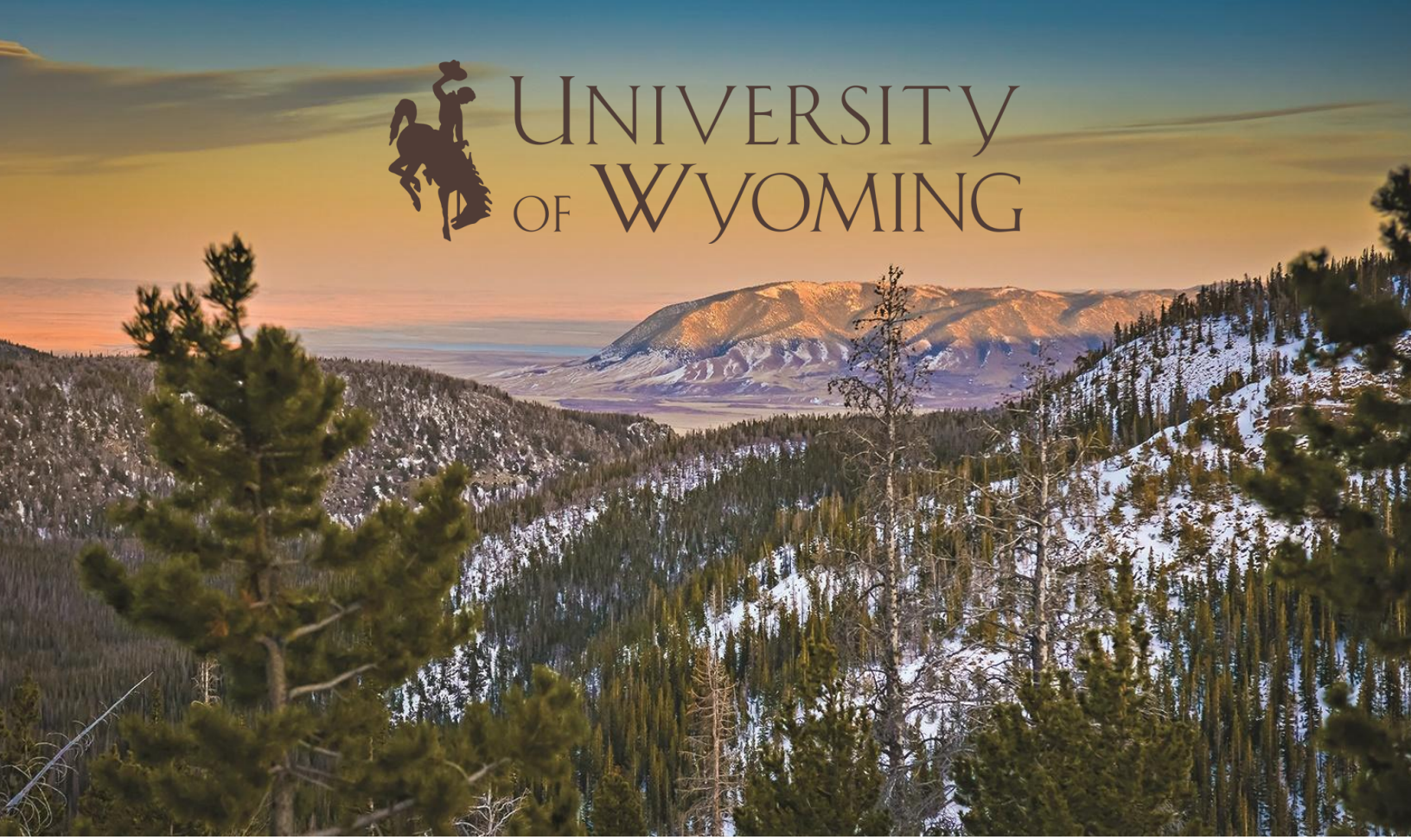
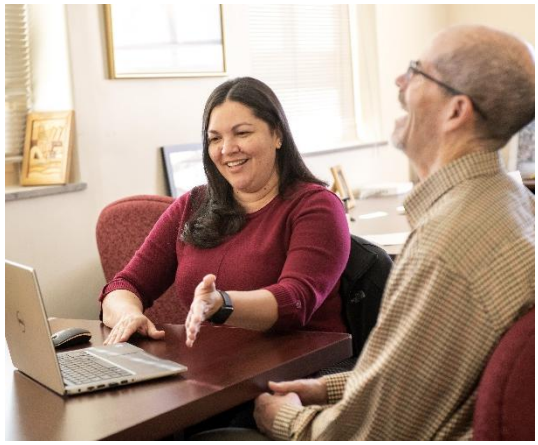


POSITION PROFILE

Wyoming Excellence Chair in Adolescent Literacy Education

Fall 2026



This search is managed in partnership with Summit Search Solutions, Inc.

