

SEARCH PROSPECTUS:

Dean of the School of Science and Technology



Georgia Gwinnett
COLLEGE

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ABOUT GEORGIA GWINNETT COLLEGE

Student success is the hallmark of Georgia Gwinnett College (GGC). GGC provides access to targeted baccalaureate degrees that meet the economic development needs of the growing and diverse population of the northeast Atlanta metropolitan region. GGC's innovative practices, caring culture and extremely affordable tuition are game changers in higher education, and impact the future for students at all levels, of all ages and from all walks of life. GGC combines proven student/faculty engagement practices with small class sizes, individual attention, remarkable facilities, a diverse and inclusive culture and student mentoring to enhance student success. GGC's groundbreaking, four-year college model changes how educators facilitate and support student learning. The innovative model is characterized by GGC's integrated approach to these three critical elements: attention, affordability and access. GGC emphasizes the innovative use of technology and active-learning environments to provide its students enhanced learning experiences, practical opportunities to apply knowledge, increased scheduling flexibility, and a variety of course delivery options. Its graduates are inspired to contribute to the local, state, national, and international communities and are prepared to anticipate and respond effectively to an uncertain and changing world.

Part of the University System of Georgia (USG), GGC is the eighth largest of 26 higher education institutions including four research universities, four comprehensive universities, nine state universities and nine state colleges.

VISION AND MISSION

Vision

Georgia Gwinnett College will be a premier 21st Century Liberal Arts College where learning will take place continuously in and beyond the confines of the traditional classroom. Its cornerstones will be innovative use of educational technology and a commitment to an integrated educational experience that develops the whole person. GGC will be a wellspring of educational innovation. It will be a dynamic learning community where faculty engagement in teaching and mentoring students will be the hallmark. It will be a driving force for change in student success. As such, it will be a model for innovative approaches to education, faculty engagement with students, and highly efficient student, faculty, and administrative services.

Mission

Georgia Gwinnett College provides access to targeted baccalaureate and associate level degrees that meet the economic development needs of the growing and diverse population of the northeast Atlanta metropolitan region. It emphasizes the innovative use of technology and active-learning environments to provide its students enhanced learning experiences, practical opportunities to apply knowledge, increased scheduling flexibility, and a variety of course delivery options. Georgia Gwinnett's outstanding faculty and staff actively engage students in various learning environments, serve as mentors and advisors, and assist students through programs designed to enhance their academic, social, and personal development. GGC produces contributing citizens and future leaders for Georgia and the nation. Its graduates are inspired to contribute to the local, state, national, and international communities and are prepared to anticipate and respond effectively to an uncertain and changing world.

ABOUT GEORGIA GWINNETT COLLEGE (Cont.)

OUR FOUR PILLARS

Scholarship

GGC produces graduates prepared for life-long, intentional learning. These graduates will continue to discover, acquire, integrate and apply knowledge in ways that enhance both their lives, and the lives of others.

Leadership

GGC inspires its graduates to model purposeful, intentional actions that enable them, and those around them, to work together in cohesive and coherent ways toward common goals. Our students lead by example, with both their hearts and their minds, while encouraging others to do the same.

Service

GGC encourages each graduate to live as engaged, contributing citizens, and to serve actively in ways that will result in positive impacts on their local, state, national and international communities.

Creativity

GGC cultivates the attributes of curiosity, intellectual versatility, imagination and critical thinking to enable graduates to embrace varied perspectives, identify key points of convergence among disparate ideas and situations, and generate creative ideas and innovative solutions.

OUR CAMPUS

The college is located in [Lawrenceville, Georgia](#), in the heart of [Gwinnett County](#). Gwinnett is a vibrant community 30 miles northeast of downtown Atlanta where a mixture of quiet postcard neighborhoods and bustling commercial districts blend the past with the present. Located in one of the most dynamic regions in the South to live and work, Gwinnett County is home to an estimated population of about 896,000 with 1.2 million projected by the year 2025. Here, progress and quality of life connect so that everyone enjoys the small-town ambience with all the amenities of a big city. Businesses and residents alike enjoy safe neighborhoods, good schools, modern infrastructure and a thriving economy.

