



## **Dean, College of Education Position Profile**

Georgia Southern University, a Carnegie Doctoral/R2 public university, with three vibrant campuses and growing research programs, seeks an exceptional leader with a strong record of academic accomplishment and scholarly achievement, interdisciplinary collaboration, community partner engagement, and a demonstrable commitment to inclusive excellence for the position of Dean of the College of Education.

### **The College of Education**

GS' College of Education is the premier and primary educator of teachers in Southeast Georgia and Eagle Educators are known throughout the state and nation for their achievements and dedication to the field of education. The College offers students multiple program opportunities and prepares future teachers, school psychologists, counselors, school library media specialists, instructional technologists, researchers and leaders through intensive field experiences, cutting-edge technology, and research-based instruction. With more than 100 faculty members who are experts in their field, students learn in a vibrant and enriching educational environment. Within a focus on developing exceptional professionals to be lifelong learners with research-based knowledge, skills, and experiences to meet the needs of a diverse global community, the College has experienced significant and sustained growth over the past several years.

The College of Education is home to more than 3,100 students, 110 full-time faculty, and 23 full-time staff across four departments: Curriculum, Foundations, and Reading; Elementary and Special Education; Leadership, Technology, and Human Development; and Middle Grades and Secondary Education. The College offers seven undergraduate degrees preparing students for initial teacher certification, the Master of Arts in Teaching degree with six available concentrations, 12 Master of Education degrees, and doctoral degrees in both Curriculum Studies and Educational Leadership, along with numerous educational specialist degrees, certificate programs, and endorsement programs on campuses in Statesboro, Savannah, and Hinesville, as well as online. The success of the College's initial preparation and advanced degree programs is linked to its extensive partnerships with regional schools, educational and community agencies, and other units of Georgia Southern University. Whether a K-12 school utilizing the expertise of a College of Education faculty member or a counseling or school psychology graduate student working with an experienced professional in the field, partnerships are a fundamental role of the College and these collaborations provide vital experiences and benefits to all involved.

The College of Education is fully accredited by the Council for the Accreditation of Educator Preparation (CAEP), has earned the highest rating by the Georgia Professional Standards Commission, and the online graduate programs have been recognized as among the best in the nation. The College has also attained accreditation by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) in the following specialty areas: clinical mental health counseling and school counseling. In addition, the College has National

Association of School Psychologists (NASP) full approval for its Ed.S. graduate program in school psychology and the Georgia Southern School Psychology Program is the only program in Georgia to earn this recognition at the Ed.S. level. For more information about Georgia Southern's College of Education, please visit <https://coe.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 GS'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.

In 2018, Armstrong State University and GS University consolidated creating an institution that retained the GS University name and is comprised of nine academic colleges on three campuses: the Statesboro Campus, the Armstrong Campus in Savannah, and the Liberty Campus in Hinesville. The University serves more than 27,000 students from all 50 states, Washington D.C., and Puerto Rico, as well as 102 nations. GS offers an attractive campus environment that encourages learning, discovery, and personal growth.

GS provides transformative learning opportunities to meet the needs of a diverse student population through its legacy of commitment to academic excellence and personal attention. Through the shared resources of its multiple locations, the University creates vibrant learning environments that foster an inclusive, student-centered culture of engagement designed to prepare students for lifelong service as scholars, leaders, and responsible stewards of their communities. The University enhances the quality of life and drives economic development in the Coastal Georgia region, the State of Georgia, and beyond by supporting collaborative efforts in technological innovation, scientific advancement, education, health services, artistic creativity, and cultural enrichment. Faculty, staff, and students embrace the values of integrity, civility, kindness, respect, sustainability, citizenship, and social responsibility in every facet of the University. For more information about GS, please visit <https://www.georgiasouthern.edu/>.

As a public Carnegie Doctoral/R2 institution with a [Public Impact Research](#) mission that focuses on community engagement, economic support, and professional development, GS is the state's largest and most comprehensive center of higher education south of Atlanta, offering 141-degree programs at the bachelor's, master's, and doctoral levels. As the University continues to build upon the existing momentum in its research and scholarship capabilities, GS'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.

### **Position Summary**

Reporting to the Provost and Vice President for Academic Affairs, the Dean of the College of Education will serve as the College's chief academic officer and administrator and will be responsible for all facets of leadership and management of the unit including strategic, operational, and financial matters. The Dean will be responsible for developing, inspiring, and supporting the success of College members, including faculty, staff, and students, and the Dean will lead the College toward increasing its national visibility and stature while building and fostering meaningful and robust partnerships with community stakeholders.