UNIVERSITY OF WYOMING

Founded in 1886, the University of Wyoming is the state's land-grant and flagship institution of higher education. UW offers 222 areas of study, including 38 certificate programs, 90 bachelor's programs, 58 master's programs, and 36 doctorate/professional programs to almost 11,000 students from all 50 states and over 90 countries. In addition to campuses in Laramie and Casper, UW has online programs that reach students throughout the state, nation, and world. Colleges include the College of Agriculture, Life Sciences and Natural Resources, Arts and Sciences, Business, Education, Engineering and Physical Sciences, Health Sciences, and Law, as well as its Haub School of Environment and Natural Resources, School of Energy Resources, the Honors College, and the School of Computing. Learn more at **www.uwyo.edu**.

UW is proud to have earned R1 research classification and Carnegie Community Engaged status and is supported by substantial public investment and a generous donor community.

Located in Laramie, Wyoming, the University is surrounded by high plains and beautiful mountains, and is close to world-class hiking, camping, skiing, snowmobiling and other outdoor activities. *Outside Magazine* identified Laramie as "the perfect affordable mountain town," noting the cost of living; access to outdoor activities; food, art, and culture; and the influence of UW, including its academic and other offerings. Furthermore, Wyoming ranked #5 in the *U.S. News and World Report's* "Best States for Higher Education". In the area of tuition and fees, Wyoming ranks No. 2 in part because of its low cost for University of Wyoming students. UW's tuition and fees for resident undergraduates are the lowest in the nation among doctoral degree-granting institutions. The University community is working collaboratively to help the University reinforce and strengthen its reputation as it adapts to changing economic factors in the state and beyond. The University's strategic roadmap, "**Forward for Wyoming 2023+: A Strategic Plan for the University of Wyoming**," demonstrates that it is an exciting time to be a part of UW as the institution embarks on ambitious and impactful initiatives.

COLLEGE OF EDUCATION

The **College of Education** shares in the land grant mission of the University of Wyoming and maintains an abiding commitment to the ongoing growth and vitality of educators and counselors across Wyoming. In this context, the College provides outstanding research-based programs leading to initial licensure and certification for the teachers, counselors, and leaders in Wyoming's schools and mental health counselors in Wyoming's rural communities. As importantly, the College's programs provide essential support for teachers and counselors across the arc of their careers.

The College of Education develops and delivers cutting-edge instruction and professional support across Wyoming's expansive geography, which presents unique opportunities for innovation in teaching and learning. The College's work reflects this by incorporating globally innovative forms of competency-based learning, mentoring through communities of practice, and college and career readiness pathways that prepare educators for all settings and environments.

The College's role in the state presents a singular opportunity for scholars committed to the large-scale impact of their scholarship while also providing a significant responsibility to be knowledgeable, engaged actors through their work and programs. As part of the only four-year public institution in the state, members of the College of Education community bear the substantial weight of connecting research to practice, directly informing policy and action. No university in the country enjoys such immediate access to the state-level policy environment.

The College has over 1,100 students studying across four baccalaureate program areas and eight graduate programs offering MS, PhD, and EdD degrees, along with a range of post-graduate certificates in Counseling and Education. More than 61 full-time faculty, 35 professional staff, and 15 graduate assistants bring these programs to life. The College is home to the **Wellspring Counseling Clinic**, the **Science & Mathematics Teaching Center**, the **Literacy Research Center and Clinic**, the UW **Early Care and Education Center**, the **Center for Excellence in Special Education**, the **Center for Career and Technical Education & Agricultural Education**, the **Trustees Education Initiative**, the **Center for Early Learning**, and the **Wyoming School-University Partnership**. The College has more than 24,000 living alumni. More than 3,300 alumni currently work in Wyoming's public schools.

The College of Education is currently led by the John P. Ellbogen Dean, **Jenna Shim**. Shim, a professor in the School of Teacher Education, has served as the associate dean for academic affairs and graduate studies for more than three years. She joined the UW faculty in 2009 and has also served as associate director in the School of Education; program coordinator for the English as a Second Language (ESL) graduate program in the School of Teacher Education; and founder of the annual Wyoming ESL and DLI (dual language immersion) Conference.