OUR HISTORY

The visionary leaders of Gwinnett County worked for many years to establish a four-year college within this fast-growing community. They succeeded in 2005 when legislation established what would soon be named Georgia Gwinnett College.

Led by its charter president, Dr. Daniel J. Kaufman, the college opened in August 2006 to 118 students as the nation's first four-year, public college founded in the 21st century and the first four-year, public institution created in Georgia in more than 100 years.

GGC experienced dramatic growth, fueled by a supportive, enthusiastic community and a pipeline of local students. In 2009, the Commission on Colleges of the Southern Association of Colleges and Schools granted GGC its initial accreditation in record time. At that point, the college had grown to more than 3,000 students.

Occupying a handful of buildings on a former satellite campus, GGC embarked on an aggressive construction schedule, completing facilities in synchronization with enrollment growth. As enrollment surpassed 5,000 in fall 2010, GGC opened its library and learning center and its residence halls, soon followed by the student center and a laboratory building.

By 2012, GGC's enrollment reached 9,400. It launched its first season of intercollegiate competition in the National Association of Intercollegiate Athletics and completed its varsity athletics facilities.

In fall 2014, the college opened its Allied Health and Sciences building, home of the schools of Health Sciences and Science and Technology. GGC also expanded an original academic building to four times its original size. The schools of Business, Education, Liberal Arts, and Transitional Studies are based in this facility.

The college surpassed 12,800 students in fall 2019.

ABOUT GEORGIA GWINNETT COLLEGE (Cont.)

OUR VALUE PROPOSITION

Having celebrated its 15th year, GGC continues building upon its success in upholding its unique mission and vision. Today, the college enrolls nearly 13,000 students. *U.S. News & World Report* ranked GGC the #10 top public college in the Southern region for 2019 and recently ranked it as the most ethnically diverse Southern regional college for its sixth consecutive year. GGC offers 18 bachelor's degree programs and more than 45 concentrations. According to the National Survey of Student Engagement, GGC's students have consistently scored it among the nation's top colleges in several areas of student engagement, a critical predictor of student success.

USG economic impact studies indicate that GGC has contributed more than \$3.77 billion to the local economy, including the creation of 4,400 jobs. GGC's innovative practices, caring culture and extremely affordable tuition are changing the future for students at all levels, of all ages and from all walks of life.

Learn more about GGC at www.ggc.edu/about-ggc/





ABOUT THE SCHOOL OF SCIENCE AND TECHNOLOGY

The School of Science and Technology (SST) offers Bachelor of Science degrees in a number of programs, including:

[Biology](#)

[Chemistry](#)

[Environmental Science](#)

[Exercise Science](#)

[Information Technology](#)

[Mathematics](#)

SST also offers two special programs in partnership with other institutions:

[PharmD Early Assurance Program](#)

[Regents' Engineering Pathway](#)

In addition to pursuing an academic major, students can pursue a minor in [Biology](#), [Chemistry](#), [Information Technology](#) and [Mathematics](#). Teaching certificates are available to students majoring in Biology, Chemistry and Mathematics.

Through faculty-mentored research projects, internships, and service learning, SST challenges students to think outside the box—and outside the classroom and lab.

The hands-on, course-embedded undergraduate research experience—available to students all four years in college—has led to fascinating learning opportunities. Past projects have focused on such topics as air quality, the environmental impact of kudzu and the development of web-based animation as a teaching tool. As of Fall 2020, 3,338 full-time students and 1,668 part-time students are majoring in SST programs.

