



Dean, College of Behavioral and Social Sciences Position Profile

Georgia Southern University (Georgia Southern) invites applications and nominations for the position of Dean, College of Behavioral and Social Sciences. In order to guide the College toward a bold vision of excellence, the University seeks candidates who are inspirational, creative, and accomplished leaders in their fields, with a strong commitment to academic excellence and shared governance.

Overview of the College of Behavioral and Social Sciences

Georgia Southern's College of Behavioral and Social Sciences (CBSS) is one of the University's nine academic colleges and offers nine undergraduate and five graduate degrees on both the Armstrong and Statesboro campuses. The College is home to approximately 122 faculty and 45 staff who serve 3,073 undergraduate students, 162 graduate students, and is supported by a operating budget of \$15.9 million.

The CBSS is an interdisciplinary community of teacher-scholars who utilize varieties of social and behavioral research methodologies to enhance societal well-being and the quality of life of individuals, families, and communities across diverse environments and contexts. The College of Behavioral and Social Sciences provides transformative experiences that extend learning from the classroom to the laboratory, studio, and community. As a result, graduates develop skills in ethics, critical thinking, problem-solving, creativity, and communication that prepare them for rewarding careers, lifelong learning, and engaged global citizenship.

The mission of the College is to prepare students to be productive citizens and contributing members of an ever-changing and complex society through the rigorous development of analytical skills, enhanced understanding of individual and collective behavior, culturally inclusive theory and professional work, and experiential learning that applies theory to policy and practice. To that end, faculty and students engage in cutting-edge research and creative scholarship to expand knowledge and understanding in the world. Additionally, through local, state, national, and international service and advocacy, college faculty, staff, and students work collaboratively to strengthen their communities.

The CBSS is home to the following academic units, as well as a number of outreach units:

- [Department of Criminal Justice and Criminology](#)
- [Department of Political Science and International Studies](#)
- [Department of Public and Nonprofit Studies](#)
- [Department of Psychology](#)
- [Department of Sociology and Anthropology](#)
- [School of Human Ecology](#)

For more information regarding the College, please visit <https://cbss.georgiasouthern.edu/>.

Position Summary

Reporting to the Provost and Vice President for Academic Affairs, the Dean serves as the College's chief executive and academic officer with responsibility for the academic and outreach leadership of the College and management of its resources, including faculty and staff, physical facilities, and budget. The Dean will provide strategic vision and operational leadership to all aspects of its academic and scholarly programs, promote synergies within the College and the University, and encourage opportunities for distinctive programmatic innovation that provides transformative experiences for its students. The Dean will also be responsible for articulating the vision, mission, goals, and programs of the College to the University community, external stakeholders, and the public at large.

The Dean is responsible for building on the strong reputations of the six academic units that comprise the College of Behavioral and Social Sciences to formulate and articulate a compelling and unified vision that highlights the unique aspects of each department and school. As an academic leader and innovator, the Dean will support the development of new policies and procedures to ensure the College's efficient operation and continued success. The Dean will serve as a leading voice on innovative instructional and educational programming that will continue to provide faculty and students the opportunity to engage in cutting-edge research and creative scholarship to expand knowledge and understanding in the world.

By working closely and collaboratively across all units and campuses, the Dean will foster a strong sense of unity and esprit-de-corps amongst the faculty and staff to not only attract and recruit the best individuals to the College, but also to retain and develop those therein. As its champion, the Dean will play a key role in further strengthening an organization committed to its mission to prepare students to be productive citizens and contributing members of an ever-changing and complex society.

Opportunities and Challenges

The next Dean of the College of Behavioral and Social Sciences will have the opportunity to make an impact in several important areas:

- **Creating a Unified Vision** – As Dean the successful placement will play a central role at Georgia Southern in creating a bold, new vision for the future that will embrace entrepreneurship and growth in a multi-campus environment. The College has undergone significant changes in recent history following the merger of Georgia Southern University and Armstrong State University and the Dean will play a critical role in leading the effective integration of the academic units located across Georgia Southern's campuses. The Dean will be charged with advancing the College's work toward maintaining a unique identity for each campus while bringing together diverse groups of interest to coalesce in a unified vision. As the College continues its journey into the future, the new Dean will be in a position to bring stability, clarity, and forward-thinking to the College.
- **Leading One Organization on Two Campuses** – The Dean must be enthusiastic in serving in a highly visible role on both the Statesboro and Savannah campuses. In order to ensure that faculty, staff, students, and community partners feel valued, included, and invested in the College's success, the Dean will foster an environment that creates an esprit-de-corps amongst these groups by actively engaging these constituencies. The Dean will have the opportunity to partner with these stakeholder groups in guiding the continued growth of the College while infusing the storied histories and traditions of both campuses into its organizational fabric.

