SEARCH PROSPECTUS:

Dean of the School of Liberal Arts

Georgia Gwinnett
COLLEGE
TABLE OF CONTENTS

Our College .......................... 2

About the School of Liberal Arts ........ 6

The Leadership Agenda for the Next Dean .... 7

Desired Attributes, Experience, and Abilities of the Next Dean of the School of Liberal Arts .... 9

Position Description and Requirements .......... 9

How to Apply ................................ 10
Student success is the hallmark of Georgia Gwinnett College (GGC). Consistent with its mission and vision, GGC 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. GGC’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.

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.

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.
**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 12,000 students in fall 2018.
Dean of the School of Liberal Arts

Our Value Proposition
Almost 15 years old, 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 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.
The School of Liberal Arts (SLA) offers students a robust curriculum in multiple disciplines. Students can pursue bachelor’s degrees in a variety of majors, including:

- Cinema and Media Arts Production
- Criminal Justice/Criminology
- English
- History
- Human Development and Aging Services
- Political Science
- Psychology

Each degree program includes a range of concentrations, such as cognitive/neuroscience psychology, international relations or writing for stage and screen.

To further supplement their majors, students can minor in:

- African American studies
- Criminal Justice/Criminology
- English
- Film
- Geography
- History
- Political Science
- Religious Studies
- Sociology

The school also offers a certificate program in Latin American Studies and a Paralegal Certification Program as well as a Global Studies Certification program. Teaching certificates are available for students majoring in English, History and Political Science. Currently, 2,618 students are majoring in SLA programs.
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 college students in an open access setting;
• Examine the role and responsibilities of each dean position and rebalance, as appropriate, while preserving the exceptional features that have led to the institution’s successes in its early years;
• Strengthen Georgia Gwinnett College with a shared vision among faculty and leadership for the institution and the distinctive brands for the student success mission and model of each school.

The new dean will:

• Build strong, flexible, and collaborative leadership teams;
• Maintain and enhance learning support, experiential opportunities, and one-on-one attention that meets each student’s individual needs holistically (academic, work and family situations, etc.) within a small class size environment;
• Cultivate, expand, and maintain “friend-raising,” followed by fundraising, to secure resources for strategic areas of emphasis of the School and the institution;
• Build and/or guide metrics for performance in accreditation;
• Be comfortable with, confident in, and adaptable to a high energy, rapid response environment and be able to delegate authority effectively;
• Cultivate personal relationships with the School of Liberal Arts faculty, support faculty scholarly work, and provide leadership and professional development opportunities to them as they advance in the profession.
The new dean will find:

- A welcoming circle of fellow deans who prize teamwork, frequent interaction, interdisciplinary opportunities, and other forms of collaboration and partnership;
- An environment that is aligned with values centered on: student success; commitment 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 of the School of Liberal Arts:

- Build a strong and positive leadership presence in an environment in which inclusivity, flexibility, communication, and collaboration are sought by faculty, staff, and students;
- Support and strengthen the existing culture within the School of individualized attention to students both in the classroom and beyond;
- Expand the School’s vision for students’ preparation for the world of work and the value of liberal arts degrees, taking into account the wide diversity of the student population, their career aspirations, and the needs of the larger community;
- Collaborate with fellow deans, faculty and staff, and other stakeholders to augment recognition of GGC’s unique niche and that the liberal arts programs represent an attractive option for students across the State of Georgia as well as the Southeast region;
- Strategically advance programs, interdisciplinarity, and collaborations across campus while maintaining a strong commitment to the quality of student learning in an open-access environment;
- Grow the number of internship, study abroad, and other unique opportunities for experiential learning across all majors to enhance the School’s competitive position and bolster post-graduate success.
DESIRED ATTRIBUTES, EXPERIENCE AND ABILITIES OF THE NEXT DEAN

- Demonstrated capacity to elevate faculty and staff leadership and manage a diverse set of disciplines and programs in a respectful and collaborative manner;
- Approachable and diplomatic—a good listener who is patient and empathetic;
- Energy and enthusiasm for serving first-generation college students;
- Values a leadership role that is both internally and externally focused, cultivating strong relationships with faculty, staff, and students as well as community, state, and regional stakeholders;
- A deep commitment to inclusion and demonstrated record of supporting diversity among faculty, students, staff, disciplines, and perspectives
- Has demonstrated successes in building external relationships to generate partnerships and acquire grants and gifts;
- Success in building and managing budgets and advocating/justifying resource requests;
- Capable of navigating, embracing, and building support for change.

POSITION DESCRIPTION AND REQUIREMENTS

**Summary:** Reporting to the Senior Vice President for Academic and Student Affairs/Provost, the Dean of the School of Liberal Arts 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 SLA remains firmly established among the providers of liberal arts 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**

- A doctoral degree or earned terminal degree in a related concentration/discipline;
- An academic record commensurate with the rank of full professor at GGC;
- A minimum of five years of higher education administrative experience at the associate dean or equivalent level;
- Demonstrated leadership skill, with excellent 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 with the standards identified by the State of Georgia in fields requiring adherence to licensure and/or certification endorsement;
- Experience in budget and financial management;
- Experience in faculty recruitment, supervision, and evaluation.
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 December 16, 2019. 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: sladeanggc@academicsearch.org.

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

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.

Physical Requirements: Position may require local travel. Ability to lift and carry files and materials. Ability to move from one office to another office on campus. Adequate vision, hearing and manual dexterity to interact with people in person, on the phone and in writing. Applicant must be able to perform the essential functions of the job, with or without reasonable accommodations.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. 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.