THE LEADERSHIP AGENDA FOR THE NEXT DEAN

Together, the Provost and the six GGC deans will seek to:

- Support and advance Georgia Gwinnett College's uniquely strong focus on student success, serving many first-generation students in an open access setting and preserving its mission;
- Examine the role and responsibilities of each dean position and rebalance, as appropriate, as the College has reached maturity, while preserving the positive factors that have led to its successes;
- Strengthen Georgia Gwinnett College with a shared vision among faculty and leadership for the institution and distinctive brands for the student success mission and model of each school.

The new dean will:

- Exercise strong, flexible, and collaborative leadership attentive to advancing a clear vision for the school;
- Maintain and enhance learning support, experiential opportunities, and one-on-one attention that meets each student's individual needs holistically within a small class size environment;
- Collaborate with SST faculty and other GGC Deans and faculty to explore additional innovative academic pathways for SST students;
- Champion greater visibility for the School's excellent faculty, array of disciplines and program quality at local, national and global levels;
- Maintain and expand grant proposals and fund raising for strategic areas of emphasis;
- Support, build and/or guide metrics for top quality performance in accreditation or professional credentialing of various programs;
- Be comfortable, confident, and adaptable to a high energy, rapid response environment and be able to delegate authority effectively;
- Cultivate personal relationships with the SST faculty, support their growth and professional development in teaching and research, and provide leadership opportunities to them as they advance in the profession.

The new dean will find:

- A welcoming circle of fellow deans who value teamwork, frequent interaction, interdisciplinary opportunities, and other forms of collaboration and partnership;

- An environment that is aligned with values centered on student success; genuine commitments to and love for both teaching and research; diversity and inclusion; collaboration, partnership and responsiveness to each other; openness, transparency and approachability; innovation and experimentation with creative solutions; honesty, integrity, fairness, and respectfulness;
- An orientation for data-driven, yet inclusive, decision-making practices that build understanding and consensus around priorities and practices.

Opportunities for the next dean:

- Leadership that builds on the School's vibrant culture and impressive successes within a young institution, especially in undergraduate research and innovative teaching;
- Implement collaborative and consultative approaches, establish a vision that supports faculty and students in ways that are innovative, flexible, responsive, and cost-effective in an environment of small class sizes and hands-on research for all undergraduates;
- Creatively identify ways to attract, enroll, and retain students, working with faculty and staff to build diverse programs that are responsive to changing or newly emerging regional and industry needs and lead students to career success and graduate school;
- Support the growth of new external partnerships and programs that engage the Gwinnett County community and build additional bridges and opportunities for the School.



DESIRED ATTRIBUTES, EXPERIENCE, AND ABILITIES OF THE NEXT DEAN OF THE SCHOOL OF SCIENCE AND TECHNOLOGY

- Capacity to fairly manage disparate disciplines, units and personalities while advancing the larger mission and goals of SST and Georgia Gwinnett College;
- Ability to identify and to assess many alternatives for organization structures and then collaboratively implement a transition to a new organization positioned for the future;
- Works collaboratively with a focus on enabling, empowering, and supporting faculty and staff in advancing student success;
- Communicates clearly, listens well, and advocates effectively for the School of Science and Technology within GGC and beyond;
- Thinks “outside the box” and is approachable—welcomes new ideas from others;
- Exhibits a positive energy and outlook that recognizes and builds on existing successes;
- Enjoys an internally-focused approach with students, staff, and faculty while also building a more external role and presence;
- Has a notable record of inclusion and support for diversity among faculty, students, staff, disciplines, and perspectives;
- Capable of navigating, embracing, and building support for change, especially in a context in which: (1) the development of new faculty and administrative leadership is desirable (in areas such as promotion policies, course scheduling, accreditation) and (2) there is a newly redesigned General Education curriculum;
- Has demonstrated successes in building external relationships to generate good will, raise the institution’s profile, establish internships and other opportunities, and acquire grants and gifts;
- Success in building and managing budgets and advocating/justifying resource requests;
- Ability to balance the needs and interests of the School while actively participating as part of the leadership team to implement the new president’s agenda and priorities.