LITERACY RESEARCH CENTER AND CLINIC

Expanding and transforming literacy education by connecting research, policy, and practice – the Center serves as a statewide resource that advances literacy learning through partnerships, professional development, research, and clinical services.

The Literacy Research Center and Clinic (LRCC) at the University of Wyoming is dedicated to expanding and transforming literacy education across the state. The establishment of the LRCC was accomplished through a combination of institutional prioritization, private funding, and matching funds provided by the Wyoming Legislature. The work is guided by the LRCC Outreach Advisory Board, which is composed of Wyoming legislators, former and current Wyoming education policymakers and agency directors, and additional Wyoming educational stakeholders.

By collaborating with national and international leaders in literacy and partnering with the Wyoming Department of Education, the LRCC integrates policy, research, and practice to support Wyoming communities. The Center offers a range of services, including tutoring, professional development for educators, and research initiatives that enhance literacy instruction. With a focus on collaboration, the LRCC works closely with schools to conduct needs assessments and co-design support, ensuring tailored literacy interventions and sustained growth for educators and students alike.

As Wyoming's trusted partner in literacy excellence, LRCC is committed to ensuring that all students who bring varied experiences and perspectives, at every level of literacy development, have the support, opportunities, and motivation to build not only the knowledge and skills but also the desire to read, write, speak, and listen critically and confidently for a range of audiences and purposes. **Learn more here**.

THE OPPORTUNITY

The University of Wyoming (UW) invites applications and nominations for candidates to serve as Wyoming Excellence Chair in Adolescent Literacy Education. The University is seeking a dynamic, collaborative, creative, and established scholar with a background in and commitment to secondary education. The ideal candidate will possess a strong scholarship record, extensive professional accomplishments, a history of successful extramural funding, and solid leadership skills.

The Wyoming Excellence Chair in Adolescent Literacy Education is a 9-month, full-time, tenured position reporting to the Dean of the College of Education and working closely with the Literacy Research Center and Clinic (LRCC) and the Center's team. This professorship supports the College of Education's Master of Arts in Education, PhD in Curriculum and Instruction with a concentration in literacy, as well as graduate certificates in literacy and dyslexia. The Excellence Chair will maintain a regular, active campus presence and participate in school visits, district partnerships, and statewide outreach necessary to fulfill the position's responsibilities. In addition to a salary commensurate with the status of a high-profile, established scholar, this position provides access to discretionary funds to promote a robust research, teaching, and service agenda in literacy education.

The Wyoming Excellence Chair in Adolescent Literacy Education is part of a vibrant, growing faculty that engages in developing high-quality literacy educators, supports local school districts in providing individualized and effective literacy education to grades 6-12 students, collaborates across disciplines and with the Literacy Research Center and Clinic, advances best practices in literacy education, and strives for national prominence in the field. To expand these efforts, this position requires a committed and advanced scholar, invested in forging multidisciplinary partnerships, and available to work on campus and actively engage in outreach with local school districts throughout Wyoming.

KEY RESPONSIBILITIES:

Research, Scholarship & State Impact

- Lead a nationally recognized and externally funded research agenda that addresses critical challenges in literacy education, with particular attention to the needs of Wyoming's rural, remote, and underserved communities/districts.
- Produce high-impact scholarship and translate it into practical instructional approaches and resources that strengthen the preparation and practice of Wyoming educators.
- Disseminate research findings through peer-reviewed publications, national conferences, and practitioner-focused outlets.
- Establish and sustain research-practice partnerships with school districts, education agencies, and community stakeholders across Wyoming.
- Submit annual impact reports in alignment with the Wyoming Excellence in Higher Education Endowment's statutory requirements, documenting progress in research, teaching, and service to the state.

Instruction & Mentorship

- Unless otherwise arranged with the Dean of the College of Education, teach a 2-1 or 1-2 annual course load, with a reduced 1-1 load during the first year to support the successful launch of a research and outreach agenda.
- Deliver high-quality instruction in literacy education at both the undergraduate and graduate levels, in formats responsive to Wyoming's geographic and workforce needs.

