



UNIVERSITY *of*
ROCHESTER

University of Rochester

Leadership Profile

Dean, Warner School of Education and
Human Development

July, 2025



The Opportunity

The University of Rochester, an AAU University in Rochester NY, seeks a visionary and dynamic leader to serve as the next Dean of the [Warner School of Education and Human Development](#). This is an exceptional opportunity to lead a nationally recognized institution committed to transforming lives through education and advancing social justice.

At a pivotal moment, the Warner School is implementing a [strategic plan](#) centered on four pillars—pursuing impactful research, preparing future practitioners and researchers, increasing access and opportunity, and strengthening an inclusive culture. The next Dean will champion these pillars to drive innovation, growth, and meaningful change, aligned with the University of Rochester’s broader aspirations.

The Dean will lead a nationally respected school dedicated to preparing skilled and compassionate educators and researchers who create positive change in individual lives, educational systems, and broader communities. This leader will champion an interdisciplinary and research-informed approach to addressing complex educational challenges, nurturing collaborations across the University and beyond, and embedding social justice at the core of the school’s mission.

The successful candidate will be a distinguished scholar and experienced administrator who will inspire innovation in teaching, research, and partnerships, while stewarding resources to strengthen the Warner School’s reputation as a leader in education and human development.

The next dean will be charged with implementing a compelling vision for the Warner School’s future; ensuring its financial sustainability; building community both within and beyond the school; fostering continued and increased interdisciplinary and cross-school collaborations; and maximizing the school’s impact on the fields of education and human development and on individual lives at scale. It will be critical, however, for the next dean to understand and be ready to effectively navigate the challenges of the current federal landscape. Steady and thoughtful, but also resourceful and creative, leadership will be essential.

About the Warner School

The [Warner School of Education and Human Development](#) is a community united by the belief that education has the power to transform lives and promote a more just and humane world. Guided by the University of Rochester's mission of *Meliora*, Warner supports students and faculty to:

- Become practitioners and researchers who are knowledgeable, reflective, skilled and caring educators, who can make a difference in individual lives as well as their fields, and who are leaders and agents of change.
- Generate and disseminate knowledge leading to new understandings of education and human development, on which more effective educational policies and practices can be grounded.
- Collaborate across disciplines, professions and constituencies to promote change that can significantly improve education and support positive human development.

The school's work is grounded in principles that prioritize social justice, contextualized learning, interdisciplinary collaboration, and the integration of research and practice.



Role and Responsibilities

The dean of the [Warner School of Education and Human Development](#) is a senior academic leader at the University of Rochester and, in partnership with the president and provost, an important steward of institutional priorities, goals and objectives. Deans have significant autonomy within their schools. At the same time, they must also be effective advocates on behalf of their schools in university-wide settings. As the Warner School's chief executive and intellectual leader, the dean is the champion of the school's mission. The dean shapes the vision, goals and objectives for the school, generates resources in support of those priorities, and manages the school's operations. The dean's primary responsibilities and duties are summarized below.

- Support and advance the teaching, scholarship, practice and development of all Warner School faculty, including oversight of appointments, promotion and tenure as well as sponsored research, grants, contracts and research projects administration
- Oversee all matters related to academic programs, curricula and quality, including development and implementation of academic policies and procedures
- Foster a community welcoming to all that models the university's values and ideals
- Manage the school's operating and capital budgets and both short- and long-term financial planning
- Partner with the University's advancement team to develop and execute a strategy to pursue the School's fundraising goals and build a culture of philanthropy and stewardship.
- Oversee enrollment management strategy, including issues regarding tuition, student recruitment and doctoral student funding, as well as student services operations
- Serve as chief advocate for the school's strategic partnerships, community-engaged scholarship and other community engagement efforts in the City of Rochester and greater Finger Lakes region
- Support the development of new community initiatives and research collaborations that help fulfill Warner's mission
- Ensure adherence to the expectations of institutional and programmatic accreditation organizations.
- Leverage a robust understanding of research and practice using experience as a tenure-track faculty member to prioritize and grow Warner's research output and reputation.

