

SEARCH PROFILE:

DEAN, SCHOOL OF HEALTH SCIENCES



Georgia Gwinnett
COLLEGE

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Georgia Gwinnett College seeks an innovative, adaptable and visionary leader as the next dean of the School of Health Sciences. The dean will strategically position the School for the future and will have the creativity, talent, and experience to build on its legacy of academic excellence and commitment to students' access to success. To achieve these ambitious goals, the dean will need a strategic, collaborative perspective and must have a proven track record of empowering others, communicating with impact, and supporting a rich global community.

THE COLLEGE

Founded in 2005, Georgia Gwinnett College (GGC) is one of 26 institutions within the University System of Georgia (USG). With its establishment, GGC became 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 is a 21st century liberal arts institution accredited by the Southern Association of Colleges and Schools Commission on Colleges. Serving approximately 12,000 full and part-time students, GGC's innovative practices, caring culture, and affordable tuition are changing the future for students at all levels, of all ages, and from all walks of life. The College is a dynamic learning

community where student engagement and faculty-student mentoring are hallmarks.

GGC offers [21 bachelor's degree programs with 60+ programs of study](#). Its students have scored it among the nation's top colleges in several areas of student engagement, a critical predictor of student success. According to annual USG economic impact studies, GGC has generated more than \$6.4 billion in cumulative economic impact to the economy of Gwinnett County and the Atlanta metropolitan area and created almost 4,000 jobs. Nearly 13,000 alumni now serve as contributing citizens to their communities in Georgia and beyond.

THE COLLEGE (CONT.)

GGC'S INNOVATIVE MODEL

GGC combines proven student/faculty engagement practices with small class sizes, individual attention, remarkable facilities, a global culture, and student mentoring to enhance student success.

GGC's groundbreaking, four-year college model changes how educators facilitate and support student learning, characterized by GGC's integrated approach to these three critical elements: attention, affordability and access.

Attention: GGC's committed faculty and staff provide students with the support and tools they need to be successful in college and in life.

Affordability: GGC offers a high-quality, attentive education at a cost that is within reach of all students.

Access: GGC opens the door to four-year degrees for more people, including those who might have never considered college.

ENGAGED LEARNING

GGC fosters partnerships with local community organizations to provide experiential learning opportunities that move alumni portfolios to the top of the employment pile.

- Extensive field placement experiences
- Academic conference presentations
- Internships
- Service learning

GGC also creates global engagement through [internationalized i-courses](#) and [study abroad](#) opportunities.

INSTITUTIONAL DISTINCTIONS

Notable rankings that demonstrate GGC's commitment to the stated educational model include:

- #5 among Southern regional colleges in undergraduate teaching (#1 in Georgia)
- #14 top public Southern regional college (#2 in Georgia)
- #17 for least debt among Southern regional colleges (#6 within USG)
- #1 in Georgia for most campus commuters (#53 nationally)
- #1 most ethnically diverse southern regional college for eleven consecutive years

Additionally, GGC is designated as a Minority-Serving Institution, Hispanic-Serving Institution, Asian American and Native American Pacific Islander-Serving Institution (AANAPISI), and 2024-25 silver-level Military Friendly® School.





THE LOCATION

The College is located in [Lawrenceville, Georgia](#), in the heart of [Gwinnett County](#). Gwinnett is a vibrant, rapidly growing county 30 miles northeast of downtown Atlanta where a mixture of quiet postcard neighborhoods and bustling commercial districts blend the past with the present. 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. Gwinnett County remains one of the most dynamic regions in the South in which to live and work with an estimated population of 975,353 (2022 US Census Bureau), projected to surpass 1.4 million by the year 2050 (Atlanta Regional Commission).



THE SCHOOL OF HEALTH SCIENCES

The School of Health Sciences (SHS) is one of five academic units at Georgia Gwinnett College and maintains strong partnerships with major healthcare systems within Atlanta and the metro Atlanta region. The School boasts a growing enrollment across two academic programs.

