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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 transform 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, facility, 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.
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.
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 https://www.ggc.edu/about-ggc/

OUR LEADERSHIP
Dr. Jann L. Joseph has served as president of Georgia Gwinnett College since July 2019, bringing to this role her extensive professional experience working to increase educational opportunities and student success. Although neither of her parents completed elementary school, they valued the power of education to transform lives for generations. Joseph’s gratitude for her parents’ encouragement and sacrifices to give her an education inspired her to pay it forward by serving in higher education. Joseph graduated from the University of the West Indies – St. Augustine with a bachelor’s of science in agriculture and a master’s of philosophy in plant science. She earned her doctorate in curriculum and instruction in science education from the University of Wisconsin-Madison. Prior to moving to Lawrenceville to assume the presidency of GGC, Dr. Joseph served in academic and leadership roles at Grand Valley State University and Eastern Michigan University, as well as executive vice chancellor for academic affairs and then interim chancellor at Indiana University – South Bend.

President Joseph works closely with the Provost, members of the Cabinet, faculty, staff, and students to transform the lives of GGC students and fulfill the mission of the institution to produce contributing citizens and future leaders for Georgia and the nation.
ABOUT GEORGIA GWINNETT COLLEGE (Cont.)

OUR FEEDBACK

93% of students give positive ratings to their overall educational experience at GGC.

92% of graduates say their GGC experience has been highly relevant to their lives.

94% of students would recommend GGC to their friends and family members.

FAST FACTS

FALL 2019 ENROLLMENT 12,831
7,000+ ALUMNI

32% Black or African American

28% White

24% Hispanic

11% Asian

4% Two or More Races

<1% Unknown

<1% American Indian or Alaskan Native

<1% Native Hawaiian or Other Pacific Islander

57% Female

43% Male

11.6% NON-TRADITIONAL STUDENTS (AGE 25 AND OLDER)

AVERAGE STUDENT AGE 22.3

67% Full-time

33% Part-time

76% Gwinnett County

24% Other

ECONOMIC IMPACT

FISCAL YEAR 2018 $515 M

CUMULATIVE IMPACT TO DATE $3.77 B

JOBS ON CAMPUS 818

RESULTING JOBS IN COMMUNITY 3,611

ACADEMICS

SCHOOL OF BUSINESS

SCHOOL OF EDUCATION

SCHOOL OF HEALTH SCIENCES

SCHOOL OF LIBERAL ARTS

SCHOOL OF SCIENCE AND TECHNOLOGY

SCHOOL OF TRANSITIONAL STUDIES

PROGRAMS OF STUDY 18

CONCENTRATIONS OF STUDY 45+

AVERAGE CLASS SIZE 20

STUDENT-TEACHER RATIO 19:1

FALL 2019 ENROLLMENT

School & Major # of Students
School of Business
Bachelor of Business Administration 2,690

School of Education
Bachelor of Science, Elementary Education 523

Bachelor of Science, Special Education 126

School of Liberal Arts
Bachelor of Science, Cinema and Media Arts Production 482

Bachelor of Science, Criminal Justice/Criminology 526

Bachelor of Arts, English 223

Bachelor of Arts, History 205

Bachelor of Arts, Human Development & Aging Services 146

Bachelor of Arts, Political Science 196

Bachelor of Science, Psychology 872

School of Science and Technology
Bachelor of Science, Biology 1,270

Bachelor of Science, Chemistry 167

Bachelor of Science, Environmental Science 134

Bachelor of Science, Exercise Science 471

Bachelor of Science, Exercise Science with Nursing Interest 1,366

Bachelor of Science, Information Technology 1,412

Bachelor of Science, Mathematics 196

School of Health Sciences
Bachelor of Science, Nursing 120

General Studies 1,718

Total 12,831

ATHLETICS

GEORGIA GWINNETT GRIZZLIES

SIX NAIA CONFERENCE ATHLETIC TEAMS

Team NAIA Ranking
Men's Tennis 1
Baseball 4
Men's Soccer 12

Team NAIA Ranking
Women's Tennis 1
Softball 4
Women's Soccer 8

Source: NAIA Coaches Poll as of May 2019

FAST FACTS

FALL 2019 ENROLLMENT 12,831
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JOBS ON CAMPUS 818

RESULTING JOBS IN COMMUNITY 3,611
As Georgia Gwinnett College builds on its strong tradition of student success, the College seeks a courageous, accomplished leader who will partner with the President, college leadership, deans, faculty, staff, and students to build programs and advance strategic priorities in both academic and student affairs to support the richness and fullness of the student experience. To be successful in the role, the next Provost will have a strong track record of leadership and accomplishments—in diverse settings—with experience building academic programs (both traditional and online; undergraduate and graduate; degree and certificate); leading and mentoring others; maintaining attention to detail; supporting employee development; and providing nimble and flexible approaches to complex challenges.