Opportunities and Expectations for Leadership

The next dean of the Warner School will be an innovative and inspirational leader with vision and significant academic and administrative accomplishments to advance the Warner School as a leading graduate school of education and human development in an unprecedented time of broader sociopolitical issues, such as challenges to higher education funding and teacher shortages. Specifically, the next dean will be expected to:

Join the vibrant strategic plan work of the University to strengthen the school

The Warner School has a rich legacy of preparing educators and remains a destination of choice for the best and brightest graduate students in the region. The next dean will advance a vision for the Warner School's future articulated in the Warner 2030 strategic plan, making adjustments as needed to reflect the changing landscape. This plan leverages the school's longstanding strengths, the faculty's groundbreaking research and its translation into practice, and the university's global stature to elevate the Warner School's standing as one of the nation's leading graduate schools of education and human development.

Inspire innovation and foster organizational agility

The Warner School's relatively small size makes it nimble and flexible. The dean will fully leverage this advantage and catalyze innovation and creativity across the school, motivating faculty and staff to seize new opportunities and explore different business processes in pursuit of academic excellence and administrative effectiveness and efficiency.

Continue and strengthen the focus on research

The dean will seek innovative ways to build upon the ongoing intensive commitment to discovery at the school consistent with the University of Rochester's mission as a leading global research university, and work to enhance the environment in support of such efforts.

Strengthen and promote collaborations across the university and beyond

The next dean will join Warner faculty, staff and students in a shared commitment to community-engaged scholarship and practice, strengthening existing relationships and forging new ties with schools, with a focus on community partnerships, outreach efforts, and national non-research-based initiatives. The Warner School will play a leading role in the university's efforts to foster deeper connections with, and strengthen its contributions to, the City of Rochester and the Finger Lakes region, and will model and inspire further commitment to the community across the institution.

Ensure a strong financial future

The dean will be creative and entrepreneurial in exploring new sources of revenue. This will include developing a strategic enrollment management plan, pursuing new grants and funding opportunities and cultivating new philanthropic support.

Strategic Enrollment Initiatives

The next dean will develop innovative pathways, such as 4+1 programs and non-degree offerings, that can attract new student populations and address enrollment challenges.

Mental Health and Counseling Programs

The next dean will appreciate the growing demand for mental health services and embrace an opportunity to expand Warner's counseling programs and related initiatives.

Commitment to an inclusive culture

The next dean will be committed to cultivating a welcoming learning community where all stakeholders are seen, and all voices are valued.

Elevate the school's external visibility and voice in the national dialogue

The next dean will understand and appreciate the challenges facing educators across education and serve as a thought leader and key voice on matters of education policy, pedagogy and innovation within the university, in the local and regional communities and on the national and international stages.

Stability and Long-Term Commitment

The Warner community values a leader who can provide stability, continuity, and a long-term commitment to the school.

Qualities and Qualifications

As the scholarly leader of the school, the dean will draw upon a personal track record of scholarly distinction and/or thought leadership to uphold the highest standards of quality for the Warner School's academic and research enterprise. The next dean will have earned a doctoral degree in education or a related discipline. In addition, the ideal candidate will have the following professional qualifications and personal characteristics:

Vision, innovation, and entrepreneurial drive

- Experience in collaboratively advancing a strategic plan
- Possess a clear vision for leading a research-focused school of education at an R1 university, with the ability to balance Warner's dual identity as a research and professional school.
- Track record of innovation, strategic growth and creative thinking and problem solving
- Ability to identify innovative revenue-generating opportunities, expand programs, and adapt to the changing landscape of higher education
- Courage to make and inspire principled, bold decisions.
- Should have a robust understanding of research and practice, experience as a tenure-track faculty member, and the ability to prioritize and grow Warner's research output and reputation.

Proven organizational leadership and management

- Experience managing complex operations, including direct oversight of both people and programs
- Sophisticated financial acumen and budgetary expertise, including strategic resource allocation
- Organizational sophistication and demonstrated success in managing change
- Ability and desire to develop leadership potential in others
- Management style that balances personal accountability with the delegation of authority necessary for operational efficiency and to build highly effective teams

Ability to bridge disciplines and build community

- Intellectual curiosity and both the capacity and commitment to understand, appreciate and champion interests beyond one's own
- Must be an effective communicator, empathetic listener, and consensus builder who can engage with faculty, staff, students, and external stakeholders.