SHS BACHELOR'S DEGREES AND CERTIFICATIONS

The School of Health Sciences offers comprehensive programs designed to prepare students for dynamic careers in the healthcare field through two primary bachelor's degree programs:

[Bachelor of Science in Nursing:](#)

This program is known for its competitive admissions and modern facilities. It emphasizes real-world clinical experiences through partnerships with community healthcare organizations.

[Bachelor of Science in Health Science:](#)

Concentrations:

- **Patient Navigation:** This concentration focuses on guiding patients through the healthcare system, by assisting with communication, appointments, and support services. Careers include patient navigator, patient advocate, and community outreach navigator.
- **Public Health:** This concentration prepares students for roles such as health educator, epidemiologist, and health program manager.

PROGRAM ACCREDITATION

The baccalaureate degree program in nursing at GGC is accredited by the Commission on Collegiate Nursing Education (CCNE) and fully approved by the Georgia Board of Nursing.

GGC's Nursing Program recently achieved reaccreditation from the Commission on Collegiate Nursing Education. This reaccreditation, which will last for 10 years, is a testament to the program's consistent high quality and the dedication of its faculty, staff, and students.

KEY HIGHLIGHTS AND ACHIEVEMENTS

- GGC Nursing program's 4-year NCLEX (nursing board exams) pass rate is 93.3%. The last two graduating classes passed the new Next Gen exam on the first try at 100%.
- The Bachelor of Science in Health Science with a Patient Navigation concentration is one of a few baccalaureate programs of its kind in the United States and the only one in Georgia.
- GGC's Nursing program has a 100% job placement rate after graduation.
- The Nursing program was the first in the state to be 100% concept-based and recognized by the 2024 Nursing School Almanac as the 5th best prelicensure BSN program in Georgia.
- The culture of care created in nursing education is a hallmark of the program and is shared with colleagues throughout the state. The nursing program is recognized by Nursology.net as a program that exemplifies nursing as caring.



THE POSITION

Reporting directly to the Provost, the next Dean for the School of Health Sciences will set a strategic vision for the School's future. The Dean oversees two department chairs and four program staff members.

LEADERSHIP AGENDA

The School of Health Sciences has a strong foundation on which a new Dean can build. Key priorities for the incoming Dean will include:

- Engage in and execute strategic planning, as well as coordinate, direct, and ensure the success of the School's academic programs. These efforts include promoting best practices for student success;
- Exercise strong, flexible, and collaborative leadership that advances a clear vision for the School;
- Be comfortable, confident, and adaptable to a high energy, rapid response environment and be able to delegate authority effectively;
- Enhance learning support, experiential opportunities, and one-on-one attention that meets each student's individual needs holistically within a small class size environment;
- Facilitate accreditation related activities and ensure consistent quality standards in both the curriculum and program delivery to effectively meet student needs.
 - Maintain accreditation of the BSN program through continued compliance with the Commission on Collegiate Nursing Education;
 - Communicate with the Georgia Board of Nursing to ensure continued compliance and program approval;

LEADERSHIP AGENDA (CONT.)

- Cultivate personal relationships with the SHS faculty, support their growth and professional development in teaching and research, and provide leadership opportunities to them as they advance in the profession;
- Champion greater visibility for the School's excellent faculty and program quality at local, national and global levels;
- Oversee the recruitment, appointment, retention, professional development, evaluation, promotion, and grievances of faculty and staff, as appropriate;
- Work closely with the Office of Advancement to sustain current and seek new funding opportunities.
- Support the growth of new external partnerships and programs that engage the Gwinnett County community as well as the state as a whole, in building additional bridges and opportunities for the School.

REQUIRED QUALIFICATIONS

For full consideration, a candidate's professional background must include:

- A doctoral degree or earned terminal degree in Nursing, Health Sciences, Public Health, Health Administration, or related disciplines;
- A record of academic success, eligible to be hired at the rank of full professor;
- Evidence of successful higher education administrative experience in such positions as department chair, associate dean, director or equivalent level.

