Georgia Institute of Technology

Dean and Stephen P. Zelnak Jr. Chair
of the Scheller College of Business

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The Institution

Location	Atlanta, Georgia
About the Organization	The Georgia Institute of Technology ("Georgia Tech") is recognized nationally and internationally as a leading research university. A member of the prestigious Association of American Universities (AAU), Georgia Tech is ranked as one of the top 15 American public institutions by *U.S. News & World Report.* As a public research university, Georgia Tech is committed to developing leaders who advance technology and improve the human condition.
	Over the next decade, Georgia Tech will become an example of inclusive innovation, a leading technological research university relentlessly committed to serving the public good: breaking new ground in addressing the biggest local, national, and global challenges and opportunities of our time; making technology broadly accessible; and developing exceptional, principled leaders from all backgrounds ready to produce novel ideas and create solutions with real human impact.
	Georgia Tech is committed to developing committed, global leaders who can build bridges of collaboration around the world. Georgia Tech graduates drive innovation in business, government, and academia, and they lead transformative companies and create new ones. They also influence the thinking of other leaders in the private and public sectors.
	In pursuit of the vision, Georgia Tech will be a leader in educational innovation and develop a global learning platform of unmatched impact and scale to support learners throughout their life journeys. The Institute will work to push the boundaries of research while focusing on the most consequential problems faced by humanity. It will act as a creative engine that will position Atlanta and the State of Georgia as examples on inclusive entrepreneurship and innovation.
	Understanding that technological change is fundamental to the advancement of all people, the Georgia Tech community – students, staff, faculty, and alumni – abide by the motto of "Progress and Service." Georgia Tech has become a leader in improving the human condition in Georgia, the United States, and around the globe by steadfastly pursuing its goal to provide effective, innovative teaching and learning – as well as advances in research and entrepreneurship – in all facets of progress and service. The Institute's 2030 strategic vision, "Inclusive Innovation for a Better Future," is underway. The strategic plan positions Georgia Tech to leverage its strengths and further distinguish it as a distinctively different kind of university. The ten-year plan consists of six focus areas: 1) amplifying impact; 2) championing innovation; 3) connecting globally; 4) expanding access; 5) cultivating well-being; and 6) leading by example. In 2022, Georgia Tech announced an ambitious capital campaign, Transforming Tomorrow: The Campaign for Georgia Tech.
	Georgia Tech offers an innovative education to more than 44,000 undergraduate and graduate students through more than 130 majors and minors across six colleges and 28 schools. Over the past decade, Georgia Tech's enrollment has increased by 76 percent, driven in part by innovative online programs. During this same period, undergraduate enrollment applications have more than tripled, and graduate applications have more than doubled. Georgia Tech has also made strides in increasing its diversity of faculty and students and is committed to being an inclusive community where talented individuals of all backgrounds can achieve success while contributing to advancing technology and improving the human condition.

The quality of the Georgia Tech educational experience is reflected in at least two important ways: consistently strong rankings by national publications/organizations and a highly regarded curriculum with a technological and scientific focus throughout all of its undergraduate programs. All the Institute's degree programs, including those in the liberal arts, offer Bachelor of Science degrees. Degree programs are offered through the Colleges of Computing, Design, Engineering, Sciences, the Scheller College of Business, and the Ivan Allen College of Liberal Arts. In addition, there are 10 interdisciplinary research institutes and more than 100 centers that consistently contribute vital research and innovation to both government and business.

Academic programs at Georgia Tech are consistently recognized for their excellence. Ten of Georgia Tech's undergraduate engineering programs are ranked in the nation's top five, and all eleven graduate engineering programs are in the top ten. Additionally, Georgia Tech's industrial engineering program has been ranked first in the nation for more than two decades. Many of its programs in the sciences, design, computing, and liberal arts are widely recognized with growing rankings, with programs in each college ranked in the top 15 globally.

Students

Georgia Tech attracts talented students from every state and 149 nations. Students are drawn to a collegiate atmosphere that has intercollegiate and intramural athletics, campus traditions, and over 500 student organizations. For the first-year class of 2022, Georgia Tech received 50,500 applications for an entering cohort of about 3,600. Outside the traditional classroom and lab settings, the cooperative education and internship programs help students lay the groundwork for a successful future. Georgia Tech also serves a significant portion of online learners through 10 online Master of Science degrees and three hybrid professional master's degrees, built on the rigor of on-campus programs.

Faculty and Research

The high-quality faculty at Georgia Tech is another key contributor to its educational environment. The faculty are recognized worldwide for their dedication to teaching and their ability to secure over $1 billion annually in research support – and in 2022, the Institute achieved a milestone of nearly $1.3 billion in new sponsored activity. Among the faculty are 31 members of the National Academy of Engineering and the National Academy of Sciences. Additionally, Georgia Tech has over 3500 PhD students enrolled, in addition to Master's and undergraduate researchers.

