

# SEARCH PROFILE:

PROVOST AND EXECUTIVE VICE PRESIDENT  
FOR ACADEMIC AFFAIRS



**CLAYTON  
STATE  
UNIVERSITY**

# TABLE OF CONTENTS

THE UNIVERSITY AND ACADEMICS	4
STUDENT LIFE	5
THE GREATER ATLANTA AREA	6
UNIVERSITY LEADERSHIP	7
LEADERSHIP AGENDA FOR THE PROVOST & EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS	8
REQUIRED QUALIFICATIONS	9
PREFERRED QUALIFICATIONS	9
APPLICATION AND NOMINATION PROCESS	10



Clayton State University, part of the University System of Georgia, invites inquiries, nominations, and applications for the position of Provost and Executive Vice President for Academic Affairs. The University seeks an experienced and innovative academic leader who will embrace the collegiality of the campus community and demonstrate a commitment to the students served, play a central role in implementing and overseeing strategies to strengthen the University's academic program, and work with the President and other senior leaders on campus-wide initiatives designed to further student success and community engagement. The new Provost will take office in January 2025, or as soon thereafter as is feasible.



## THE UNIVERSITY AND ACADEMICS

Clayton State University, a unit of the University System of Georgia, has developed a reputation for being welcoming, diverse, opportunity rich, and committed to academic success. It has been recognized repeatedly as a “Top Workplace in Atlanta” by *The Atlanta Journal-Constitution*.

Founded in 1969, Clayton State cultivates an environment of engaged, experience-based learning, enriched by active community service, that prepares students of diverse ages and backgrounds to succeed in their lives and careers. Students have opportunities to engage with the community, to conduct research, and to intern with business, government, or non-profit organizations. Through a distinctive combination of proven and innovative methods of teaching and learning, Clayton State excels in preparing students from many walks of life to meet the challenges of living and working in a dynamic, global society.

A Predominantly Black Institution (PBI), the University enrolls nearly 6,000 students from 40 states and 32 countries. Its student body is 69 percent female and 61 percent African American, 11 percent Hispanic, 6 percent Asian, and 12 percent White. The average age of students seeking degrees is 27, with approximately 76 percent of the undergraduate students being traditional age. The Clayton State University student comes from a family with an Adjusted Gross Income of \$29,020 per year (as of the 2021-22 financial aid year).

Students benefit from personalized attention, small class sizes, outstanding faculty, career guidance and preparation, and a vibrant campus life at Clayton State. The 194 full-time faculty are not only experts in their fields but also dedicated mentors. Seventy-three percent of the undergraduate instructors hold the highest degrees in their fields.

Clayton State University offers 12 graduate degrees, 35 undergraduate degrees, and 5 associate degrees

through its four colleges—Arts and Sciences; Business; Health; and Information and Mathematical Sciences. In addition to 25 online degree programs, the University holds classes in Morrow, Rockdale, McDonough, and Peachtree City, Georgia. The University provides opportunities for certificate and exploratory programs through its Continuing and Professional Education unit.

The largest number of credit hours (47%) are taken by students in the College of Arts and Sciences in areas such as teaching, criminal justice, and music, to name a few. Approximately 15 percent of course hours are taken in the College of Health, which offers programs in nursing, healthcare management, and dental hygiene. Another 15 percent of credit hours are earned in studies of business administration, logistics, supply chain management, and accounting, offered by the College of Business. The remainder of credit hours (12%) are earned in studies offered by the College of Information and Mathematical Sciences in the fields of computer science, cyber security, mathematics, and sciences. In fiscal year 2023, the University awarded 270 master’s degrees, 847 bachelor’s degrees, 59 associate degrees, and 22 certificates.

The 214-acre campus with six lakes is regarded as one of the most beautiful in the state. It has two residential facilities for students. Laker Hall is home to resident freshmen and provides a traditional dormitory experience. Laker Village houses upper classmen and graduate students in apartments that provide the convenience of living on campus. Clayton State is also home to the nationally and internationally renowned Spivey Hall, the finest small performance facility in the southeastern United States. Spivey Hall, a 400-seat, acoustically superior venue, has built a 30-year legacy of artistic excellence, drawing audiences from across the nation and serving as the performance venue for music students of Clayton State.



## STUDENT LIFE

Beyond the classroom, students are involved in more than 55 student organizations, in addition to programming that encourages community involvement and leadership opportunities. The 62,000-square-foot Student Activities Center is the hub for student gatherings, activities, programming, events, fitness, and intramural and club sports.

An NCAA Division II member, Clayton State fields teams in men's and women's soccer, cross country, basketball as well as indoor track and outdoor track. The Lakers compete in the Peach Belt Conference, one of the premier conferences in the nation at the Division II level. In 2011, the women's basketball program claimed the first NCAA Division II championship in program history and most recently the men's soccer team was crowned the 2023 Peach Belt Conference Regular Season and Tournament Champions and earned a bid to the NCAA Tournament for the first time since 2010. The Department of Athletics is also known for its strong academic achievements, with over 2,000 academic award selections since the department's inception in 1990, and strong community service influence. Most recently, the department ranked fourth in all Division II in the 2022-23 academic year.

