

Director

Dartmouth Center for the Advancement of Learning (DCAL)

Position Summary

The Director of the Dartmouth Center for the Advancement of Learning (DCAL) provides the vision, leadership, and management required to advance Dartmouth's commitment to teaching excellence. The role identifies and facilitates opportunities to enrich teaching and learning by coordinating programs, resources, and initiatives that support educators across campus, while creating forums for faculty, postdoctoral scholars, graduate students, and undergraduate peer educators to reflect on the purposes and goals of teaching and learning.

Role Purpose and Institutional Context

DCAL serves as an enabling center for instructional improvement and pedagogical innovation. The center supports educators in cultivating effective and inclusive learning environments through training, research, communication, and distributed resources and services.

DCAL staff have articulated seven goals that guide the center's work:

- Assert student learning as Dartmouth's primary institutional priority.
- Advance equitable and inclusive educational practice.
- Promote research-informed teaching.
- Empower pedagogical experimentation through partnership.
- Serve as a hub for teaching-and-learning initiatives.
- Contribute to a culture where teaching excellence is recognized and rewarded.
- Provide leadership for teaching and learning across the higher education landscape.

Key Responsibilities

1) Center Leadership

The Director leads DCAL's strategic direction and provides day-to-day leadership in concert with the Provost, DCAL staff, and campus stakeholders. The Director sets direction, determines policies, and recommends implementation and operational strategies to enhance teaching and learning at Dartmouth.

Core leadership responsibilities include:

- Lead and participate in discussions on innovations in teaching and mentoring.
- Ensure effective communication and collaboration among DCAL and key educator communities; collect feedback and implement changes to remain responsive to campus needs.
- Provide strategic guidance and vision for the DCAL team aligned with the center's goals and objectives.

DARTMOUTH

- Facilitate the development and delivery of distributed resources, services, staff support, and programs to help educators design, fund, implement, and assess learning initiatives and outcomes.
- Devote special attention to diversity, including the benefits, challenges, opportunities, and obligations in a residential learning community.
- Serve as primary liaison to external agencies and visitors associated with teaching and learning in higher education (including the Ivy+ CTL consortium and POD Network).
- Advocate for Dartmouth's educational mission in serving all students equitably and inclusively, and lead strategic planning and evaluation to ensure DCAL meets its goals and objectives.

2) Management and Operations

The Director is accountable for operational effectiveness and stewardship of resources, including:

- Evaluate the effectiveness of DCAL's programs, operations, and activities.
- Develop and manage DCAL's fiscal affairs, ensuring effective financial planning and resource allocation; participate in fundraising to augment endowment and current-use resources.
- Lead or participate in hiring, supervising, training, and supporting staff; provide coaching and mentoring that promotes growth and development; evaluate performance and provide constructive feedback.
- Ensure compliance with relevant policies, procedures, and regulations.

3) Professional Development and Field Engagement

The Director remains current in emerging evidence-based pedagogy through reflective professional development.

Candidate Profile

Required Skills and Knowledge

Successful candidates will demonstrate:

- Leadership and managerial capability.
- Competence in fiscal and personnel management and long-range planning.
- Excellent written and verbal communication across levels and disciplines of the academy, with exceptional presentation and public speaking skills.
- A strong commitment to diversity and a proven ability to work effectively with a diverse population.

Experience

The role requires:

- A minimum of six years of experience in higher education.
- Demonstrated success in scholarship and teaching.
- A tenured academic appointment at Dartmouth.

DARTMOUTH

- Extensive experience teaching at the undergraduate and/or graduate level and/or a demonstrated track record of reflective and evidence-based teaching experimentation.

Education

- Ph.D. or other relevant advanced degree.

Core Stakeholders and Key Relationships

The Director operates at the intersection of multiple educator constituencies and institutional partners, ensuring productive collaboration among DCAL, faculty, postdoctoral scholars, graduate students, and others at Dartmouth and beyond. The Director also serves as a primary external liaison within the teaching-and-learning ecosystem (e.g., Ivy+ CTL and the POD Network).

What Success Looks Like

Success in this role will be reflected in:

- Clear strategic direction and effective implementation that strengthens teaching and learning across Dartmouth.
- High-quality, widely adopted resources and programs that support educators in designing, implementing, and assessing learning initiatives and outcomes.
- Demonstrable responsiveness to campus needs through systematic feedback collection and continuous improvement.
- Credible leadership in equitable and inclusive educational practice, aligned to Dartmouth's educational mission.
- Strong operational stewardship, including effective evaluation, resource management, staff development, and compliance.