With a steadfast commitment to its mission of access and affordability, and deeply embedded culture of student success, GGC is positioned to grow and strengthen its fundraising base, by cultivating relationships with donors who share our values and goals. As a young, public college within a vibrant region, GGC presents its new provost with myriad opportunities for understanding and managing the complexities of relationships with external partners, influencers, and stakeholders. Recognizing common goals and shared values, the new provost will be able to identify opportunities for long-term partnerships in the northeast Atlanta metro area and beyond.

THE LEADERSHIP AGENDA FOR THE NEXT SENIOR VICE PRESIDENT FOR ACADEMIC AND STUDENT AFFAIRS/PROVOST
The next Provost will:

• Partner with the campus community to drive college-wide initiatives reflecting the President’s visions for a values-driven teaching and learning community that is centered on personalizing the student experience; these initiatives also will address student needs for encouragement, support, and meaningful preparation for selecting a career path.

• Work intentionally with colleagues and faculty to assess regional markets for and lead planning and development of opportunities for the creation of new undergraduate programs, especially interdisciplinary programs and other undergraduate degrees; new graduate degree programs in areas such as education, nursing, and information technology; and new certificate and adult education programs or courses.

• In partnership with Student Engagement & Success, initiate discussions of a strategic balance between on-campus and online teaching and learning, for both near-term and longer-term, carefully balancing the interests of faculty and outcomes for students, as well responsible, cost-effective use of fiscal, information technology, and space resources.

• Use a collaborative process to identify potential opportunities to reimagine the structure of the academic and student affairs units and balance centralization and decentralization of administration/processes/infrastructures—areas that have evolved from the start-up years of the institution and subsequent rapid institutional growth—to better support members of these units; optimize legacy processes and approaches.

• Develop an integrated approach to student life; transition the residential living programs into “living and learning communities.”

• Support essential changes to the general education curriculum in response to University System of Georgia requirements; examine and address needs as well as opportunities for cross-curricular degree and certificate programs and courses.

• Support deans in their shared goals to build more internship and similar meaningful engagement opportunities for students through growth in community, business, non-profit and governmental partnerships; explore ways to enhance support for student career planning and transitioning.

• Working with the Cabinet and campus budget managers, bring transparency and delegate appropriate authority within an emerging new GGC budget process.

• Champion and build on the exceptional culture, pride and reputation of GGC in intentional ways, both large and small; represent GGC to advance understanding of its unique role in the region and find new ways to partner for mutual benefit, including revenue generating new degree or certificates, experiential learning and funding for GGC initiatives.

• Build support for GGC by engaging in the full range of advancement functions, including cultivating partnerships and enhancing friend- and fund-raising efforts.
LEADERSHIP ATTRIBUTES

GGC’s next Senior Vice President for Academic and Student Affairs/Provost will be an aspirational, values-centered, and holistic leader who demonstrates authentic passions and strengths as follows:

Outstanding Communication and Transparency in Leadership

• Clearly communicates decisions from a big picture context and demonstrates understanding of potential impacts on people and processes.
• Meaningful experience organizing units to reflect current strengths and address future needs of academic and student affairs programs; place strong emphasis on alignment of people and processes that allow and effectively support individuals to do their best work.
• A good listener; fosters an environment of openness for safe, frank and respectful discussions in all settings; well-organized, assures responsiveness to others, makes timely decisions and gives clear explanations of them.

Thoughtful Support for Faculty and Staff and Commitment to Student Success

• Astute in recognizing potential and talent in students, faculty, and staff, and enjoys sparking or nurturing leadership, creativity, and interests in an authentic way.
• Aspires to lift up each student, with deep insights and empathy for the unique struggles of first-generation college students; skilled in building student pride and confidence in a natural, motivational and aspirational way; conveys reinforcing messages that the “sky is the limit” and within their reach;
• Enjoys opportunities to get to know the campus community and understand the GGC teaching and learning environment; values and respects all voices and perspectives both within formal processes and in informal interactions.
• Fosters and facilitates scholarly and creative activities across the schools and disciplines and promotes student engagement with faculty in such activities.
• Aligns unit goals and resource allocations with GGC’s vision and culture; committed to supporting/advocating for staff and faculty needs in fair, intentional, balanced and integrated ways.
• A relationship and trust builder; brings an adaptable and inclusive communication style to work across and connect many kinds of units; builds understanding/acceptance of consensus about difficult change; receptive to perspectives and ideas from all sources; values and cultivates creativity and innovation.
• Accomplished in assuring a fair, discrimination free environment and fostering compliance with Title IX requirements; nurtures outcomes through collaboration and coordination, teamwork and best practices that foster diversity, equity and inclusion; mindful of all policies and laws that apply to GGC.

