programs are among those filling these positions.

# About Florida Gulf Coast University

**FGCU Has Grown from Idea to Impact.** Since welcoming its first class in 1997, FGCU has grown into a thriving community, educating more than 16,000 students annually and graduating more than 43,000 alumni. FGCU is a big part of Southwest Florida. Students have contributed to the Southwest Florida community through millions of service-learning hours. They've interned at countless local businesses and started their own. They've united a community through the arts, athletics, and advocacy. FGCU holds the second-highest graduate employment rate among all Florida state universities. Tuition has remained the same since 2013-14, and 59% of students graduate with no debt. When they leave Florida Gulf Coast University, nearly half of the graduates stay in the region and continue to serve the community as teachers and nurses, scientists and social workers, engineers, and entrepreneurs. Through thousands of Eagle alumni and through the university's rising profile, FGCU's impact continues to expand exponentially.

## Mission

**Florida Gulf Coast University is a transformative, learner-centered institution dedicated to student success that strategically serves Southwest Florida and beyond.**

FGCU, as a regional comprehensive institution, provides academic, economic, and cultural enrichment for the community through impactful partnerships and excellent teaching, learning, scholarship, and public service. FGCU creates pathways for students to thrive as engaged, responsible, global citizens. Through undergraduate and graduate programs, FGCU students receive a distinctive education with experiential learning, community service, and participation in a living laboratory of sustainability practices.

## Vision

**Florida Gulf Coast University aspires for national prominence and global recognition as a community-focused, comprehensive institution driving positive change and shaping the future of higher education.**

FGCU graduates will be exemplars in an ever-changing world, known for their individual successes, dedication to sustainability, ethical leadership, and transformative global impact.

## Strategic Plan 2024–2029

In April 2022, the President’s Cabinet and FGCU’s Board of Trustees implemented the FGCU Strategic Roadmap Initiative, a framework to facilitate the university’s next strategic plan. The initiative focused on extensive internal and external input to serve as an indicator of FGCU’s current state, as well as factors that will impact the university’s future. The results of this first phase were published in June 2023.



In July 2023, FGCU initiated the second phase to finalize the next strategic plan’s mission, vision, goals, and objectives. Led by a Strategic Planning Steering Committee – and informed by the Strategic Roadmap Initiative, stakeholder feedback sessions, and community surveys – the work will result in the 2024–2029 Strategic Plan to be submitted to the Board of Trustees in December 2023 for approval.

President Aysegul Timur received unanimous approval for the plan by the Board of Governors of the State University System of Florida in January 2024. To read the full Strategic plan, please visit the link below:

### Innovating for Student Success – FGCU’s Journey to Excellence

- Goal 1: Innovate in Academic Excellence
- Goal 2: Enhance Student Success and Well-being
- Goal 3: Elevate Partnerships for Regional Impact
- Goal 4: Strengthen Organizational Culture and Commitment to Employees
- Goal 5: Champion Sustainable Practices and Resiliency





# About Southwest Florida

Florida Gulf Coast University is situated on Florida's beautiful southwest coast. It's midway between the cities of Fort Myers and Naples, just minutes from the Gulf of Mexico and the Southwest Florida International Airport, with easy access to Interstate 75.

Its proximity to both Naples and Fort Myers affords the option of living in either city without being far from campus. Estero and Bonita Springs are even closer. These communities all offer a wealth of choices when it comes to housing: from downtown living near trendy restaurants and shopping to maintenance-free condo complexes to lush golf communities, waterfront homes and charming historic neighborhoods.

Both Naples and Fort Myers have made the top 10 list of best places to live in the U.S. News & World Report annual surveys. The beaches are routinely cited among the most beautiful, particularly those on Sanibel Island in Lee County and Barefoot Beach in Collier County.

When it comes to affordability, real estate prices are on the rise, as they are everywhere. However, property taxes are comparatively low, homestead exemptions provide additional tax breaks to those claiming Florida residency, and there is no state income tax. The region also is blessed with an abundance of environmental treasures, cultural attractions and a bounty of golf courses, great restaurants, and shopping. These are just some of the benefits of living in a place that millions choose to visit.

Nature is on full display at serene preserves such as Audubon's Corkscrew Swamp Sanctuary, Big Cypress National Preserve, Everglades National Park, Naples Botanical Garden and the Ten Thousand Islands National Wildlife Refuge. Animals such as endangered Florida panthers, loggerhead sea turtles, American alligators, river otters, roseate spoonbills, eagles and other wild creatures call these carefully maintained lands home.

Naples and Fort Myers have performing arts centers, dozens of art galleries, movie complexes, and excellent places to dine—from innovative food trucks to top-tier restaurants run by James Beard Award nominees.

For sports lovers, the Grapefruit League brings the Boston Red Sox and the Minnesota Twins to town every spring. The Florida Everblades are a minor league ice hockey team based at the Hertz Arena just south of the university on Ben Hill Griffin Parkway. And for professional sports, Tampa is a mere 2½ hours away, with the Tampa Bay Buccaneers in the NFL, the Tampa Bay Lightning in the NHL, and the Tampa Bay Rays in the MLB. (The New York Yankees conduct spring training there as well.) The region, with its wealth of things to do and low crime rate, is a choice spot to raise a family or enjoy all of the attractions without ever having to leave.

# Nomination & Application Process

## Compensation

Salary will be competitive and commensurate with qualifications and experience.

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Salary will be competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood Asher & Associates is assisting Florida Gulf Coast University in this search. Applications and nominations are now being accepted. Nominations and application materials should be directed to Kyle Pybus-Jerome and/or Andriel Dees from Greenwood Asher & Associates at: [FGCUSchoolDirector@greenwoodsearch.com](mailto:FGCUSchoolDirector@greenwoodsearch.com). Application materials should include:

- A letter of interest that clearly states the applicant's qualifications for the position
- A current résumé/curriculum vitae

Submission of application materials as PDF attachments is strongly encouraged. Initial screening of applications will begin immediately and will continue until an appointment is made. For best consideration, applications and nominations should be provided by **March 31, 2025**.

## Contact Greenwood Asher & Associates

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**Senior Executive Search Consultant**

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