In addition, successful candidates will have some combination of the following preferred characteristics and experiences:

- Demonstrated leadership skills, with excellent communication, organizational, interpersonal, and collaborative skills;
- Commitment to intercultural understanding and professional development of faculty and staff;
- Evidence of securing external support through grants, fundraising, and development;
- Experience monitoring student data, including NCLEX pass rates, recruitment, retention, and graduation rates, and developing plans to remedy areas not meeting standards;
- Deep understanding of 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;
- Successful record of managing budgets and overseeing facilities and resources.



DESIRED ATTRIBUTES, EXPERIENCE AND ABILITIES OF THE NEXT DEAN

- Capacity to manage fairly across departments while advancing the larger mission and goals of SHS and GGC;
- 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 Health Sciences 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 visible external role and presence;
- Notable record of fostering dynamic, global communities that support and develop faculty, staff, students, and other stakeholders representing different disciplines and perspectives;
- Capable of navigating, embracing, and building support for change;
- Evidence of demonstrated successes in building external relationships to generate good will, raise the institution's profile, establish clinical placements and other opportunities, and acquire grants and gifts;
- Able to balance the needs and interests of the School while actively participating as part of the leadership team to implement the president's agenda and priorities.



HOW TO APPLY

This search is assisted by Academic Search. Applications should consist of:

1. a detailed cover letter addressing the expectations of the position;
2. a current curriculum vitae (CV); and
3. a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant.

References will not be contacted without the explicit permission of the candidate. All documents should be submitted in PDF format. Nominations and applications should be sent to GGCHealthSciencesDean@academicsearch.org.

The position is open until filled but **only applications received by January 30, 2025 can be assured full consideration**. Assisting Georgia Gwinnett College with this search is Mahauganee Shaw (mshaw@academicsearch.org), Senior Consultant, and Anne Briggs (anne.briggs@academicsearch.org), Consultant. Nominators and prospective applicants may reach out directly to arrange a confidential discussion about this opportunity.

Conditions of Employment: 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. Offers of employment are contingent upon completion of a background investigation including a criminal background check demonstrating your eligibility for employment with Georgia Gwinnett College (GGC). Eligibility of employment is determined by GGC in its sole discretion and includes but is not limited to confirmation of credentials and employment history reflected in your application materials; and, if applicable, a satisfactory credit check. Applicants may be subject to a pre-employment

drug test. Offers are subject to the applicable federal laws, state laws, statutes, rules, and regulations of this institution, and to the bylaws and policies of the Board of Regents (BOR) of the University System of Georgia (USG), which are available for your inspection upon request

Georgia Gwinnett College is an equal employment, equal access, equal educational opportunity, and affirmative action institution. GGC does not discriminate on the basis of race, color, creed, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, sex (including pregnancy or childbirth), veteran status or military status, genetic information, or disability in employment or admission or access to its programs and activities, as required by Title IX. Inquiries including anyone who feels they have been discriminated against should contact the Office of Equal Opportunity and Title IX compliance and direct concerns to the GGC Title IX Coordinator, Building B, Suite 3700, titleix@ggc.edu or (678) 407-5085. For individuals requiring disability-related accommodations for participation in any event including the application, or interview process, or to obtain print materials in an alternative format, please contact HR Payroll and Benefits at (678) 407.5054 or email benefits@ggc.edu.

USG CORE VALUES STATEMENT

The University System of Georgia is comprised of our 26 institutions of higher education and learning, as well as the System Office. Our USG Statement of Core Values are Integrity, Excellence, Accountability, and Respect. These values serve as the foundation for all that we do as an organization, and each USG community member is responsible for demonstrating and upholding these standards. More details on the USG Statement of Core Values and Code of Conduct are available in USG Board Policy 8.2.18.1.2 and can be found on-line at www.usg.edu/policymanual/section8/C224/#p8.2.18_personnel_conduct

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 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.

