



Dean, Allen E. Paulson College of Engineering and Computing Position Profile

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

The Allen E. Paulson College of Engineering & Computing

The Allen E. Paulson College of Engineering and Computing is the second largest of ten colleges that comprise Georgia Southern University. The AEPCEC was established to ensure student success by preparing them for lifelong learning, advancing the engineering and computing disciplines, and supporting regional economic development. This will be accomplished by promoting faculty scholarship and teaching excellence, fostering experiential learning, and partnering with regional stakeholders. Valuing collaboration, academic excellence, discovery and innovation, integrity, openness and inclusion, and sustainability, AEPCEC prepares the next generation for success.

AEPCEC offers a range of degrees to over 4,000 undergraduate and nearly 200 graduate students. The College is comprised of six academic departments, ten undergraduate degrees, and six master's graduate programs:

- Academic Departments: [Civil Engineering & Construction](#) | [Computer Science](#) | [Electrical & Computer Engineering](#) | [Information Technology](#) | [Manufacturing Engineering](#) | [Mechanical Engineering](#)
- 10 Undergraduate Degrees: B.S. in Civil Engineering | B.S. in Construction | B.S. in Construction Engineering | B.S. in Computer Science | B.S. in Electrical Engineering | B.S. in Computer Engineering | B.S. in Information Technology (IT) | Bachelor's in IT Online | B.S. in Manufacturing Engineering | B.S. in Mechanical Engineering
- 6 Graduate Degrees: M.S. in Civil Engineering | M.S. in Computer Science | M.S. in Electrical Engineering | M.S. in Information Technology | M.S. in Applied Engineering with a concentration in Advanced Manufacturing Engineering or Engineering Management | M.S. in Mechanical Engineering

The College is home to approximately 81 full-time faculty, 17 part-time faculty, 19 staff, and 14 academic advisors dedicated to professionally developing its students and serving the community. The College's expert faculty investigate, engage, and discover to tackle many of the contemporary challenges in the world today. By partnering with various businesses, industries, government agencies, and non-profit organizations, the AEPCEC creates meaningful and sustainable differences in the communities served by Georgia Southern.

Additionally, the College houses three centers and outreach programs for students to have the opportunity to participate in research, work alongside faculty, and increase STEM education access for the community:

- [Center for Applied Cyber Education](#) – The Center for Applied Cyber Education (CACE) is an interdisciplinary center and a leader in cyber education and training. CACE is dedicated to supporting interdisciplinary cyber education that affords student access to curriculum, programs, and industry partnerships that impart the skills and concepts applicable to 21st-century cyber workforce needs. CACE provides faculty and staff expertise in areas such as digital forensics, cyber law, cyber warfare, cyber policy, cryptography, artificial intelligence, electronic warfare, healthcare informatics, and data analytics.
- [Computational Research Technical Support](#) - Computational Research Technical Support is a specialized area of IT Services to build and support a comprehensive program to advance computational research at Georgia Southern University. CRTS provides high-performance computing (HPC) systems and similar systems for high throughput and data-intensive computing for AEPCEC faculty and students.
- [Regents' Engineering Pathway \(REP\) Program](#) - The Regents' Engineering Pathway (REP) Program allows students at colleges and universities in the University System of Georgia (USG) to study for two years at their home institution, then transfer to Georgia Southern to complete their engineering degrees.

For more information about the College, please use the following link:

<https://cec.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 comprised of nine 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. 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, state-of-the-art residence halls and campus facilities.

As a public Carnegie Doctoral/R2 institution with a [Public Impact Research](#) mission that focuses on community engagement, economic support, and professional development, Georgia Southern 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, 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.

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/>.

Position Summary

Reporting to the Provost and Vice President for Academic Affairs, the Dean is the chief academic and administrative officer and spokesperson for the Allen E. Paulson College of Engineering and Computing. The Dean will lead the College through the process of articulating and implementing a new strategic plan that will create a new identity and vision, and strengthen external partnerships to advance academic excellence and nourish community partnerships to promote research, community engagement and economic development.

The Dean will serve as a strong advocate for the College, its faculty, and its students and to work towards strengthening inter-disciplinary efforts within the University and other community partners within the State of Georgia. In addition, the Dean will also promote the College's outstanding academic reputation both inside and outside the University through interactions with local, regional, national, and worldwide constituencies to further advance the College image globally

In their role, the Dean will serve as a dynamic, collegial, and collaborative leader and must be prepared to join an innovative and forward-looking administration dedicated to enhancing the College's current capabilities and impact within the region. As a result of their 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 AEPCEC and University's efforts toward playing a central role in the future growth of the region and the state of Georgia. As its most ardent champion, the Dean must tirelessly endeavor to strengthen 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 Dean of the Allen E. Paulson College of Engineering and Computing 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 the college, the Dean must provide direction in the following areas:

