

University of Colorado Colorado Springs  
College of Education  
1420 Austin Bluffs Pkwy  
Colorado Springs, CO 90918

February 22, 2022

Dear Search Committee,

I am writing in application for the position of Dean in the College of Education. My array of varied experiences in both public schools and higher education distinguishes me as a prime candidate for the position.

I am in my fourth year as Associate Dean in the College of Education and Human Development at Lamar University, after working 2 years as Chair of the Department of Counseling. Our departments in the college are comprised of Kinesiology; Nutrition, Hospitality & Human Services; Teacher Education, Teacher Leadership, and Counseling. The involvement as Associate Dean and Chair in the college has allowed me to gain valuable experience with accreditation, creating task forces for strategic planning, redesigning programs with a multicultural emphasis, creating new programs for both campus and online learning.

My research has been focused on research methodology, mentoring and supervision relationships, and multidisciplinary approaches. I have 51 publications, 4 book chapters, one book published by Sage, and a funded grant at 1.9 million dollars. My *h*-index is 22 (Google Scholar) with the highest read article (578 citations) published in the *Journal of Counseling and Development*. The average cites per paper for my work is 41.65 and my *g*-index is 46.

I have adopted a critical lens in my approaches to research, teaching, service, and leadership whereby others are empowered beyond my personal work. I have presented on more than 80 occasions including the International Mixed Methods Conference; the International Congress of Qualitative Inquiry; the Association for Counselor Education and Supervision; and other research or counseling-related venues. My service work includes mentorship of new professionals for the American Counseling Association and on the Lamar University campus; Chair of Graduate Student Committee for the Texas Counseling Association; and serving as board member to the Southwest Educational Research Association. I spent numerous summers working for the Organization for Social Science Research in Eastern and Southern Africa (OSSREA) where I refined my leadership skills and multicultural lens for working with a diverse society. Social justice and multicultural competencies are the crux of all that I do.

In addition, my experience as Associate Dean and Chair has brought a myriad of experiences to my skill set. When I began my chair position of the Counseling Department, it was in a state of transition. The previous chair left the department suddenly and several faculty members left along with him. I rebuilt the department by establishing strong relationships and creating a renewed, student-centered vision. As Associate Dean, I acted as Chair to the Teacher Education Department when they were in transition and rebuilt the directions for fieldwork so that we are

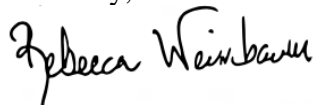
more inclusive of school and community partnerships. After being Chair for several years and Associate Dean for several years, I am eager to naturally progress into the Dean position.

Finally, my leadership style includes strong ethics and moral standards, social justice, outstanding organization skills, efficiency in learning new tasks, empowering others for growth opportunities, and fostering a sense of connection, belonging, and accomplishment. I follow the tenets of participative leadership theory so that all members of the department and college are engaged and invested in our mission and values. I have been told that I am exceptional with creative solutions and innovative programming, including best practices for online learning.

Working at Lamar University has given me experience in an emerging Hispanic-serving institution, with 1,357 total undergraduate Hispanic student equivalent enrollment in an emerging urban setting. The percentage of Hispanic students' undergraduate full-time equivalent enrollment is 20.4%. In addition, Lamar University has been recognized as one of the 2021-22 First-Gen Forward Cohorts. Part of our mission is to develop partnerships between first-generation students, staff, faculty, alumni, and community members who share similar academic and life experiences. We strive to provide support, resources for growth, best practices for recruiting, retention and persistence to graduation, and fostering a sense of belonging and self-worth through engagement and campus involvement.

I would be honored to be the leader of the College of Education at UCCS. I would bring passion, enthusiasm, and a unique skill set for creating equitable solutions, respect for diversity, and systemic answers toward success in all aspects of my work.

Sincerely,

A handwritten signature in black ink that reads "Rebecca Weinbaum". The signature is written in a cursive, flowing style.

Rebecca K. Weinbaum  
Associate Dean and Associate Professor  
College of Education and Human Development  
Lamar University  
Beaumont, TX