Position Specification

Dean, College of Arts and Sciences

March 2016

Heidrick & Struggles advises client organizations on the basis of an exclusive consulting assignment. The following details are for personal review and should be kept confidential.
The Institution

The University

Georgia State University (“GSU”) is the largest institution in the state with more than 50,000 students. In the Fall 2015 State of the University address, the President of GSU, Dr. Mark Becker, commended the GSU community saying “Georgia State is a university with incredible momentum, a university on a steep upward trajectory, a university whose accomplishments are increasingly recognized by some of the most respected observers of higher education across the nation.”

In 2015, GSU was highlighted as one of the five most innovative universities by U.S. News and World Report, and the Washington Post described the university as a “hotbed of innovation.” Georgia State’s global connections also are growing, with five faculty task forces collaborating with universities in China, Korea, Turkey, Brazil and South Africa.

GSU is a comprehensive research and doctoral granting institution in the “Very High Research” Carnegie Classification and is in the sixth year of a targeted hiring program aimed at attracting faculty to enhance trans-disciplinary research and teaching across its 10 colleges, which include the College of Arts and Sciences, Andrew Young School of Policy Studies, College of Education and Human Development, College of Law, Honors College, Institute for Biomedical Sciences, Perimeter College, Robinson College of Business, School of Public Health, and Byrdine F. Lewis School of Nursing and Health Professions. The university’s commitment to expanding its research portfolio, in part by implementing initiatives to build scholarly strength around interdisciplinary research themes, has resulted in a record level of external grant funding, with funding almost doubling in the past five years.

Georgia State University recently consolidated with Georgia Perimeter College, which led to a new two-year access college within the larger GSU structure. The university has a very diverse student population, and is widely recognized for innovations that have resulted in major improvements in student success, leading to the receipt of the Most Visible Progress Trailblazer Award by the American Association of Public and Land Grant Universities.
In 2011, Georgia State launched a new and ambitious strategic plan under President Becker’s and Provost Risa Palm’s leadership, with input and broad engagement from the Georgia State community that set the course for the university over the next decade and beyond. For more information on the five goals of the strategic plan and the series of supporting initiatives, see [http://strategic.gsu.edu/](http://strategic.gsu.edu/).

Located in the historic financial hub of downtown Atlanta, the university is able to provide its students with significant connections to the city’s business, government, non-profit and cultural organizations as well as access to internships and jobs. Atlanta is home to more than a dozen headquarters of Fortune 500 companies, and the world’s busiest airport is just minutes from campus. Atlanta provides Georgia State’s faculty and students with a unique urban laboratory, and GSU is acknowledged as a central catalyst for the revitalization and growth in downtown Atlanta. For more information on Georgia State, please go to: [www.gsu.edu](http://www.gsu.edu).

The College of Arts and Sciences

The College of Arts and Sciences ("CAS") enrolls more than 13,000 students across undergraduate and graduate programs. CAS offers 32 Bachelor’s degrees, 29 Master’s degrees and 16 Doctoral degrees. The college has over 500 full-time faculty and 300 staff and includes over 40 departments, schools, institutes and research centers in areas across the natural and computational sciences, social and behavioral sciences, and humanities. Many of the college's centers and programs are interdisciplinary and involve the University’s nine other colleges. With significant positive momentum and collaboration, the college has made great progress towards meeting the goals of its strategic plan.

The Position

Position Title
Dean, College of Arts and Sciences

Location
Atlanta, Georgia

Responsibilities
GSU faculty, students and administration seek an innovative Dean eager to lead a large college within a dynamic and entrepreneurial organization. The Dean will be an outstanding scholar who can
articulate a unified vision for the diverse units of the College of Arts and Sciences and assert strong leadership guiding the College toward shared objectives. As the College's academic leader, the Dean of the College of Arts and Sciences reports directly to the University's Senior Vice President of Academic Affairs and Provost and serves as a member of the Deans Council. Specific responsibilities include:

- Serve as a leader, administrator, and evaluator of the College's academic and research programs.
- Allocate resources to maximize productivity and student success.
- Supervise and evaluate CAS personnel, including faculty and staff.
- Develop and administer budgets for the college.
- Serve as liaison between the college's programs and the University, surrounding community, state, and national agencies.
- Lead the college's development efforts.
- Recruit and retain outstanding diverse faculty.
- Work collaboratively with faculty, other deans, and other administrators throughout the university.
- Lead the creation of a system of learning experiences that can serve as a national model for a dynamic and diverse student body.
- Lead innovations in graduate programs.
- Use institutional data resources as the basis for making strategic decisions.
The Person

Background and Experience

This individual should hold a PhD or equivalent in a relevant discipline and have a proven track record of achievement that would qualify for appointment at the rank of full professor with tenure at GSU. Additional expectations include:

- Strategic financial management skills.
- Experience with re-allocation of funds to fulfill the mission of academic units and the strategic plan of the university.
- Ability and commitment to develop private funding for the college.
- Experience in developing methods to recognize and support excellence in teaching and research.
- A global perspective with an understanding of domestic trends in higher education.
- Preference for candidates who have completed a leadership training experience.

Leadership & Behavioral Competencies

**Visionary Leadership** – Has the ability to motivate and provide faculty, staff and students with a vision and shared sense of direction for the College. The ideal candidate will lead the College to further support the University’s strategic plan.

**Collaborative Approach** - Demonstrates the ability to lead the College in a collaborative manner, including a deep understanding of academic governance and a commitment to transparency.

**Management Skillset** – Adept at assessing budgetary and personnel needs and allocating resources accordingly to support the strategic goals of the College and the university.

**Relationship Builder** - Possesses the skills necessary to maintain and develop relationships with CAS’s internal and external partners.

**Skilled Communicator** – Possesses excellent interpersonal and communication skills. Able to persuasively advocate for CAS, both internally and externally.
Personal Characteristics

- Professional integrity and high ethical standards.
- Demonstrated commitment to diversity.
- A passion for teaching, research and scholarship.
- Appreciation for and sensitivity to the breadth of disciplines in the College of Arts and Sciences.
Nomination/Application Information

Georgia State University will be assisted by Ellen Brown Landers and Tracie Smith of Heidrick & Struggles. Initial review of applications will begin immediately. Please provide a letter of interest and a CV for consideration. Email submissions are preferred.

Georgia State University
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