



Dean, Waters College of Health Professions Position Profile

Georgia Southern University (Georgia Southern) invites applications and nominations for the position of Dean of the Waters College of Health Professions (WCHP). 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.

The Waters College of Health Professions

The Waters College of Health Professions is one of the ten colleges that comprise Georgia Southern University. The College was established to provide comprehensive and innovative programs to enhance the health and quality of life for individuals, families, and communities within a global society. The College's nationally accredited programs train outstanding leaders through engaged teaching and learning opportunities, scholarly and creative research, and socially responsive service activities. With a commitment to interdisciplinary learning and professional excellence, WCHP prepares the next generation for success. The College's mission is to prepare future health professionals through academic excellence and interdisciplinary collaboration while advancing knowledge through scholarship and serving culturally diverse communities.

WCHP offers a broad range of majors, minors, and certificates to over 4,900 undergraduate and 500 graduate students. The College has an operating budget of \$16+ million and is comprised of three departments and one school:

- The [Department of Diagnostic and Therapeutic Sciences](#) offers undergraduate degree programs in medical laboratory science, radiologic sciences, and respiratory therapy.
- The [Department of Health Sciences and Kinesiology](#) offers undergraduate degree programs in health sciences, nutrition and food science, sport management, athletic training, and exercise science. At the graduate level, the Department offers degree programs in health administration, athletic training, coaching, exercise science, physical education, sport and exercise psychology, sport management and sports medicine and a graduate certificate program in dietetics.
- The [Department of Rehabilitation Sciences](#) offers undergraduate degree programs in communication sciences and disorders and rehabilitation sciences. At the graduate level, the Department offers a degree program in Communication Sciences and Disorders. At the doctoral level, the Department offers a program in Physical Therapy.
- The [School of Nursing](#) offers the following undergraduate nursing programs: Bachelors of Science in Nursing, Accelerated Bachelors of Science in Nursing (Bachelors of Science in Nursing for 2nd degree students), LPN-BSN (Bachelors of Science in Nursing for LPNs), and RN-BSN (Online Bachelors of Science in Nursing for RNs). At the

graduate level, a BSN to DNP with MSN opt out, Post-MSN Certificate, MSN, and Doctor of Nursing Practice (DNP) are offered.

WCHP is home to approximately 134 full-time faculty, 119 part-time faculty, 19 staff, and 90 graduate assistants that are dedicated to the development to its students and serving the community. Additionally, the College houses several centers and outreach programs for students to have the opportunity to participate in research and work alongside faculty. Following are several examples:

- [Magnolia Coastlands Area Health Education Center](#) - Magnolia Coastlands AHEC (MCAHEC) is a private, non-profit, community-based organization governed by a Board of Directors. MCAHEC is committed to providing high quality, accessible, educational programs and services designed to meet the specific needs of the health care practitioners, students and health professions' faculty residing and working in its 39-county service area through community and academic partnerships.
- [Waters College of Health Professions Advisement Center](#) - The Waters College of Health Professions Advisement Center provides students housed within the WCHP with academic advisement. The Center assists students with course selection and scheduling, provides major and minor information, provides change of major and/or major application assistance, and verifies/grants approval for transient coursework.
- [Biodynamics and Human Performance Center](#) - The Biodynamics and Human Performance Center is dedicated to studying the prevention, evaluation and treatment of movement related diseases and injury. The Center is divided into three sections: the Biomechanics Laboratory, the Muscle Performance Laboratory and the Exercise Physiology Laboratory.
- [Center for Nursing Scholarship and Research](#) - The Center for Nursing Scholarship and Research supports research efforts and scholarly activities of School of Nursing faculty, staff and students. The primary functions of the Center are to enhance research productivity and to assist faculty, staff and students in securing external funding to support research endeavors, manuscript production, statistical consultation and faculty research mentoring for faculty success in the scholarship/research mission.
- [RiteCare Center for Communication Disorders](#) - The RiteCare Center for Communication Disorders is a teaching communication disorder center with a mission to enhance the lives of children and adults with communication impairments through excellence in client care, research and education and to provide knowledge, training and relevant practical experiences for developing clinical-fellowship-ready speech-language pathologists.
- [Center for Rehabilitation and Independent Living](#) - The Center for Rehabilitation and Independent Living (CRIL) focuses on enhancing community-engaged research and service to the Coastal region while promoting interdisciplinary and cross-campus research within the WCHP. By combining the expertise of faculty in the human movement sciences and clinical rehabilitation, we aim to improve the health and functioning of individuals in the region. CRIL emphasizes research and service in the assessment, rehabilitation, and enhancement of human movement across the lifespan.

