



## DEAN OF THE GRADUATE COLLEGE

Kennesaw State University (KSU) invites applications and nominations for the dean of the Graduate College. Kennesaw State seeks an entrepreneurial leader who is approachable, transparent, collaborative, and can expand the graduate agenda to support KSU's designation as an R2 institution. The next dean will have the opportunity to leverage KSU's growth and rising reputation to support the development of innovative graduate programs across the university's colleges. The next dean will lead the recently restructured Graduate College, helping increase graduate enrollments and adequately resource and support graduate students, faculty and programs. The dean is expected to take office on July 1, 2022.

## ABOUT KENNESAW STATE UNIVERSITY

A leader in innovative teaching and learning, Kennesaw State offers more than 160+ undergraduate, graduate, and doctoral degrees and 55 certificate programs to its nearly 43,000 students. With 11 academic colleges on two metro Atlanta campuses, Kennesaw State is a member of the University System of Georgia and the second largest university in the state. The university's vibrant campus culture, diverse population, strong global ties, and entrepreneurial spirit draws students from throughout the region and from 126 countries across the globe. The university's alumni network is 100,000 strong. A Carnegie-designated doctoral institution (R2), KSU is one of the 50 largest public institutions in the country.



## KENNESAW STATE UNIVERSITY MISSION & VISION STATEMENT

At Kennesaw State, we serve as a powerful example of the impact a student-centered, research-driven university education delivers. We help students succeed through exploration, collaboration, and rigor, uniting a diverse spectrum of backgrounds and talents. At KSU, students become the individuals who people want as colleagues and leaders.

Kennesaw State exemplifies the power and promise of a student-centered, research-driven university. Authentically diverse, uniquely attainable, and endlessly impactful, we unleash the potential in every student we serve.

## ACADEMICS

Kennesaw State provides educational programs that serve its diverse student body, which includes young adults who enroll as first-time undergraduates or transfers and an equally large number of older adults who return for undergraduate or graduate study. The university's more than 4,300 faculty, staff, and administrative leaders are committed to providing an environment that fosters the development of high-quality academic preparation, critical thinking, global and multicultural perspectives, social responsibility, and lifelong learning.

The foundation for all undergraduate majors is a comprehensive and coherent general education program that promotes internationalized and connected learning in the liberal arts tradition. Kennesaw State offers more than 100 accredited disciplinary, interdisciplinary, and professional undergraduate baccalaureate degree programs in the arts, humanities, social sciences, mathematics, natural sciences, accounting, business fields, architecture, engineering, teacher education specialties, computing and information systems, and nursing. An expanding array of graduate programs exists in art and design, biology and healthcare, engineering, science and technology, business administration and social sciences, and education. Kennesaw State also offers many applied undergraduate and graduate certificate programs as well as a multitude of minors.

In 2018 Kennesaw State was elevated to an R2 classification—a doctoral institution with high research activity—by the Carnegie Classification of Institutions of Higher Learning. The university has seen a rapid increase in external funding for basic research from \$4.3 million in 2006 to \$43 million over the past five years, leading to new knowledge and discoveries by faculty and hands-on opportunities for students. The university is comprised of 11 academic colleges, including:

- Bagwell College of Education
- Coles College of Business
- College of Architecture and Construction Management
- College of Computing and Software Engineering
- Graduate College
- KSU Journey Honors College
- Norman J. Radow College of Humanities and Social Sciences
- College of Science and Mathematics
- College of the Arts
- Southern Polytechnic College of Engineering and Engineering Technology
- Wellstar College of Health and Human Services

## DIVERSITY AND INCLUSIVE EXCELLENCE

Kennesaw State University prides itself on offering a premier, personalized educational experience for leadership and engagement within a diverse nation and world. This educational experience is achieved through recognition and appreciation of the differing backgrounds and experiences reflected within the university community. KSU firmly believes that sensitivity to diversity, equity, and global interdependence is central to fostering supportive living, learning, and working environments. A welcoming and inclusive climate is critical to attaining Kennesaw State University's research, scholarship, teaching, and engagement goals.

