



Dean, College of Science and Mathematics Position Profile

Georgia Southern University (Georgia Southern) invites inquiries, nominations, and applications for the position of Dean for the College of Science and Mathematics (COSM). The University seeks an experienced, collaborative, and creative professional with a strong understanding of the complex challenges affecting higher education today. The new dean must bring steady leadership to meet those challenges, capitalizing on COSM's successes while leveraging and expanding resources and promoting academic excellence and shared governance.

The College of Science and Mathematics

COSM is one of the eight academic colleges that comprise Georgia Southern University. The college offers undergraduate and graduate degree programs on both the Savannah and Statesboro campuses through the Departments of [Biology](#), [Chemistry & Biochemistry](#), [Geology & Geography](#), [Mathematical Sciences](#), [Military Science](#), and [Physics & Astronomy](#). In addition, COSM offers the Associate of Science degree in the core curriculum and courses to meet the university's general education requirements at the Liberty campus in Hinesville as well as online.

Housed within COSM, the Institute for Coastal Plain Science ([ICPS](#)) studies the fertile world of Georgia's Coastal Plain, which covers the southern and southeastern half of the state. This environmental region provides researchers with a living laboratory where marshes, swamps and beaches abound with life. Across the three campuses, COSM boasts state-of-the-art teaching and research labs, including those in support of geospatial technology, the Core Research Lab ([CCRL](#)), the Genomics Core Lab, a mass spectrometry suite, and additional instrumentation in support of our faculty members' diverse research interests and to facilitate their numerous collaborations.

For more information about COSM, please visit: <https://cosm.georgiasouthern.edu>.

The University

Since 1906, the University's hallmark has been a culture of engagement that bridges theory with practice, extends the learning environment beyond the classroom, and promotes student growth and life success. Central to Georgia Southern's mission is the faculty's dedication to excellence in teaching and the development of a fertile learning environment exemplified by a free exchange of ideas, high academic expectations, and individual responsibility for academic achievement. Georgia Southern prides itself on promoting talent and economic development to enhance the quality of life through scholarly pursuits, cultural enrichment, student life, and community engagement across distinctive campuses.

In 2018, Armstrong State University and Georgia Southern University consolidated, creating an institution that retained the Georgia Southern University name. Georgia Southern is currently a public Carnegie Doctoral/R2 institution with a [Public Impact Research](#) mission that focuses on community engagement, economic support, and professional development. It is the state's

largest and most comprehensive center of higher education south of Atlanta offering 138 degree programs at the associate's, bachelor's, master's, and doctoral levels. As the University continues to build upon the existing momentum in its research and scholarship capabilities, Georgia Southern's expert faculty can be found at the forefront of investigating, engaging, and discovering new methods for addressing many of the challenges facing the world today. In support of these efforts, the University strives to further elevate its Public Impact Research mission by partnering with industry, businesses, government agencies, and non-profit organizations to make meaningful and sustainable differences in the local, regional, and global communities it serves.

The University comprises ten colleges on three campuses: the Statesboro Campus, the Armstrong Campus in Savannah, and the Liberty Campus in Hinesville serving nearly 26,000 students. As a unit of the University System of Georgia, Georgia Southern's nationally accredited academic programs prepare diverse scholars for leadership and service as working citizens. The University also boasts 300 plus student organizations, outstanding Division I athletics, state-of-the-art residence halls and campus facilities.

For more information about Georgia Southern, please visit: <https://www.georgiasouthern.edu/>.

Position Summary

Reporting to the Provost and Vice President for Academic Affairs, the Dean is the chief academic and administrative officer and spokesperson for COSM. The Dean has oversight of approximately 197 full-time faculty, 5 part-time faculty, 35 staff, and 10 academic advisors; supported by a budget of \$26 million. The Dean will serve as an engaging, collaborative, and forward-thinking leader who will enhance the COSM's current capabilities to positively impact the region through the college's mission in teaching, research, and public service/outreach. As a result of rapid growth, Southeast Georgia and Savannah are home to a dynamic economy and expanding industrial infrastructure, and the Dean will be in the unique position to lead COSM and the University's efforts toward playing a critical role in the future growth of the region and the state of Georgia.

The university seeks candidates who are innovative professionals with a strong commitment to academic excellence to provide visionary leadership to grow and enhance the college's expanding graduate programs and research initiatives. The Dean should inspire faculty to excel in teaching, research, and creative activities and reward excellence in these areas. We are seeking outstanding candidates with the ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision, working effectively as part of the campus leadership team. Candidates should also be able to listen carefully and communicate effectively to inspire confidence and enhance relationships with the staff, community, and various campus constituent groups.

Opportunities and Challenges

The Dean of COSM will have the opportunity to lead a diverse organization that is committed to serving communities locally, regionally, and statewide. The Dean will have a strong history of leadership in teaching, research, and service. In leading COSM, the Dean must provide leadership in the following areas:

- **Promoting Student Success** – The new Dean must ensure robust recruitment and retention of students in support of successful graduation and career placement, and serve as a thought leader and advocate for students at all steps of their academic

journey. The Dean must provide a clear vision and be a fervent voice for COSM in fulfilling its mission to make a significant impact on the lives of students.