Outreach, Statewide Service, and Policy Engagement

- Actively engage in outreach aligned with UW's land-grant mission, including:
    - Developing and sustaining partnerships with Wyoming schools and districts, including rural and underrepresented communities, to identify literacy needs and share research and context-specific professional learning and development, technical assistance, and instructional support.
    - Collaborating with state agencies to inform policy and practice.
    - Serving as a public scholar representing UW in statewide forums, advisory groups, and educational collaboratives.
    - Representing the College of Education's literacy education program when information, presentations, or engagement is requested by key external stakeholders.

Leadership & College Engagement

- Contribute to academic leadership within the College of Education, supporting program development and interdisciplinary initiatives.
- Establish annual goals and document progress and outcomes, including educator participation, improvements in instructional practice and student learning where appropriate, research outputs, and external funding secured.
- Collaborate with the other literacy chair, the Literacy Research Center and Clinic, and relevant College programs to coordinate initiatives, use resources effectively, and expand statewide impact.
- Serve as a mentor and resource for faculty and graduate students in literacy education and related areas.
- Help enhance the visibility and impact of the College's literacy programs, especially across the state.

Grants, Funding & Innovation

- Develop and submit competitive external grant proposals, secure funding, and manage funded projects that advance literacy research, educator development, and statewide partnerships.
- Leverage endowed resources to launch innovative programming, develop technology-enhanced instruction, and build sustainable statewide partnerships.

MINIMUM EXPERIENCE/CREDENTIALS/COMMITMENTS REQUIRED:

- An earned PhD in literacy education or a field closely related to literacy education.
- A strong interest in and commitment to Adolescent Literacy Education, inclusive practices, and advocacy for literacy education.
- Earned rank of tenured full professor at an accredited university with accomplishments sufficient for promotion to the rank of full professor upon hire at the University of Wyoming.
- Successful experience and interest in teaching across multiple instructional modalities and a demonstration of excellence in teaching and faculty and student mentorship.
- Experience with developing course materials and syllabi, effectively collaborating with faculty, conducting research, and engaging with professional organizations in the field.
- A demonstrated record of developing competitive external grant proposals and successfully securing external funding as a principal investigator or co-principal investigator, and evidence of an established line of empirical research and publishing in adolescent literacy education or closely related fields.
- An eagerness to support and develop strong and high-quality literacy educators in Wyoming.
- A commitment to travel across the state in the capacity of serving as a literacy education advocate and expert, connecting with local school districts throughout Wyoming, as well as state and local government entities.
- Valid driver's license with a motor vehicle record (MVR) that is compliant with the **University Vehicle Use Policy**.

SUCCESSFUL CANDIDATES WILL HAVE THE FOLLOWING OR COMPARABLE EXPERIENCE/COMMITMENTS:

- Experience working directly with districts to support local initiatives and unique needs relating to literacy education.
- Demonstrated experience engaging external constituents in collaborative efforts, professional development, and advocacy.
- Experience collaborating with multiple stakeholders (e.g., educators, district leaders, state education agency representatives, government officials, legislators, etc.).
- Experience teaching grades 6-12 students.
- Demonstrated knowledge of evidence-based literacy assessment and interventions for students with literacy challenges in secondary grades.
- A strong commitment to innovative teaching approaches resulting in improved student learning.
- Experience in higher education administration, strong leadership skills, and fiscal acumen.

UW offers a competitive salary and strong benefits, including a retirement plan with a 14.19% University contribution (based on gross salary), excellent leave plans (vacations, sick days, and holidays), a tuition waiver program, a recreation center discounted membership opportunity, and a variety of on-campus dining and banking services.

PROCEDURE FOR CANDIDACY

The University of Wyoming, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; **parties who apply by November 20, 2026 will be given first consideration**. Please submit a CV/resume and a letter that describes your interest and related experience/qualifications upon application. All applications and nominations will be held in confidence.

To apply online, go to: **https://theapplicantmanager.com/jobs?pos=su537**

For more information or to offer recommendations or nominations:

Caitlin Hummel
Senior Consultant
Summit Search Solutions, Inc.
Direct: (585) 880-7550
chummel@summitsearchsolutions.com

Beth Baldino
Senior Consultant
Summit Search Solutions, Inc.
Direct: (828) 216-6606
bbaldino@summitsearchsolutions.com

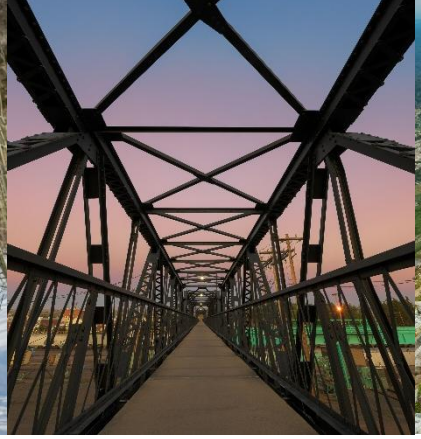
Summit Search Solutions, Inc. is a boutique executive search firm dedicated to serving the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Colorado, Kansas, New York, and North Carolina.