The Division of Diverse and Inclusive Excellence takes a broad view of the talents, perspectives, and contributions of all the members of the KSU community and works in creating a framework to encourage dialogue and discussion on diversity and inclusion. The [Center for Diversity Leadership and Engagement](#), established in 2016, supports campus and community-based scholarship on issues of ability, gender, sexuality, race, ethnicity, sustainability, and military status. Diversity Fellows can conduct research, participate in professional development, and engage one another, the campus, and the external community in furthering the dialogue on diversity and inclusion in the KSU community. Along with the Center for Diversity Leadership and Engagement, KSU has established six [Presidential Commissions](#) focusing on identifying, implementing, and programming actions and policies that will lead to an increased understanding and acceptance of diverse viewpoints represented on the KSU campus. Kennesaw State continues to implement and create programs that foster a learning environment that is welcoming, inclusive, and equitable. For further information on their work, please visit [here](#).

## RECOGNITION

Kennesaw State has garnered national attention for its programs and is consistently recognized in national rankings, with highlights including:

### *U.S. News and World Report*

- Ranked the top public university and 20th nationally among "National Universities Where Most Accepted Students Enroll" (admissions yield rate)
- Ranked among National Universities in "2022 Best Colleges"
- Ranked among "Programs to Look For":
  - Among top 40 national universities for Best Undergraduate Teaching
  - Among top 55 schools for First-Year Experiences
- Best Undergraduate Engineering programs (top 75 nationally among schools with bachelor's and master's-level engineering degree programs)
- Ranked in the inaugural list of 2020 Best Nursing Schools
- Best Online MBA program (94th among programs nationally, 4th in Georgia)
- Best Online Graduate Information Technology program (among top 75 nationally, 2<sup>nd</sup> in Georgia)
- Best Online Graduate Engineering programs (ranked among top 100 in nation, only Georgia institution named)
- Best Online Graduate Education programs (top 100 nationally)

#### American Council of Trustees and Alumni

- An "A" rating for high-quality core curriculum (11th consecutive year named, one of top 24 colleges nationally)

#### Princeton Review

- Top 50 Online MBA Programs (29th nationally)
- Top 50 Game Design Programs for Undergrads (37th nationally)
- Guide to Green Colleges: 2021 Edition (named among 416 colleges nationally)

#### Billboard

- Top Music Business Schools (named among 28 nationally)

#### BestColleges.com

- Best Online Bachelor's Degree Programs in
  - Geography (ranked 4th in nation)
  - Cybersecurity (ranked 7th in nation)
  - Information Technology (ranked 10th in nation)

## LOCATION

Kennesaw State is spread across two campuses, located in Kennesaw and nearby Marietta, and is situated on more than 580 acres. Located just outside of Atlanta, the City of Kennesaw has a population of approximately 32,000. Residents enjoy excellent educational resources, first-rate parks and athletic facilities, affordable recreational programs, outstanding museums and cultural arts, a wide variety of shops and restaurants, and new and established neighborhoods. Twenty-four miles south on the interstate is downtown Atlanta, the largest metropolitan city in the Southeast.

Being located in metro Atlanta, Kennesaw State has become a destination institution, where more than 5,200 students live in eight distinctive residential communities in Kennesaw and Marietta. Students who reside on campus and those who commute have access to a full range of world-class facilities, resources, and activities. There are more than 300 student organizations, including student governance and media, co-curricular clubs, athletics, Greek letter organizations, and community service and advocacy-oriented groups. Kennesaw State also competes at the NCAA Division I level in the Atlantic Sun Conference.

## THE GRADUATE COLLEGE

The Graduate College serves 4,010 students currently studying in 47 master's degrees and a growing number of doctoral programs. In addition to KSU's graduate programs, which are flexible and affordable, the college also supports several specialist degrees and certifications. To support the needs of a variety of students, KSU has an array of online, hybrid, and face-to-face classes. For a complete listing, please visit [here](#).