Clayton State University is committed to:

- Creating an outstanding educational experience that stimulates intellectual curiosity, critical thinking, and innovation.
- Engendering a spirit of openness, understanding, collaboration, and mutual respect throughout the University.
- Fostering learning that engages students, faculty, staff, alumni, and the greater community.
- Expanding and allocating resources strategically, according to mission and values, to support overall institutional effectiveness.
- Providing an inviting and supportive campus community for faculty, staff, and students.
- Repositioning Clayton State University in the higher education marketplace and beyond as the #1 institution in Georgia for Social Mobility.



## THE GREATER ATLANTA AREA

Clayton State University is located in Morrow, Georgia, just south of the city of Atlanta. Whether seeking small-town charm or dynamic city amenities, both are within easy reach. The city of Morrow, with a population of nearly 10,000 residents, has made the transformation from rural railroad acreage to a modern arena of art, music, history, and outdoor recreation. It is home to the Southeast Region Branch of the U.S. Archives and the main campus of the Georgia Archives. The Reynolds Nature Preserve is a 146-acre preserve with three miles of hiking trails, a nature center with live animals, and preserved barn with farm equipment and a spring house that dates back to 1867.

Downtown Atlanta, the largest metropolitan city in the Southeast, is easily accessible by Interstate 75. Offering authentic Southern hospitality, the city's metropolitan area is home to six million residents. Its economy continues to grow as it attracts a broad range of industries and Fortune 500 corporations. The city has become a center for major film and television production and high-tech companies. One of the top transportation hubs in the nation, Atlanta is connected to the world. It fosters a strong sense of community and has outstanding cultural and performing arts venues, a wide range of professional sports, world-class cuisine, and an abundance of recreational opportunities. The Georgia Aquarium, the Martin Luther King, Jr. Historic Site, the Atlanta Zoo, the High Museum, the College Football Hall of Fame, and the Atlanta Botanical Garden are only a few of the favorites that attract millions of visitors each year.

## UNIVERSITY LEADERSHIP

Dr. Georj L. Lewis joined Clayton State University as its sixth President on February 1, 2023. Dr. Lewis started his career in higher education 30 years ago and for the past 20 years, he has served in varying increasing roles of leadership to include Dean of Students at Georgia Southern University, Vice Chancellor for Student Affairs at Indiana University, Vice President for Student Affairs at Armstrong State University and Georgia Southern University.

In May 2019, Dr. Lewis was tapped to serve in his first presidency at Atlanta Metropolitan State College. He served in that role until February 2023 when he was appointed President of Clayton State University.

Dr. Lewis is a graduate of Leadership Atlanta (class of 2024), the University System of Georgia's Accelerated Leadership Academy (ALA), and Executive Leadership Institute (ELI).

President Lewis is active in the metro Atlanta community. He is the Chair of the Foundation Board for the ATL Airport Chamber, a member of the Georgia Chamber of Commerce, a member of the Board of Directors for the Metropolitan Regional Educational Service Agency (Metro RESA), One Goal Board member, Learn4Life Leadership Council Member and Board member of the Aerotropolis Atlanta Alliance, Inc.

Dr. Lewis has received several awards, including but not limited to a 2021 Pillar of the Profession by the National Association of Student Personnel Administrators (NASPA). He is also a recipient of the Paragon Award for New Presidents by Phi Theta Kappa Honor Society.

Other honors include being inducted into the Edinboro University Hall of Fame as a football player; Honorary Membership in the Delta Epsilon Iota and Golden Key Honor Societies; Deen Day Smith Service to Mankind Award; and a scholarship named in his honor, the Georj Lewis Leadership Scholarship at Georgia Southern University. Dr. Lewis is a member of Alpha Phi Alpha Fraternity, Incorporated and is also a member of Impact Church in East Point, Georgia.



A native of southwestern Pennsylvania, Dr. Lewis earned a Bachelor of Science in Business/Accounting, a Master of Arts in Counseling/Student Personnel, both from Edinboro University of Pennsylvania, and a Doctorate in Educational Leadership from Georgia Southern University.

Dr. Lewis is blessed to be the husband of Mrs. Anchelle Lewis, and proud to be the father of Miles, Georj II, and Jazmyn and the grandfather of Taylor, Taliya, Miles Jr. and Tres.



## LEADERSHIP AGENDA FOR THE PROVOST & EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

The next Provost and Executive Vice President for Academic Affairs will help advance Clayton State University's mission and vision of increasing social mobility and broadening student access to high-quality education and workforce development, as well as play a key role in the implementation of the University's [2024-27 strategic plan](#). Clayton State is focused on making a positive impact on the State of Georgia and surrounding community and the next Provost will have the opportunity to enhance community impact and engagement.

