



Dean, Jack N. Averitt College of Graduate Studies
Georgia Southern University
Position Description

The College

Jack N. Averitt College of Graduate Studies (Graduate College) is one of the ten colleges that comprise Georgia Southern University. Our campuses in Savannah, Statesboro, Swainsboro, and online are home to more than 4,000 graduate students. Our graduate students benefit from hands-on training and cutting-edge research with our world-class faculty.

The Graduate College is the only academic unit at Georgia Southern University whose central mission is the support and advocacy of graduate education. This unit provides institutional oversight for more than 100 graduate and professional programs established across eight degree-granting colleges, delivered in-person, online, and in hybrid and executive formats. These graduate programs span practice-oriented master's programs that prepare students for leadership roles in a wide variety of professional settings to research-focused doctoral programs that develop the next generation of scholars. The Graduate College works closely with the Faculty Senate Graduate Committee, the deans, graduate faculties and staff of the academic colleges, the university libraries, and external accrediting organizations to ensure excellence in all aspects of the graduate experience. The Graduate College also helps the University maintain a culture of collegiality and ethical behavior through its dedication to fairness, integrity, and collaboration.

Mission

The mission of the Graduate College is to develop, nurture, promote and sustain graduate programs of the highest quality at Georgia Southern University. The Graduate College seeks to support graduate students and graduate programs at the highest level, to provide a foundation for graduate program growth and development, and to support excellence in graduate education and the research and scholarly activities associated with it.

Vision

The vision for graduate education at Georgia Southern University is to provide a learning environment that fosters creative thinking in the minds of our students and to produce graduates who improve and enrich society. To support this effort, the University prioritizes the recruitment, support, and retention of faculty who are committed to creating and maintaining effective and productive graduate programs. Our academic distinction arises from the integrity and quality of our programs. A graduate degree from Georgia Southern is a valued statement of this distinction.

Goals and Objectives

The Graduate College will establish and maintain goals and objectives that ensure Georgia Southern University's graduate curricula and policies comply with the stated bylaws and the mission and goals of the University as a whole.

For more information about the College, click [here](#).

Position Summary

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean is the chief academic and administrative officer and spokesperson for the Graduate College. The Dean oversees two associate deans, four staff, and a budget of \$5 million, including graduate assistantships. The Dean will serve as an engaging, collaborative, and forward-thinking leader who will enhance the Graduate College's current capabilities to positively impact the region through the college's mission in supporting graduate 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 the Graduate College and the University's efforts in guiding and supporting the future development of the region and the state of Georgia. The Dean will also have the opportunity to engage with the Swainsboro campus to promote and elevate awareness of graduate programs.

The Dean should be an innovative professional with a strong commitment to academic excellence to provide visionary leadership to expand and enhance graduate programs and research initiatives. The Dean should inspire graduate faculty to excel in teaching, research, and creative activities and celebrate excellence in these areas. An outstanding Dean should have the ability to think strategically and collaboratively with colleagues to coalesce around a unified vision, working effectively as part of the campus leadership team. The Dean should listen carefully and communicate effectively to inspire confidence and enhance relationships with the staff, community, and various campus constituent groups.

Qualifications

The Graduate College Dean will exhibit 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 the university. In addition to being an innovative administrator, the candidate must also possess a strong sense of professional ethics and a clear history of supporting student success. Additionally, the successful Dean should have the following:

- An earned doctorate in a related field from an accredited institution.
- 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 administrative teams.

- Experience developing and implementing student recruitment and success initiatives.
- Experience with accreditation and re-accreditation of programs.
- Experience with a wide range of program delivery modes, including online.
- Must be authorized to work in the United States for the duration of employment without assistance from the institution.

Additionally, it is preferred that the successful candidate possess the following:

- Experience working in a multi-campus environment and addressing stakeholder needs across the organization.
- A record of success in leading change transparently and collaboratively.
- Experience recruiting, supporting, and retaining international students.
- Solid experience in building and cultivating business, industry, and community partnerships.
- A track record of success in fundraising and securing private support from donors.
- Experience in advancing academic programs.

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 supportive 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 "high research" 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 150 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, 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 over 29,500 students. As a unit of the University System of Georgia, Georgia Southern's nationally accredited academic programs prepare 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/>.

Application Process

The Dean Search Committee invites letters of nomination, applications (letter of interest, complete resume/CV, and references) to be submitted to the search firm assisting the university. Confidential review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications be submitted before **February 11, 2026**. For more information, please contact Parker Executive Search:

Porsha Williams, Vice President
Jacob Anderson, Senior Principal
Scott Gaffney, Associate
Parker Executive Search

Five Concourse Parkway, Suite 2875 Atlanta, GA 30328

pwilliams@parkersearch.com || janderson@parkersearch.com || sgaffney@parkersearch.com

(678) 775-4564

Georgia Southern University provides equal opportunities to all employees and applicants for employment without regard to race, color, sex, sexual orientation, gender identity or expression, national origin, religion, age, veteran status, political affiliation, or disability. Individuals in need of reasonable accommodations under the America with Disabilities Act to participate in the search process should notify Human Resources: (912) 478-6947.

The University System of Georgia is comprised of our 26 institutions of higher education and learning as well as the System Office. Our USG Statement of Core Values are Integrity, Excellence, Accountability, and Respect. These values serve as the foundation for all that we do as an organization, and each USG community member is responsible for demonstrating and upholding these standards. More details on the USG Statement of Core Values and Code of Conduct are available in USG Board Policy 8.2.18.1.2 and can be found on-line at https://www.usg.edu/policymanual/section8/C224/#p8.2.18_personnel_conduct.