The [Graduate College](#) is newly restructured and administers and advances the university's graduate enterprise. It is responsible for establishing and maintaining institutional standards for graduate program quality while advancing the university's overall graduate mission. This mission includes providing leadership and overseeing all aspects of the university's post-baccalaureate enterprise, including the university's graduate programs, faculty, and students. The Graduate College establishes standards for graduate instruction, reviewing and approving admission to the university's graduate faculty and granting permission to engage in graduate instruction.

The college leverages 912 graduate faculty from nine of KSU's colleges to support its mission. The Graduate College works with a number of committees and councils dedicated to the oversight of graduate education.

## **THE ROLE OF THE DEAN OF THE GRADUATE COLLEGE**

The dean of the Graduate College reports to the provost and senior vice president for academic affairs of Kennesaw State University and is the chief administrator for all graduate programs within KSU. As such, the dean advises and assists the provost, vice president for research, and graduate faculty. The dean directs graduate studies, provides expertise in developing university policy relating to graduate education, and facilitates the university's obligation to meet internally and externally established requirements relating to research and graduate education.

The next dean will serve as an innovative and collaborative leader who can envision bold academic graduate programs and has the organizational skills and the systems expertise to bring together the people and resources required to realize the aspirations of the Graduate College.

The dean will oversee a team of over 20 individuals who comprise the administrative staff of the Graduate College, as well as working collaboratively with 912 graduate faculty throughout nine colleges at KSU. In addition, the graduate dean will oversee a budget of \$4.3 million.

The new dean will provide leadership for KSU's graduate programs, including strategically identifying and growing graduate enrollment; promoting and ensuring graduate program quality; ensuring retention, progression, and timely graduation of its students; supporting the university's graduate faculty; advancing graduate student success; overseeing the Graduate Council (composed of all graduate program directors); adjudicating issues regarding graduate programs and graduate admission decisions; awarding graduate research and teaching assistantships and tuition waivers; fostering the development of new graduate programs; awarding graduate faculty status; working collaboratively with other deans to secure resources; and serving as the university's managing professor for graduate education.

The dean represents the Graduate College within KSU, advocating for the interests of all graduate programs within the upper administration as well as engaging the broader community to develop relevant graduate programs that meaningfully address the needs of the state, region, and nation.

## OPPORTUNITIES AND CHALLENGES

Priorities for the next dean include, but are not limited to, the following:

- ❖ **Align the Graduate College with KSU's research mission.** The Graduate College is a key pillar in KSU's drive to be a premier R2 institution, which is outlined in its [R2 Roadmap to Success](#). The dean of the Graduate College will partner with the VP of Research in aligning its graduate programs with the [Office of Research](#)'s established areas of strategic emphasis and growth: biomedical and health services, computing and technology, human development and well-being, and sustainable and safe communities.
- ❖ **Facilitate growth while properly resourcing and supporting programs.** The Graduate College has the ambitious goal of increasing graduate program enrollment to 10 percent of the KSU population by the fall of 2025. As it grows, KSU is committed to developing a strong reputation in graduate studies and enhancing its work in research, scholarship, and creative activity. The next dean will have the ability to work effectively across campus, partnering and collaborating with the other deans to identify new program opportunities within the graduate space. Collaborating with other deans, the dean of the Graduate College will provide strategic direction, help prioritize and allocate resources, and provide overall administrative support to position new graduate programs for success.
- ❖ **Ensuring academic excellence in graduate programs.** With KSU's rapid growth, the next dean will need to ensure academic excellence by balancing enrollment, retention, and reputation; creating more synergies through interdisciplinary approaches and scholarly activities; adopting more innovative pedagogies and encouraging more high impact practices; and offering more in-demand degrees, and certificates. The next dean will lead and collaborate with the other deans to evaluate, develop, and enhance academic offerings at the graduate level, while developing an overall environment that will attract high quality graduate students from the region, across the country, and around the world.
- ❖ **Working across the university to increase interdisciplinary collaborations.** The next dean will foster stronger collaborations among the graduate faculty across the different colleges in order to identify key opportunity areas where interdisciplinary collaboration can be used to create new innovative graduate programs, secure new grants, and create sponsored programs.
- ❖ **Promoting inclusive excellence and building a diverse, supportive community.** Kennesaw State serves a racially, economically, ethnically, and culturally diverse community of students, faculty, and staff. It is home to a dynamic mix of students – adult and traditional-aged learners, first-generation college matriculants, veterans, international, and transfer students. The dean will continue to promote a climate that is welcoming and inclusive and one in which all individuals experience being a valued member of the community.
- ❖ **Recruit, retain, mentor, and develop a strong, diverse staff and work to support their development and success.** The Graduate College has an extensive staff dedicated to supporting students, faculty, and the overall graduate process. The dean will need to leverage the staff's expertise to ensure the continued success and growth of graduate programming. The next dean will be a supportive, transparent, and communicative leader experienced in managing a large administrative staff.