POSITION DESCRIPTION AND REQUIREMENTS

SUMMARY

Reporting to the Senior Vice President for Academic and Student Affairs/Provost, the Dean of the School of Science and Technology is the chief administrator of the School, providing overall leadership to drive effective operations of the different academic disciplines. The primary responsibility of the Dean is to work with key campus partners including faculty and staff, to achieve the mission of the college in the areas of teaching, scholarship, student engagement, and service. The Dean is to provide innovative and results-based leadership to ensure that SST remains firmly established among the providers in the areas of science and technology in the region. The Dean plays a major role in developing relations with businesses, the community, government, accrediting agencies, and in seeking external support; as well as, fostering

a culture and climate that promotes excellence and collegiality within the School, across campus and with external community partners.

Required Qualifications:

- For full consideration, a candidate’s professional background must include:
- A doctoral degree or earned terminal degree in a related concentration/discipline;
- An academic record inclusive of achievement of the rank of full professor;
- A minimum of five years of higher education administrative experience in such positions as department chair, associate dean, or equivalent level.

POSITION DESCRIPTION AND REQUIREMENTS (Cont.)

- In addition, successful candidates will have:
 - Demonstrated leadership skill, with excellence communication, organizational, interpersonal, and collaborative skills;
 - Commitment to diversity, intercultural understanding, and professional development of faculty and staff;
 - A commitment to and evidence of securing external support through grants, fundraising, and development;
 - Experience in budget and financial management;
 - Experience in faculty recruitment, supervision, and evaluation.
- Preferred Qualifications:**
- Experience with traditional and nontraditional academic program delivery methods;
 - A collaborative leader with a proven track record of bringing groups together to meet objectives;
 - Experience with student recruitment and retention;
 - Experience in strategic planning and the ability to work collaboratively with faculty and academic leaders to identify the academic priorities of the School and develop strategies and tactics for achieving them;
 - Support for faculty entrepreneurship and development in scholarly research, teaching, and service;
 - Support for student engagement and student success;
 - An ability to provide civic leadership and to successfully work with professionals in industry and academic, community, and governmental organizations.





HOW TO APPLY

Georgia Gwinnett College is being assisted in this search by Academic Search, Inc. Nominations, applications, and inquiries may be sent in complete confidence. Full consideration will be given to all applications received by **January 5, 2021**.

Application materials to include (1) a letter of interest; (2) curriculum vitae; and (3) the contact information for five references (who will not be contacted without the candidate's permission) must be submitted electronically to ggcdeansst@academicsearch.org:

Nominators and prospective candidates also may arrange a confidential conversation about this opportunity with [Nancy D. Suttentfield](#), Senior Consultant, or [Bethany Zecher Sutton](#), Consultant.

Hiring is contingent upon eligibility to work in the United States and proof of eligibility will be contemporaneously required upon acceptance of an employment offer. Any resulting employment offers are contingent upon successful completion of a background investigation and credit check if applicable to the position, as determined by Georgia Gwinnett College in its sole discretion. Georgia Gwinnett College, a unit of the University System of Georgia, is an Affirmative Action/Equal Opportunity employer and does not discriminate on the basis of race, color, gender, national origin, age, sexual orientation, disability or religion. Georgia is an open records state.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Georgia Gwinnett College in this work. For more than four decades, Academic Search has offered executive search services exclusively to higher education institutions, associations, and organizations. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to premier leadership development programs. As the subsidiary of the American Academic Leadership Institute (AALI) and not a privately held organization, we see our mission as providing outstanding executive recruitment, and identifying and cultivating the next generation of higher education leadership. Academic Search provides substantial financial, thought leadership, and personnel support to a number of leadership identification, development, and support programs throughout the academy. For more information, visit www.academicsearch.org.



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