The Dean must focus on student success, seek excellence in the College's programs, and partner with College faculty and staff to optimize instructional programs and seek interdisciplinary, cross-unit and cross-campus opportunities to address emerging educational needs. In addition, the Dean will promote and support the College's research and scholarly activity, ensure that faculty have the necessary mentoring and faculty development support needed to build successful careers at Georgia Southern and foster an environment that embraces diversity and inclusive excellence. Given the University's commitment to serving the populations of Southeast Georgia, it is particularly important for the Dean to prioritize and promote service, outreach, and translational and clinical activity.

Georgia Southern is committed to shared governance and expects administrative oversight and attention to process in ways that elevate the role of collective input as part of sound decision-making. Exceptional resource management and budgeting skills are required, as is continual environmental scanning in service to strategic positioning. Fundraising and development activities are also of critical importance to the College. The Dean is expected to work closely with the Georgia Southern University Foundation and coordinate with the activities of the College's development team to build relationships and connect donors with philanthropic opportunities.

Finally, the Dean will be expected to represent the College of Education within a University comprised of multiple colleges, utilizing both data and value propositions to advocate for, and promote the work of, the faculty and students in the College. Clear and consistent communication with central administration, other Georgia Southern units, colleges, offices, and key external stakeholders will be essential to helping realize the College of Education's full potential as the premier and primary institution of educator preparation in Southeast Georgia.

The Dean shall also:

- Be responsible for facilitating the development and coordination of the programs of the College in collaboration with faculty, P-12, and staff advisory committees/councils;
- Support the academic, scholarly, and service work of the faculty;
- Prepare and administer a budget for the College;
- Develop and implement a plan for college-wide fund-raising;
- Develop and coordinate stakeholder advisory councils;
- Serve as a medium of communication for official business with University authorities, students, and the public;
- Be responsible for the oversight of ongoing accreditation activities for college programs.

### **Opportunities and Challenges**

The new Dean will have the opportunity to build upon the College's key strengths in educational excellence, strong partnerships with local school districts in the region, active engagement with grant-funded research, and a strong dedication to advancing diversity, equity, and inclusion. Additionally, the new Dean will be expected to build new and innovative initiatives within Georgia Southern University and across the region to expand the scale, scope, and impact of the educational, outreach, and research missions of the College. With this in mind, the successful candidate will be in a position to the following opportunities and challenges:

- **Creating a Compelling and Unified Vision** – The next Dean of the College of Education will play a critical role in guiding the implementation of the College's newly developed strategic plan and inspiring the faculty to embrace a new, compelling vision

for the future. In doing so, the Dean will have the unique opportunity to harness and leverage the collective passion, drive and commitment of faculty and staff at Georgia Southern's campuses in Armstrong, Liberty, and Statesboro, in bringing forth a powerful and unified College voice. As the College begins its work toward the future, the Dean will be in a position to serve as a strong advocate for the College in its interactions with internal and external stakeholders.

- **Leveraging the College's Academic Diversity** – Georgia Southern's next Dean of the College of Education must possess not only an intellectual curiosity for the breadth of disciplines and programs offered by the College, but an understanding of and appreciation for the opportunity for impact each academic unit brings forth. As home to a comprehensive blend of undergraduate and graduate education programs, the Dean must recognize and capitalize upon the full spectrum of the College's offerings and how each plays a significant role in students' education within its own walls and in the communities the College serves.
- **Supporting the Southeast Georgia Region** – In their role, the Dean will lead a College of Education with an undeniable impact on Southeast Georgia's P-12 education system and a deep commitment to addressing the issues unique to the region's rural communities and their constituencies. The Dean must be knowledgeable about these issues while ensuring that the College's focus on academic achievement, research excellence, and community engagement contribute to the discovery of viable potential solutions.
- **Community Engagement** – The College of Education and its faculty and staff have earned the respect of community stakeholders within the region through active partnership and engagement. The next Dean will have the opportunity to build upon these interactions by identifying new relationships and enhancing existing collaborations with key College of Education stakeholders. The Dean must lead the effort to leverage the College's work and reputation; the knowledge its faculty and staff have of the culture, challenges, and opportunities in Southeast Georgia's educational landscape; and partnerships with regional leaders to create a coalition dedicated to elevating the quality of education in the region.
- **Enhancing Interdisciplinary Research and Partnerships** – The next Dean will step into an organization that is well-poised to build upon existing strengths and identify new areas for enhancing academic/research partnerships at the University. The Dean will serve as the College's champion in communicating across academic units and be a catalyst for new interdisciplinary research and collaborative opportunities—inspiring open communication between faculty, students, staff, and administrators to capitalize on the University's many strengths in an effort to raise the College's profile and impact in the region.
- **Advancing Inclusive Excellence** – In leading the College of Education, the next Dean will serve as a key leader in supporting and strengthening the University's efforts toward advancing Inclusive Excellence across the institution as stated in Pillar 3 of its Strategic Plan. The Dean will be an ardent champion for this work and take a visible role in fostering a culture where students, faculty, staff, and community members can contribute to the development of a supportive environment that promotes diversity, equity, and inclusion throughout the College and University.