- **Advancing Teaching Excellence** – The new Dean will lead with a vision inclusive of promoting best practices in teaching as well as initiatives in instruction, pedagogy, mentoring, and curriculum design and development.
- **Supporting Faculty Research and Scholarship** – The Dean will recognize the different contributions faculty make and support those engaged in research and scholarly activity. In their role, the Dean will promote interdisciplinary partnerships amongst the COSM’s academic units to strengthen the college’s research agenda.
- **Creating a Unified Vision** – The new Dean will play a critical role “post-pandemic” in creating a bold, new vision for the future that will embrace entrepreneurship and innovation. To accomplish this, the Dean will engage COSM faculty, staff, and students in defining a clear and coherent pathway for the College’s future. The Dean will be charged with advancing its brand among diverse programs, stakeholders, and groups of interest.
- **Fostering a Positive Working Climate** – The Dean will have the opportunity to create a positive and uplifting work environment and maintain high staff and faculty morale. The Dean will cultivate a sense of belonging and promote work/life balance to ensure the recruitment and retention of accomplished and diverse faculty and staff by supporting their professional growth through mentoring, advancement opportunities, and training development opportunities.
- **Boosting the College’s Presence** – The next Dean will have the opportunity to further expand the College’s presence in the Savannah and Hinesville regions by developing new programs and courses and implementing tailored strategies for enrollment growth. Increasing COSM’s visibility and presence within these communities will allow the Dean to develop innovative initiatives that engage potential students, local business, and governmental leaders.
- **Maximizing the Use of Resources and Developing New Revenue Streams** – In order to identify and develop new revenue streams for COSM, the Dean will work strategically with College stakeholders to develop new and enhance existing programmatic offerings that support and expand the College’s existing portfolio. In addition, the Dean will work toward increasing grant writing across its academic units, and partner with the Office of Advancement and the President on fundraising efforts. By focusing the College’s work in these areas, the Dean will create an environment that inspires creativity, encourages entrepreneurship, and strengthens COSM’s programs and contributions locally, regionally, and nationally.

Qualities and Characteristics

The successful candidate must possess the following qualities and characteristics:

- The desire and ability to serve as the internal and external face of COSM;
- An understanding of and appreciation for the breadth of academic disciplines represented by COSM and the unique communities each campus serves;
- Exceptional leadership skills coupled with the ability to inspire faculty to achieve higher research and academic excellence levels.

- Commitment to supporting staff career development and advancement;
- The ability to produce results and implement accountability measures and practices across the College as well as the ability to use data to inform, plan, implement, and measure success.
- The ability to effectively manage the human and financial resources of the College while respecting the role shared governance plays in the decision-making process.
- Knowledge of trends and best practices in public higher education, including the role of faculty in promoting academic excellence and student success.
- The ability to communicate the vision of COSM to prospective students, alumni, foundations, industry, and external partners;
- The ability to embrace complexity coupled with proven experience leading and managing change;
- The ability to develop new and enhanced relationships between COSM and the surrounding communities of Statesboro, Savannah, and Hinesville;
- The ability to be a consensus builder;
- Experience with garnering and maintaining necessary external accreditations relevant to COSM.

Qualifications

Georgia Southern seeks a Dean with exemplary academic leadership skills. The successful candidate must possess an outstanding record of scholarly achievement commensurate with an appointment as a full professor with tenure in one of the departments in COSM. In addition to being an innovative administrator, the candidate must also possess a strong sense of professional ethics, a commitment to diversity, equity, and inclusion, and a clear history of supporting student success. Additionally, the successful candidate should have the following:

- An earned doctorate in a related field from an accredited institution.
- A record of distinguished research, teaching, and scholarly activities.
- Administrative and/or leadership experience in a university setting.
- Experience working with faculty to develop a vision and plans for the future in an environment of shared governance.
- A record of success in recruiting, retaining, and mentoring talented and diverse faculty and staff.
- Experience developing and implementing student success initiatives.
- Experience with accreditation and re-accreditation of programs.
- Must be authorized to work in the United States for the duration of employment without assistance from the institution.

Preferred Qualifications

- Experience working in a multi-campus environment and addressing diverse stakeholder needs across the organization.
- A record of success in leading change transparently and inclusively.
- Solid experience in building and cultivating industrial partnerships.
- A track record of success in fundraising and securing private support from donors.
- Experience growing academic programs.

Application Process (Search # 67932)

Screening of applications will begin immediately and will continue until the position is filled. A complete application consists of a cover letter addressing the qualifications and a current

curriculum vitae. Other documentation may be requested. Finalists will be required to submit to a background investigation. Applications and nominations should be sent to:



Alberto Pimentel, Managing Partner

Emy Cruz, Partner

Email: apsearch@spaexec.com

Refer to code "GSU-COSM" in subject line

SP&A Executive Search

6512 Painter Avenue, Whittier, CA 90601

Georgia Southern University seeks to recruit individuals who are committed to working in diverse academic and professional communities and who are committed to excellence in teaching, scholarship, and professional service within the University and beyond. The names of applicants and nominees, vitae, and other non-evaluative information may be subject to public inspection under the Georgia Open Records Act. Georgia Southern University is an Affirmative Action, Equal Opportunity institution. Individuals who need reasonable accommodations under the ADA to participate in the search process should contact Denise Gebara, Director of Talent Acquisition and Employment Services, at dgebara@georgiasouthern.edu.