For more information about the WCHP, please use the following link:
<https://chp.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. Faculty, staff, and students embrace core values expressed through integrity, civility, kindness, collaboration, and a commitment to lifelong learning, wellness, and social responsibility.

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, and 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 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 Waters College of Health Professions. The Dean will lead the College through the process of articulating and implementing a new strategic plan that will create a new identity, vision, and strengthening external partnerships to advance academic excellence and nourish community partnerships to advance academic excellence, research, and community engagement.

The Dean will serve as a strong advocate for the College, its faculty, and its students to work toward strengthening inter-disciplinary efforts within the University and other community partners within the State of Georgia. In addition, the Dean will also promote the visibility and reputation of the College both inside and outside the University through interactions with a broad array of constituencies to advance the College and University's reputation locally, regionally, and nationally.

In their role, the Dean will serve as a dynamic and collaborative leader and must be prepared to join an innovative and forward-looking administration dedicated to enhancing the College's current capabilities and its impact within the region. As a result of their rapid growth, Southeast Georgia and Savannah are home to a dynamic economy and expanding healthcare infrastructure and the Dean will be in the unique position to lead the WCHP's 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 WCHP will have the opportunity to lead an 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 new and existing partnerships with community-focused and health-related organizations and stakeholders at each campus – Statesboro, Armstrong, and Liberty;
- Cultivating and implementing a unified strategic plan that inspires the WCHP;
- Enhancing and developing novel advancement opportunities to fund new and existing programs, promote faculty development, increase research productivity, and student support;
- Leveraging the College's academically diverse offerings by exploring opportunities to promote interdisciplinary academic collaboration and scholarship between the WCHP and other colleges within the University to foster and strengthen current academic programs that will elevate student success and experience;
- Creating an environment that inspires creativity and strengthens the quality of service, reputation and status of the College's programs;
- Coalescing a shared identity, cohesion, and collaboration among the varied units to advance the quality and reputation of the College and to better serve the campus community and regions;
- Recruiting and retaining a diverse and excellent faculty and staff committed to positively impacting student performance and increasing their sense of belonging;
- Developing new opportunities for student access to research and partnership with the faculty;

- Strengthening interdisciplinary connections among the units of the College to promote research growth and impact, as well as support unique academic programs;
- Supporting and growing the University's research mission, the Dean will advance the faculty's scholarly activities and external sponsorship growth, and encourage and advocate for interdisciplinary opportunities that increase impact;
- Providing leadership in the area of fundraising and external relations as well as spearheading broader advancement efforts in communications and engagement with external stakeholders;
- Providing leadership to the faculty in developing, maintaining, and improving high-quality programs of instruction, research, creative activity, outreach, and public service.

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;
- Exceptional leadership skills coupled with the ability to inspire faculty to achieve higher levels of research and academic excellence. 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 at each campus;
- The ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups;
- The ability to serve as an advocate on behalf of the College when engaging with University stakeholders and healthcare agencies;
- A background in health professions (i.e., nursing, physical therapy, occupational therapy, radiologic sciences, etc.)
- Experience promoting interdisciplinary collaboration within the College and among College's 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, alumni, etc.
- A demonstrated ability to effectively manage the human and financial resources of the College while respecting the role shared governance plays in the decision making process;
- The ability to think strategically and bring together diverse groups of interests to a unified vision.

Qualifications

Georgia Southern seeks a Dean with exemplary academic achievements. The successful candidate must possess an outstanding record of scholarly achievement commensurate with appointment as full professor with tenure in one of the departments in the College. The candidate must also possess a strong sense of professional ethics and demonstrated academic leadership and administrative experience. Additionally, the successful candidate should have:

- 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 communicate effectively to build and enhance relationships with the staff, community, and various 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;
- 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 addressing health issues unique to rural and urban communities;
- 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.

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
Robin Reyes, Senior Associate
 Email: apsearch@spaexec.com
 Refer to code "GSU-WCHP" 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.