- **Increasing Research Productivity** – Working in collaboration with faculty, the Dean will inspire and facilitate interdisciplinary dialog and partnerships among the various disciplines housed in the College. In their role, the Dean will empower and guide faculty from all disciplines to actively seek new research and programmatical opportunities and ensure that open avenues of communication are maintained between the College’s faculty, staff, and administration to capitalize on new and exciting scholarly activities.
- **Professional Development and Advocacy** – The College’s dedicated faculty and staff are one of its central strengths as they bring energy, innovation, and positive perspectives to the College and their respective campus communities. The Dean must be committed to creating opportunities for continued professional development for these individuals so that they can reach their personal goals and better serve the campus community. To do so, the Dean must clearly articulate and passionately advocate on behalf of the College to the administration and external constituents, particularly when securing resource support for the CBSS’ activities.
- **Expanding the College’s Presence** – Following the consolidation of Georgia Southern’s Statesboro and Savannah campuses, the next Dean will have the opportunity to further expand the College’s presence in the Savannah region by developing new programs and courses and implementing tailored strategies for enrollment growth. Increasing the College’s visibility and presence within the region will allow the Dean to develop innovative initiatives that engage potential students, local business and governmental leaders, and other community entities in this dynamic market.
- **Fundraising and Identifying New Revenue Streams** – On behalf of the College, the next Dean will engage in fundraising, grant writing, and other related efforts to encourage and expand the College’s philanthropic support amongst a broad array of partners and stakeholders. Furthermore, the Dean will be an innovative and strategic thinker who will lead in the identification of other opportunities for creating new revenue streams and bolstering the College’s efforts in these areas.

Qualifications

Candidates for the Dean of the College of Behavioral and Social Sciences at Georgia Southern University will possess a Ph.D. or terminal degree from an accredited institution and an outstanding record of scholarly achievement commensurate with appointment as full professor with tenure in one of the departments in the College. In addition, strong candidates will also exhibit:

Required

- A record of distinguished research, teaching, and scholarly activities; administrative and/or leadership experience in a university setting.
- A demonstrated ability to lead and manage, including management of human and financial resources; the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance; the ability to function well as part of the campus leadership team.
- A commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, sexuality, and individual differences.

- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision.
- The ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups.
- A record of success and ability in recruiting and retaining talented and diverse faculty.
- A deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action.
- The ability to inspire faculty to excel in teaching, research, and creative activities and to reward excellence in these areas.
- A demonstrated ability to act as a facilitator with faculty and staff, bringing together diverse ideas and people in a collaborative way.
- Superior listening, communication, and analytical skills.
- Integrity and high ethical standards.
- Must be authorized to work in the United States for the duration of employment without assistance from the institution.

Preferred

- A track record of success in fundraising and securing private support from donors.
- A record of success in leading through innovative organizational change in a transparent and inclusive manner.
- Experience working in a multi-campus environment and addressing diverse stakeholder needs across the organization.
- A student-centered approach coupled with a history of providing students with a high-quality educational experience and aggressively addressing issues related to student success.

Qualities and Characteristics

The successful candidate will possess:

- The ability to develop new and enhance existing relationships between the College and the surrounding communities of Statesboro and Savannah;
- Experience mentoring faculty, staff, and students in a manner that will allow them to fulfill their potential;
- The desire and ability to serve as the internal and external face of the College;
- The ability to communicate the vision of the College to prospective students, alumni, foundations, industry, and external partners;
- Intellectual, analytical, and ethical qualities that will command respect;
- An understanding of and appreciation for the breadth of academic disciplines represented by the College and the unique communities each campus serves;
- A transparent and approachable management style coupled with a deep commitment to serving as a visible leader at each campus;
- The ability to deal with ambiguity and complexity coupled with proven experience leading and managing change;
- The ability to be a consensus builder and seek to make decisions in a timely manner;
- The ability to guide an organization through a transitional period of growth while making critical decisions in a manner that is respectful of those who will be impacted;
- A deep respect and support for the University's traditions and goals.

The University

In 2018, Armstrong State University and Georgia Southern University consolidated creating an institution that retained the Georgia Southern University name comprised of nine colleges on three campuses: the Statesboro Campus, the Armstrong Campus in Savannah and the Liberty Campus in Hinesville. With 141 degree programs at the bachelor's, master's and doctoral levels, Georgia Southern is the state's largest and most comprehensive center of higher education south of Atlanta and has been designated a public Carnegie Doctoral/R2 institution. The University serves more than 27,000 students from all 50 states, Washington D.C., and Puerto Rico as well as 102 nations. Georgia Southern offers an attractive campus environment that encourages learning, discovery, and personal growth. Nationally accredited academic programs prepare diverse scholars for leadership and service as working citizens. A unit of the University System of Georgia, the University boasts 200-plus student organizations, outstanding Division I athletics, and state-of-the-art residence halls and campus facilities.

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 the University'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. Faculty, staff, and students embrace core values expressed through integrity, civility, kindness, collaboration, and a commitment to lifelong learning, wellness, and social responsibility.

Georgia Southern 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 Georgia Southern, please visit <https://www.georgiasouthern.edu/>.

Application and Nomination Process

Screening of applications will begin immediately and will continue until the position is filled. The preferred start date is June 2019. A complete application consists of a letter addressing the qualifications cited above; a curriculum vitae; and the names, addresses, telephone numbers, and email addresses of at least three professional references. Other documentation may be requested. Finalists will be required to submit to a background investigation. Applications and nominations should be sent to:



Storbeck Pimentel

& ASSOCIATES

Alberto Pimentel, Managing Partner
Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601
Email: apsearch@storbeckpimentel.com
Refer to code "**GSU-DeanCBSS**" in subject line

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 the Vice Provost.