- Track record of fostering collaborations and relationships across disciplines and organizational units
- A record of impactful community engagement through research and/or practice
- Highly effective interpersonal and communication skills
- Inclusive, collegial, collaborative and transparent decision-making behavior

About the [University of Rochester](#)

Founded in 1850, the University of Rochester (UR) is one of the nation's leading private research universities and is the cultural, artistic, research, healthcare, and educational leader for the region. The University is a member of the prestigious Association of American Universities and is regularly ranked as one of the top 40 national universities by U.S. News & World Report. The University is home to nearly 12,000 students and 3,500 full- and part-time faculty who serve teaching, research, and clinical missions in seven schools, as well as the University's renowned medical center. The faculty currently includes 15 members of the National Academies, and the University boasts 13 Nobel laureates among its alumni and faculty.

The University also operates nationally and internationally recognized resources, including the Memorial Art Gallery, one of the few university-affiliated art museums in the country that also serves as the local community's civic art museum, and the Laboratory for Laser Energetics (LLE), the world's largest university-based national laboratory. The LLE is a unique national resource for research and education in science and technology and is recognized for groundbreaking work in fusion, high energy density science, laser science, and laboratory astrophysics.

The University of Rochester's mission, "Learn, Discover, Heal, Create—and Make the World Ever Better," is reflected in its Latin motto, *Meliora* ("ever better"). *Meliora* is also embodied in the University's values: *Meliora*, Equity, Leadership, Integrity, Openness, Respect, and Accountability. The University of Rochester is the sixth largest private employer in New York state. Overall, the University and its affiliates employ more than 32,000 people. As the largest private employer in Rochester, UR has a profound impact on the region's cultural, social, educational, clinical, and economic strength. Academic and research programs are delivered through eight units:

- [School of Arts and Sciences](#)
- [Eastman School of Music](#)
- [Hajim School of Engineering and Applied Sciences](#)
- [Simon Business School](#)
- [School of Medicine and Dentistry](#)
- [School of Nursing](#)
- [Warner School of Education and Human Development](#)
- [Laboratory for Laser Energetics](#)

These programs are offered within multiple locations: the River Campus, which houses Arts and Sciences, Engineering, the Simon Business School, and the Warner School of

Education and Human Development; the Medical Center, which is next to the River Campus and houses the School of Medicine and Dentistry, the Eastman Institute for Oral Health, and the School of Nursing; South Campus, the location of the Laboratory for Laser Energetics; and [downtown Rochester](#), home to the Eastman School of Music.

Leadership

[Sarah C. Mangelsdorf](#) is the 11th president of the University of Rochester. Since arriving in July 2019, President Mangelsdorf has increased the University's investment and growth in research and clinical enterprises, returned the University to its traditional university-wide commencement for the first time in 30 years, recognized Juneteenth as an official University holiday, and led the development of the University's 2030 strategic plan, Boundless Possibility, to help define the University of Rochester as a global research university of the future.

In 2020, she was selected as a fellow in the American Academy of Arts and Sciences and was also recognized with the Distinguished Alumni Achievement Award from the University of Minnesota.

President Mangelsdorf has been co-chair of the American Association of Universities Advisory Board on Racial Equity in Higher Education since 2020 and serves on a select McKinsey & Company task force on the future of higher education.

A Pennsylvania native, she graduated from Oberlin College and earned her doctorate in child psychology from the University of Minnesota.

In 2025, [Nicole S. Sampson](#) was appointed as provost and chief academic officer. Sampson is an experienced higher education leader and a distinguished chemical biologist whose research focuses on the molecular intricacies of mammalian fertilization, methods for precision synthesis of polymers, and finding new treatments for tuberculosis and cholera. Prior to her appointment as provost, Sampson served as interim provost and as the Robert L. and Mary L. Sproull Dean of the School of Arts & Sciences. As dean, she was instrumental in advancing the strategic priorities of the school and working to identify opportunities and resources to better support students, faculty, and staff members.

Provost Sampson earned a bachelor's degree in chemistry from Harvey Mudd College, a PhD from the University of California, Berkeley, and held an American Cancer Society postdoctoral fellowship at Harvard University.

More about the Warner School

The Warner School is committed to defining educational leadership that is research-based and tested against the realities of the nation's schools and communities. Founded in 1958, and renamed the Margaret Warner Graduate School of Education and Human Development in 1993, the school is recognized both regionally and nationally for its tradition of advancing educational knowledge, informing and shaping education and social policy and training researchers and practitioners to make a transformative impact on local and global communities of learners. Today, the Warner School is preparing the next generation of educators and education scholars to be leaders and agents of change who are knowledgeable, reflective, skilled and caring, and to make a difference both in their fields and in the lives of others.

