

**FLORIDA STATE COLLEGE AT JACKSONVILLE
JOB DESCRIPTION, 2017**

DEAN OF EDUCATION AND HUMAN SERVICES

FLSA STATUS: EXEMPT – PAY GRADE: 26 - A

**JOB FAMILY: MANAGERIAL/SUPERVISORY – ACADEMICS
JOB FUNCTION: MANAGERIAL/SUPERVISORY**

GENERAL STATEMENT OF JOB

The Dean of Education and Human Services provides instructional leadership and ensures the effective operation of specified campus instructional departments. Areas of responsibility include full-time and adjunct faculty, staff hiring, mentoring, supervision and evaluation; certification, accreditation, evaluation and planning of programs and services; initiating and leading initiatives; budgeting, curriculum development, course and program scheduling and management; problem solving for faculty and students; registration, advising and related student services; supervision and management of specified programs and services; and collaboration with appropriate integrative leaders to facilitate programmatic and operational processes. Employees in this position are responsible for the college-wide coordination of instructional disciplines or programs.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES

Coordinate the diverse education programs and initiatives collegewide and serve as the College contact for all education programs.

Participate in budget development and implementation with responsibility for monitoring assigned budgets.

Participate in the identification and review of student needs and interests and provides for positive response to such changing needs.

Review and process student problems and appeals as appropriate. Mediate faculty and student grievances.

Communicate through regular meetings with faculty, counselors, program chairs, instructional program managers and directors of the assigned areas to share information, guidelines and procedures and to coordinate activities and enhance effective communication.

Manage the applicable provisions of the negotiated faculty collective bargaining agreement.

Provide for the overall maintenance and inventories of equipment and for safety procedures where applicable.

Coordinate collegewide instructional scheduling of education classes and collegewide education activities.

Assist in the recruitment and selection of faculty and support staff in the assigned academic departments.

DEAN OF EDUCATION AND HUMAN SERVICES - Page 2

Lead the recruitment and selection process for campus adjunct faculty.

Serve on the Dean's Council and assist in collegewide planning, implementation and evaluation of assigned disciplines or programs.

Participate in developing and implementing College and/or campus initiatives as they relate to teaching/learning improvement.

Provide leadership in planning and implementing faculty and staff development activities. Communicate program goals to College and community constituents. Participate in marketing of the College's educational programs.

Recommend organizational and staffing changes to enhance program and personnel effectiveness, efficiency and satisfaction.

Implement organizational policy by developing and communicating effective operating procedures.

Work with College Administration and other staff to assure collegewide institutional needs are met.

Pursue appropriate programmatic accreditations and collaborates with college coworkers on state, regional and national certification, licensure and accreditation efforts.

Coordinate and compile data required for accreditation and program review; monitor compliance with state accreditation and standards of program review; track student and program related data; prepare statistical reports.

Counsel and advise students on academic matters as appropriate.

Perform other professional and administrative duties assigned, as appropriate, by Administration or college provost.

Develop, coordinate and engage business and industry leaders in advisory committees and relationships that assist in the development and implementation of new educational programs, student internship opportunities and job placement.

INSTRUCTIONAL DUTIES

Organize teaching/learning programs for full-time and adjunct faculty.

Supervise and implement the development of advisory committees.

Provide supervision, team leadership and collegial management of instruction for the assigned administrative and professional staff in the area and full-time faculty, adjunct faculty and staff.

Develop the proposed course/class schedules, faculty assignments and workloads within established guidelines. Coordinate the adoption of textbooks.

Conduct periodic observations of all full-time and adjunct faculty for evaluation purposes at the campus. Lead initiatives for teaching improvement among all adjunct faculty.

DEAN OF EDUCATION AND HUMAN SERVICES - Page 3

Evaluate, review and recommend improvements and enhancements to the consistency and quality of campus and collegewide course offerings.

Work with faculty, program chairs, program managers and directors to develop needed courses and programs and to prepare and process curriculum proposals.

Develop and prioritize a list of instructional equipment for the assigned disciplines or programs.

Prepare and conduct annual performance appraisals for each faculty member, as well as an annual report on all assigned instructional programs.

Assist the campus president, and/or dean of student success with the formulation of collegewide policies and procedures related to instructional/student services.

Cooperate with other College staff in strategic planning.

SUPERVISION RECEIVED

Supervision is received from the appropriate supervising administrator.

SUPERVISION EXERCISED

Supervision is exercised over assigned staff.

MINIMUM QUALIFICATIONS

Master's degree from an accredited institution with a concentration related to the assigned instructional/student service area(s) supplemented by at least two years of supervisory and/or teaching/counseling experience in higher education at the two (2) or four (4) year college level.

PREFERRED QUALIFICATIONS

Doctorate degree from an accredited institution.

MINIMUM QUALIFICATIONS OR STANDARDS REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS

Physical Requirements: Must be physically able to operate a variety of machines and equipment including computer, office equipment, telephone, etc. Physical demands are essentially those of sedentary work. Tasks may require extended periods of time at a keyboard or workstation.

Data Conception: Requires the ability to compare and/or judge the readily observable, functional, structural or compositional characteristics (whether similar to or divergent from obvious standards) of documentation, files, accounts, and equipment.

Interpersonal Communication: Requires the ability to speak and/or signal people to convey or exchange information. Includes issuing and receiving assignments, instructions, and/or directions.

Language Ability: Requires ability to read standard English, as well as basic technical data, policy and procedure manuals, codes, etc. Requires the ability to prepare forms and reports using prescribed formats. Requires the ability to communicate with a broad array of individuals from various professional backgrounds.

Intelligence: Requires the ability to apply principles of logical thinking to define problems, collect data, establish facts and draw valid conclusions; to interpret a variety of instructions or inquiries furnished in written and/or oral form; to acquire knowledge of topics related to occupation.

Verbal Aptitude: Requires the ability to record and deliver information, to explain procedures, and to follow oral/written instructions. Must be able to communicate effectively with co-workers, the public, and students.

Numerical Aptitude: Must be able to add, subtract, multiply and divide; calculate decimals and percentages.

Form/Spatial Aptitude: Requires the ability to inspect items for proper length, width and shape, and visually read various information.

Motor Coordination: Requires the ability to coordinate hands and eyes accurately in operating modern office equipment and machinery.

Manual Dexterity: Must have minimal levels of eye/hand/foot coordination.

Color Discrimination: May not require the ability to differentiate between colors and shades of color.

Interpersonal Temperament: Requires the ability to deal with people beyond receiving instructions. Must be adaptable to performing under moderate levels of stress, imposed by frequent deadlines, peak workloads, or public/student contact.

Physical Communication: Requires the ability to talk and hear: (talking: expressing or exchanging ideas by means of spoken words; hearing: perceiving nature of sounds by ear).

Environmental Requirements: Tasks are regularly performed without exposure to adverse environmental conditions (e.g., dirt, cold, rain, fumes).

Effective: 7/2017