## QUALIFICATIONS AND ATTRIBUTES

The dean will bring to the role a record of teaching and scholarly achievement reflective of Kennesaw State's own standards of excellence and coupled with integrity and vision. The dean should also demonstrate a record of effective managerial leadership skills, clear communication, and a commitment to diversity, inclusivity, shared governance, and community engagement. Below is a list of required and preferred qualifications and desired attributes.

### Required Qualifications:

- A terminal degree, or the foreign equivalent, from an accredited university in one of the disciplines represented by a program offered at KSU;
- Academic background and appropriate credentials to be a tenured professor in an academic department at KSU;
- Experience as an academic leader serving as department chairperson or program director, or equivalent, in a unit offering graduate programs;
- Experience in research and teaching at the graduate level.

### Preferred Qualifications:

- Experience developing and implementing academic policies and procedures;
- Experience working with faculty and academic departments across multiple colleges;
- Demonstrated ability to foster a collaborative work environment, particularly in facilitating the development and implementation of multidisciplinary graduate programs;
- Familiarity with federal, state, and local policy requirements for graduate education;
- Ability to lead and support diversity and inclusion initiatives;
- Demonstrated effective interpersonal communication (written and oral) and team-building skills;
- Commitment to academic shared governance;
- Demonstrated experience advocating for resources and development engagement;
- Administrative management experiences pertaining to budget oversight and planning, staff management and development, and strategic planning.

### The ideal candidate will be:

- A visionary of proven academic leadership, knowledgeable about the current and future trends in graduate education and enrollment, who will inspire and motivate others;
- An inclusive and strategic decision-maker who is a superb listener, builds consensus, prioritizes well, and communicates decisions with transparency and care;
- A person capable of managing in a complex enterprise who optimizes the effectiveness of dedicated faculty and staff and support them in their professional development;
- An entrepreneurial individual with financial acumen who will aid the college and university in matching aspirations with finite resources while thinking creatively about growth opportunities and new revenue models;
- A person with the willingness and interpersonal skills to be proactive in establishing internal and external relationships that will promote and support current and future graduate programs and

research activities at the university while also capitalizing on opportunities to enhance the reputation of the college and university, and

- A person of global perspective who is committed to diversity and inclusion in its many forms and to supporting it in ways consistent with the ethos of the university.

## NOMINATION AND APPLICATION PROCESS

The search committee will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, a curriculum vitae, and a list of five professional references. All applications, nominations, and inquiries will remain confidential until finalists are identified for campus interviews. References will not be called until after the first screening of applications and then only after the applicant has given express permission. Although applications will be welcome until a new dean is selected, for best consideration, all candidates should submit materials by **January 3, 2022** to the following address: [KSUGradDean@storbecksearch.com](mailto:KSUGradDean@storbecksearch.com).

For more information about Kennesaw State University, please visit <https://www.kennesaw.edu>; for the Graduate College, please visit <https://graduate.kennesaw.edu>.

Kennesaw State University is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



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