A Broad Range of Experience in Higher Education

• Seeks to make a lasting contribution to GGC’s mission grounded in his/her own commitments to diversity, equity and inclusion and student success.
• Is an engaging, enthusiastic, and seasoned leader who is accomplished in a broad spectrum of academic and student affairs programs.
• Has had successful leadership roles, ideally at a public institution(s) and brings demonstrable values and accomplishments that are consistent with GGC’s culture as a young, vibrant, open-access teaching institution.
• A mindset to assure comparable student opportunities for each program and major through enhancements to the menu of undergraduate research and experiential engagement.
• Embraces as an essential part of the leadership role the importance of residential and other student life programs, athletics and the needs of student athletes, and brings relevant knowledge about student affairs from prior roles.
• Has experience collaborating with stakeholders to identify campus-wide academic technology needs and priorities and sponsoring the selection and implementation of responsive technology solutions for teaching, learning, and other academic and student affairs administration functions.
LEADERSHIP ATTRIBUTES (Cont.)

Courageous and Strategic Leadership

• Capable, comfortable, and courageous in leading and participating in thoughtful discussions of issues across the college, system, and higher education more broadly, especially those that have potential to be impactful to GGC’s culture and strategic priorities.

• Collaboratively leads planning and execution of a shared vision for creative and strategic teaching and learning initiatives; at the same time willing to seize unforeseen opportunities, including those that arise from obstacles along the way.

• Has a philosophy that embraces and champions opportunities to expand appropriate uses of online education delivery.

• Comfortable with and energized by the work of advancement, including friend-raising, fundraising, and building a culture of community and alumni engagement.

• Action-oriented and skillful in resolving complex or challenging issues, as well as day to day management problems, from dual perspectives reflecting the best interests of the College and appropriate empowerment of and delegations to others; in such situations is mindful of the need for transparency and credible stakeholder input for identification/analysis of options as well as realistic and well understood outcomes.

• Has high expectations for self and others; encourages “stretch goals”; coaches and mentors growth in others with constructive feedback; honors and supports existing good practices and drives best practices; makes time to appreciate and celebrate individual growth as well as team accomplishments.

• A positive disposition; a team player as well as a team builder; honest with a strong personal compass; open-minded yet data-driven; approachable, humble, warm and kind, compassionate and empathetic; confidence to delegate and not a micro-manager; resilient, works hard but also enjoys life and has a good sense of humor.

POSITION DESCRIPTION AND REQUIREMENTS

SUMMARY

The Senior Vice President of Academic and Student Affairs/Provost will provide leadership, administration, and advocacy for the division. The Provost will work jointly with a diverse body of students, faculty and staff to create and maintain a climate that fosters academic excellence, student learning and development while enhancing a strong sense of community. The Provost will have a commitment to inclusive excellence by meeting and supporting the needs of a diverse student body. This role serves as a strong advocate for students and employees within the division.

• Serve as the Chief Academic Officer with the primary responsibility for Georgia Gwinnett College’s academic mission.

• Advocate for the mission and vision of the College and coordinate with other administrative entities within the college leadership.

• Serve as the liaison between faculty and the President to ensure the vitality and educational effectiveness of all present and future academic programs and curriculum.

• Oversee the development of faculty, student life, and academic support personnel to ensure the success of the College’s vision.

• Establish strategic priorities, aligns organizational structure, and make adjustments, as needed, to financial, human, technological and space resources.
POSITION DESCRIPTION AND REQUIREMENTS (Cont.)

- Work in coordination with the president and other vice presidents to bring about measurable improvements in key performance indicators for learning and student success.
- Provide leadership for academic program planning and development, educational policy, program assessment, faculty evaluations and faculty development consistent with the mission and strategic plan of the College.
- Serve as liaison regarding instructional matters with state and federal entities, accrediting associations, public and private schools, higher education institutions, community organizations and agencies, and business and industry.
- Collaborate with all areas within Academic and Student Affairs and the Office of Business and Finance to develop an annual budget to allocate College resources in a manner consistent with academic mission and strategic plan.
- Promote a spirit of collegiality among instructional departments and other divisional entities across campus.
- Represents the College in a wide range of Advancement functions in support of marketing, public relations, community outreach, and resource development.

Required Qualifications
- A doctoral or terminal degree from a regionally accredited institution of higher education;
- Twelve (12) to fifteen (15) years of relevant experience with at least 10 years in progressive senior leadership roles in higher education, including experience at the Dean (or equivalent) level or above;
- An academic rank commensurate with the rank of full professor;
- A record of teaching excellence, service, and scholarship;
- Experience with accreditation, program reviews, and academic assessment processes and procedures;
- Demonstrated experience at similar public institution;
- Demonstrated experience with budget management;
- Demonstrated experience with Student Affairs and/or Life operations and oversight;
- Knowledge and experience with technology solutions that support teaching and learning.
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 October 5, 2020. 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: ggcprovost@academicsearch.org.

Nominators and prospective candidates also may arrange a confidential conversation about this opportunity with Nancy D. Suttenfield, Senior Consultant, or Bethany Zecher Sutton, Consultant.

Hiring is contingent upon eligibility to work in the United States and proof of eligibility will be contemporarily 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 institutions of higher education. 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 a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

Committed to identifying and DEVELOPING LEADERSHIP by providing the highest level of search to our clients and assisting in ENRICHING THE PIPELINE of potential leaders in higher education.

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