Key priorities for the next Provost include:

- **Working in partnership with the President and Cabinet to achieve strategic outcomes.** The Provost will work with the President and Cabinet to grow the University, ensure financial stability, elevate academic programming, and promote the visibility and reputation of the institution. Emphasizing the importance of faculty and staff expertise, the Provost will be central to the execution of the academic goals and outcomes outlined in Clayton State's strategic plan. In addition, the Provost will have the opportunity to review the current academic units and the potential for restructuring.
- **Exercising and demonstrating a strong, collaborative style of leadership and change management.** The Provost will function as a key member of the President's leadership team, working with both internal and external partners. The objective is to propel the University toward academic distinction through continual evaluation and refinement and the introduction of innovative programs that address the requirements of regional employers and contribute to the University's economic vitality. While the University is ready for stability, innovative approaches will also be necessary. The Provost will strengthen the academic vision of the University, resulting in increased student success, retention, and enrollment growth. Academic programs will be responsive to the evolving demands and interests of the student body as well as the broader community. Community and regional partnerships will be identified and established to realize the institution's

mission of social mobility for CSU's students through teaching, scholarship, and service. Ensuring the core curriculum continues to equip students with the essential skill set and broad knowledge base necessary for meeting future challenges will be vital. All this work will be accomplished by working collaboratively with faculty, staff, students, and other administrators across the University.

- **Strengthening a culture of transparent communication, trust, and visibility with the internal community.** The Provost is expected to collaborate with the President and faculty on a shared academic vision and strategy, and to work in tandem with all areas of the University to promote the development and success of students. The Provost must possess robust listening and communication skills to foster trust and positivity throughout the campus. The Provost is expected to engage with the faculty within a framework of shared governance, demonstrating the ability to cultivate a healthy organizational culture, characterized by teamwork and collaboration, and to make informed decisions across the various areas of the institution. In their role as the chief academic officer, the Provost advocates for the faculty by providing direction to guarantee the delivery of high-quality education across all formats and supports student outcomes by ensuring academic quality and excellence in instruction. The Provost must operate in the University's best interests, working collaboratively within the President's Cabinet to serve the institution's mission.
- **Promoting and expanding upon a strong student-centered community.** At Clayton State, the essence of the institution is its tight-knit community, which places a high value on the welfare and development of its students. Therefore, it is imperative that faculty, staff, and students see their Provost as a leader who is accessible and attentive to their various needs. The Provost must embrace the University's vision of broadening access to high-quality education for a diverse student body (representing various socioeconomic, geographic, cultural, and academic backgrounds) and preparing these students for their future endeavors.



## REQUIRED QUALIFICATIONS

- A terminal degree from an accredited institution and a record of teaching, scholarship, and service commensurate with appointment at the rank of associate professor or full professor

## PREFERRED QUALIFICATIONS

- Teaching, scholarship, and service that merits appointment as an associate or full professor in an academic discipline relevant to the University's offerings
- Successful record of progressive experience in positions of increasing responsibility and leadership in higher education (including department chair and dean)
- Experience within the University System of Georgia
- Experience in a large, complex public university system
- Budget development experience within higher education
- Experience with leading student success initiatives and managing enrollment
- Understanding, appreciation, and enthusiasm for the University's identity, core values, community, and students served
- Ability to work with diverse groups from across all segments of the University community, including faculty, staff, students, and administrators
- Demonstrated ability to make complex decisions that support the University's mission and goals
- Demonstrated effective team management skills, communication skills, and the ability to develop and execute short- and long-term plans with unquestioned integrity and empathy
- Ability to maintain a high level of confidentiality
- Excellent written, presentation, and interpersonal skills





## APPLICATION AND NOMINATION PROCESS

Clayton State University is being assisted by Academic Search. Prospective candidates may arrange a confidential discussion with Dr. Margaret Venable by clicking [here](#) or with Andrea Cowser by emailing [Andrea.Cowser@academicsearch.org](mailto:Andrea.Cowser@academicsearch.org). Applications and nominations should be submitted electronically to [CSUProvost@academicsearch.org](mailto:CSUProvost@academicsearch.org). Applications must include a cover letter that addresses the responsibilities and requirements described in this position prospectus; a curriculum vitae; and a list of at least five professional references with contact information, including telephone and email, and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate. The position will remain open until filled, but only applications received by **October 1, 2024**, can be assured full consideration.

*Clayton State University is an equal employment, equal access, and equal educational opportunity and affirmative action institution. It is the policy of the University to recruit, hire, train, promote and educate persons without regard to race, color, national or ethnical origin, age, disability, gender, religion, sexual orientation, gender identity or veteran status as required by applicable state and federal laws (including Title VI, Title VII, Title IX, Sections 503, and 504, AEA, ADA, E.O. 11246, and Rev. Proc. 75-50).*

To learn more about Clayton State University, please visit [www.clayton.edu](http://www.clayton.edu).

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Clayton State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