### **Qualities and Characteristics**

The Dean of the College of Education will be a proven leader with a strong vision for the future of education in a diverse and global society and a passion for growing the public impact research profile of the College. Specifically, it is desired that the Dean possess the following experience, abilities, and skills:

- An exemplary record of academic activities including teaching, research, and external funding;
- The interpersonal and communication skills necessary to perform as an effective communicator to internal and external constituencies;
- The ability to navigate the political landscape of higher education and its various statewide stakeholders;
- A commitment to a participatory decision-making process;
- An understanding and deep commitment to enhancing diversity at all levels;
- A passion for the College's academic and research enterprises and a vision for how to best utilize them to effect change in Southeast Georgia's P-12 environment;
- A national perspective of trends impacting colleges of education and how these environments affect methodologies in Georgia and the United States;
- Expertise in the promotion of the teaching profession;
- An appreciation and resonance with the College's community outreach efforts and the desire to continue and enhance the visibility and impact of the College throughout the state;
- The ability to translate the College's capabilities and advocate for potential avenues for collaborative success;
- Experience and/or interest in fundraising and engaging faculty in these endeavors;
- A successful record of decision making, management, and administrative experience including setting priorities, and managing diverse personnel and complex budgets;
- An exemplary record of promoting scholarship and research;
- Experience in recruiting and retaining students, advancing student success, and building academic excellence; and
- The ability to work with faculty, staff, students, community partners, alumni, and donors on initiatives and efforts to advance the College.

### **Qualifications**

The Dean will hold an earned doctorate in one of the College of Education fields of study and have achieved an exemplary scholarly record for appointment as a full professor in one of the College's programs. Candidates must have an outstanding record of leadership, advocacy, and service to a college or university and the community. Candidates must demonstrate a willingness to engage with institutional student success initiatives and with best practices in instruction and pedagogy, mentoring, and curriculum design and development. Candidates must also be authorized to work in the United States for the duration of employment without assistance from the institution.

The preferred candidate will also have:

- A successful record of management and administrative experience including managing personnel and a strong knowledge of budgets;
- Knowledge of the varied disciplines of the College with a breadth of experience in education;
- An exemplary record of academic activities including teaching, research, and external funding;

- The administrative acumen and communication skills to mobilize vision into action.
- A proven track record in program development, promotion of interdisciplinary research and growth management;
- A commitment to shared governance and a participatory decision-making style;
- and the interpersonal skills necessary to perform as an effective communicator to internal and external constituencies.

Believing that diversity, equity, and inclusion contribute to excellence in the workplace and to the quality of the University’s academic environment, Georgia Southern University is committed to recruiting and retaining diverse faculty and staff to support, promote, and serve a diverse student body and promote Inclusive Excellence. Candidates from historically underrepresented groups, whose work furthers the institution’s Inclusive Excellence goals and who bring to campus varied life experiences, perspectives, and backgrounds are especially encouraged to apply.

**Application Process**

The Search Committee will begin reviewing applications in January and will continue to accept applications and nominations until the position is filled. Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee. Applications and nominations should be sent to:



**Alberto Pimentel, Managing Partner**  
**Matthew Herrera, Senior Associate**  
 Email: [apsearch@spaexec.com](mailto:apsearch@spaexec.com)  
 Refer to code “GSU-COE” 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](mailto:dgebara@georgiasouthern.edu).*