- **Developing an Inspiring Vision for the Future** – The new Dean will play a critical leadership role in developing an audacious, exciting new vision for the future of the AEPCEC. In partnership with a dedicated faculty, staff, and student community on all campuses and highly engaged external partners, the Dean will lead efforts to identify ways to utilize the College’s teaching, research, and outreach strengths to increase its impact within and outside of the University. As a prominent figure within the region and on campus, the Dean must be a pioneer and engaging leader prepared to work with the AEPCEC’s stakeholders to establish a vision for excellence that balances its long-standing commitments to high-quality teaching, scholarly excellence, career readiness, and exemplary service to the communities it serves.
- **Securing New Resources** – The AEPCEC community is driven by their high aspirations for the future, and the Dean will be responsible for leading efforts to secure additional financial support in a highly competitive higher education environment. The Dean must be a strategic and entrepreneurial leader who will partner with key internal and external stakeholders to create new revenue streams related to research, academic offerings, community partnerships, economic development, and philanthropic activity to fund initiatives that will ensure AEPCEC’s continued success and its upward trajectory.
- **Supporting Student Success** – The AEPCEC is dedicated to and passionate about student success. The incoming Dean will work diligently to meet the needs of AEPCEC students in achieving their educational, career, and life goals. In their role, the Dean will guide the development of strategies to ensure the student body’s growth and the retention and successful graduation of AEPCEC students while further improving the academic services and resources available to them. The undergraduate and graduate student experience must be a priority in future program development, including promoting excellence in teaching, undergraduate student access to research, and career readiness.
- **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 within the University. The Dean will serve as the College’s champion in communicating across academic units and serve as a catalyst for new interdisciplinary research and collaborative opportunities—inspiring open communication between internal and external partners to capitalize on the University’s many strengths to raise the College’s profile and impact in the region.
- **Supporting Faculty Recruitment and Development** – The Dean of the AEPCEC will lead the College’s efforts at developing new and strengthening existing strategies for enhancing faculty recruitment, development, and retention. By employing a collegial, transparent, and collaborative leadership style, the Dean will contribute significantly to fostering an environment that not only brings stability to the academic units in the College but also attracts highly dedicated and impactful scholars and researchers, support their professional and intellectual growth, and ensures they remain vibrant and productive members of the Georgia Southern community.
- **Supporting the Professional Development of Staff** – The AEPCEC’s dedicated staff are among its greatest strengths as they bring energy, innovation, and a passion for

supporting students to their respective roles. The Dean will also work closely with staff across all AEPCEC units to foster an environment that promotes mentorship and professional development while securing and investing the resources necessary to support their further development individually and as a key stakeholder group within the AEPCEC community.

- **Community Engagement** – The AEPCEC and its faculty and staff have earned the respect of community stakeholders within the region through active partnership and engagement. The incoming Dean will build upon these interactions by identifying new relationships and enhancing existing collaborations between key internal and external stakeholders. The Dean must lead the effort to leverage the College's work and reputation, its faculty and staff knowledge, and its partnerships with regional business and community leaders to create a coalition dedicated to student success, academic excellence, and economic impact. Ultimately, the Dean must be prepared to serve as a catalyst in strengthening bonds that will result in applied learning opportunities for students, as well as in opening new doors for internships and pathways to employment.

Qualities and Characteristics

The successful candidate must possess the following qualities and characteristics:

- A passion for the mission of the College and the commitment to serving its students, faculty, and staff.
- Experience building and developing industrial and various external partnerships to enhance student education and community growth.
- Exceptional leadership skills coupled with the ability to inspire faculty to achieve higher research and academic excellence levels.
- Enhance the visibility and reputation of the College locally, regionally, and nationally.
- The desire and skill to serve as the internal and external face of the College.
- A transparent and approachable leadership style with the ability to serve as a highly visible leader across campuses.
- The ability to communicate effectively to build and enhance relationships with the staff, community, and various stakeholders.
- The ability to serve as an advocate on behalf of the College when engaging with University stakeholders and industrial partners.
- Experience promoting interdisciplinary collaboration within the College and among Colleges' throughout the University.
- Experience mentoring and developing faculty, staff, and students to fulfill their potential.
- Experience guiding an organization through a transitional period.
- Experience with community engagement, including cultivating partnerships with nonprofit organizations, industry leaders, alums, etc.
- 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.
- Experience with garnering and maintaining necessary external accreditations (e.g. ABET, ACEE) relevant to the College.

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 the College. The

candidate must also possess a strong sense of professional ethics, a commitment to diversity, equity, and inclusion, and demonstrated success as an innovative administrator. 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.
- The ability to function well as part of the campus leadership team.
- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision.
- The ability to listen carefully and communicate effectively and with integrity to inspire confidence and enhance relationships with the staff, community, and various campus constituent groups.
- A record of success in recruiting, retaining, and mentoring talented and diverse faculty and staff.
- 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.
- 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

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

Application Process

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

Matthew Herrera, Associate

Email: apsearch@spaexec.com

Refer to code "GSU-AEPCEC" 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.