*The University of Wyoming is an Affirmative Action/Equal Opportunity Educator and Employer (UW Reg 4-1). The University does not discriminate in employment or personnel practices on the basis of race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, pregnancy, or any other protected category or participation in any protected activity. In compliance with the ADA Amendments Act (ADAAA), if you have a disability and would like to request an accommodation to apply for a position, please call 307-766-2377 or email **jobapps@uwyo.edu**. Review the **Know Your Rights** poster.*

Pursuant to Wyoming State law, W.S. 19-14-102, as amended, an honorably discharged veteran who has been a resident of the state of Wyoming for one (1) year or more at any time prior to the date when the veteran applies for employment, or any surviving spouse who was married to such veteran at the time of the veteran's death, who is receiving federal survivor benefits based on the veteran's military service and is applying for employment, shall receive an interview preference during the applicant screening process with the University of Wyoming. At the time of application, the applicant must possess the business capacity, competency, education or other qualifications required for the position. If disabilities do not materially interfere with performance of job duties, disabled veterans will be given preference over able-bodied veterans. Appropriate documentation of veteran status must be provided at time of application as outlined in the application process. No preference will be given to a veteran currently employed by a public department.

We conduct background investigations for all final candidates being considered for employment. Offers of employment are contingent upon the completion of the background check.

Applicants with disabilities may request accommodation to complete the application and selection process. Please notify Human Resources at least three (3) working days prior to the date of need.



LARAMIE, WYOMING

Laramie is filled with hospitality, entertainment, and excitement while providing a neighborly atmosphere and warm small-town feel with a multitude of amenities and entertainment. The name "Wyoming" conjures up visions of the Old West as few others can. Laramie features a historic downtown, prairie and mountain vistas, rodeos, guest ranches, and more. Surrounded by the great outdoors, Laramie is also southeastern Wyoming's center for arts events, with a lively music and theater scene, art exhibitions, festivals, and a variety of other entertainment. And don't forget all the sports activities at the university and K-12 levels. In September 2023, *Outside* magazine named Laramie, Wyoming "**The Most Affordable Mountain Town in the West**," referring to it as "the sweet spot where high adventure meets a low cost of living."

INTERESTING FACTS:

- Also known as the "Gem City of the Plains," Laramie is located in the southeastern part of Wyoming approximately 45 miles from the state capital, Cheyenne, and 130 miles from Denver, Colorado.
- Laramie sits at 7,200 feet above sea level in the Laramie River Valley surrounded by the Medicine Bow National Forest, the Laramie Mountains, and the Snowy Range.
- Laramie has a 6% sales tax but does not have a state income tax or state inheritance tax.
- Laramie offers a variety of outdoor adventures with more than 250 days of sunshine per year.
- The quality of life and amenities Laramie has to offer bring several types of industries to the area including technology companies and academia.

About 20 minutes east of Laramie, the Vedauwoo Recreation Area boasts some of the best rock climbing in the country. You can photograph abundant wildlife, dramatic mountain scenes, and jumbled rock formations. With more than a hundred mountain biking trails, the Laramie area provides a paradise for exploration on two wheels. Whether you prefer walking or hiking; camping or day trips; fishing or hunting; mountains, lakes, rivers, or trails – Laramie offers something for everyone. Families will find fun and exploration close to town, while backpackers and outdoor enthusiasts can spend a week in the high country of the Medicine Bow Mountains. Winter snow enthusiasts can escape the crowds by exploring the hills, forested glens, and rolling meadows of the Snowy Range from the back of a snowmobile or on downhill or cross-country skis. Laramie is one of Wyoming's favorite playgrounds!

FOR MORE INFORMATION ON LARAMIE PLEASE VISIT:

•Visit Laramie, **http://visitlaramie.org/** •Laramie Chamber Business Alliance, **http://laramie.org/**
•Laramie Main Street **https://laramiemainstreet.org/**