Academic Programs

The Warner School enrolls approximately 600 graduate students, including 200 doctoral candidates, across its academic programs, which include degree and/or certificate programs in teaching and curriculum, school leadership, higher education, educational policy, counseling and human development, program evaluation, online teaching and learning and applied behavioral analysis. Several new programs have been launched in recent years, including an accelerated Ed.D. to address the needs of practicing educators; a program to teach English abroad that has attracted many international students; graduate certificate programs in program evaluation and digitally-rich teaching; and an interdisciplinary master's program in Health Professions Education offered in partnership with the School of Medicine and Dentistry and the School of Nursing.

Faculty

Approximately 50 tenure-track, clinical-track and visiting full-time professors actively advance the school's teaching, research and practice missions, advising students, supervising independent studies and/or serving on comprehensive exams or on doctoral dissertation committees. In addition, expert practitioners and faculty from other institutions serve as instructors or co-instructors for specific courses or internship supervisors. These adjunct faculty members are selected to complement the expertise of the tenure-track and clinical-track faculty.

Complementary Strengths in Research and Practice

At Warner, scholars come together from across a wide array of disciplines, bringing a diverse set of research tools and methodologies to their teaching, research and outreach. Students at Warner gain a rich appreciation for how to evaluate and use research to

improve their work and practice. Doctoral students become more steeped in the creative thinking and habits that allow them to conduct quality research as educational leaders making important decisions and evaluating programs and/or as scholars generating new knowledge and understandings of education and human development.

Warner School faculty pursue an array of research, projects and initiatives, and all are committed teachers who work closely with students. Tenure-track faculty are active researchers who think deeply about the impact and implications of their work on educational and social policy and on the work of teachers, counselors, school administrators, university leaders, agents of community change and educators in non-traditional settings. These faculty publish in top-tier scholarly journals and disseminate their findings in professional publications and as opinion pieces in local and national media outlets. Clinical faculty are deeply engaged in projects and initiatives in the community and beyond that promote change and improve schools, agencies and communities. Increasingly, faculty are combining their passions for research and community in community-engaged scholarship, working alongside community partners as co-researchers rather than subjects to better understand the dynamics at play and to gain new knowledge that will benefit the community.

Centers

The Center for Professional Development and Education Reform partners with organizations and institutions to improve educational practices and policies through professional learning, leadership development and program evaluation. The center merges policy, scholarship and practice to build capacity among its education partners while fostering a vibrant, intellectual community for collaboration on the most pressing educational challenges.

The Center for Urban Education Success (CUES) supports the success of K-12 urban schools in and beyond Rochester and meaningful, lasting change for urban high schools across the nation. Through clinical and academic research, collaborations with other institutions and the pursuit and dissemination of best practices, CUES is creating a model for urban school improvement and a robust clearinghouse of research, practitioner guides and other artifacts to support urban schools and the challenges they face.

The Center for Disability and Education provides high-quality information and support to people navigating the world of disability. The Center provides expertise, guidance, and linkage to community members, students, families, school districts, non-profit agencies, and higher education institutions.

Center for Learning in the Digital Age (LiDA) collaborates with various educational partners to leverage the potential of digital technologies for education, so as to enhance learning and development in K-12 and higher education settings, as well as in a variety of non-traditional settings.

National Council

Established in 2008, the Warner School of Education National Council is the school's leading volunteer advisory group. The council's membership consists of distinguished national leaders who provide guidance and expertise on key initiatives for the school. The council meets with the dean semi-annually and played an integral role in developing the Warner School's themes and goals.

Procedure for Candidacy Inquiries

Nominations and applications are invited by applying to the position here <https://apply.interfolio.com/170553>. Review of applications will continue until the position is filled. Confidential inquiries, and nominations should be directed to Conrad Davis, Executive Recruiter at the University of Rochester, at conrad.davis@rochester.edu.

Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in this leadership profile, and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates.

Salary is competitive and commensurate with experience. The salary range for this role is \$410,000 to \$545,000 with a generous benefits package. To learn more about University of Rochester's benefits and perks please visit our [Total Rewards page](#).

The University of Rochester is committed to fostering, cultivating, and preserving an inclusive and welcoming culture to advance the University's Mission to Learn, Discover, Heal, Create – and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion, creed, sex, sexual orientation, citizenship status, or any other characteristic protected by federal, state, or local law (Protected Characteristics). This commitment extends to non-discrimination in the administration of our policies, admissions, employment, access, and recruitment of candidates, for all persons consistent with our values and based on applicable law.