Georgia Tech is one of the nation's most research-intensive universities. First rate research, funded by government agencies and industry, is conducted at all of Georgia Tech's academic colleges, dozens of interdisciplinary research units on and off campus and at the Georgia Tech Research Institute (GTRI).

GTRI, the applied research division of Georgia Tech with more than 1,800 employees supporting eight laboratories in over 20 locations around the country, performs more than $500 million of research activity annually for government and industry. Engaging in both unclassified and classified research and development, GTRI develops advanced technology solutions and large-scale system prototypes to address the most difficult problems in national security, economic development, and overall human betterment.

In Georgia specifically, Georgia Tech plays a leading role in the state's economic development strategy as the home of the state's leading business accelerator, ATDC, a magnet for business relocations, and a number of capacity building programs throughout the state. Georgia Tech's overall impact on the state of Georgia's economy is calculated at $4 billion each year.

Georgia Tech Campuses & Locations

Georgia Tech's main campus spans over 400 acres in the heart of Atlanta. With the creation of the Tech Square innovation district, Georgia Tech helped transform its Midtown neighborhood into a thriving place to create, learn, live, work, and play. As the state's economic and cultural hub, Atlanta is packed with attractions, small businesses, high-tech startups, and multinational corporations, along with restaurants, theaters, museums, and concert venues. Within an easy walk to campus are green spaces and parks, including Centennial Olympic Park, Piedmont Park, and the Atlanta BeltLine — a globally-praised network of public parks, multi-use trails, and public transit options (originally designed by a graduate student in the School of City and Regional Planning at Georgia Tech).

Georgia Tech has transformed the landscape of Midtown Atlanta. Since 2013, approximately 30 corporations have established innovation labs, technology development centers, and headquarters operations in and around Tech Square. In 2019, Georgia Tech opened CODA, a facility which contains 675,000 gross square feet of office space, along with a 100,000 gross square foot High-Performance Computing Center and cost approximately $387 million.

Aside from the main campus in Atlanta, Georgia Tech also has a campus in Savannah, Georgia. The Georgia Tech Research Institute, which is headquartered on the Atlanta campus, has numerous additional locations around Georgia and the United States.

International Presence

Georgia Tech has a significant global footprint, with campuses in Lorraine (France) and Shenzhen (China), as well as research centers in Asia and Latin America. Each year more than 2,000 students participate in over 100 programs abroad. Georgia Tech has programs and agreements in over 60 countries, along with research collaborations and alumni all over the world.

The University System of Georgia

Georgia Tech is part of the University System of Georgia (USG), which is composed of 26 higher education institutions, including four research universities, four comprehensive universities, nine state universities, and nine state colleges, the Georgia Public Library Service, and the Georgia Archives.

More information on Georgia Tech can be found at www.gatech.edu.

| **Leadership at Georgia Tech** | **President Ángel Cabrera** |

Ángel Cabrera is the 12th president of the Georgia Institute of Technology. Cabrera came to Georgia Tech on Sept. 1, 2019, after serving for seven years as president of George Mason University (GMU) in Virginia. During his presidency, GMU joined the top tier of research universities in the Carnegie Classification and was the fastest growing institution in the state. Before leading GMU, Cabrera was president of the Thunderbird School of Global Management, now part of Arizona State University, and dean of IE Business School in Madrid.

As a business educator, Cabrera has played a key role in advancing professional ethics, internationalization, and corporate social responsibility. In 2007, while serving as a senior advisor to the United Nations Global Compact, he was the lead author of the "Principles for Responsible Management Education" (PRME). A United Nations–supported initiative that advances sustainable development through management education, PRME has been adopted by more than 800 schools around the world. He is also a co-founder of the University Global Coalition, a global network of universities working in partnership with the United Nations in support of its Sustainable Development Goals.

Cabrera has been named a "Young Global Leader" by the World Economic Forum, a "Star of Europe" by Bloomberg Businessweek, a "Henry Crown Fellow" by the Aspen Institute, and a "Great Immigrant" by the Carnegie Corporation of New York. He has received honorary degrees from Miami Dade College and Universidad Politécnica de Madrid.

Cabrera serves on the boards of the National Geographic Society, Harvard College Visiting Committee, Atlanta Committee for Progress, Metro Atlanta Chamber, and Bankinter Innovation Foundation in Spain. He has served on the board of the Federal Reserve Bank of Richmond, the advisory boards of Georgia Tech and Instituto Tecnológico de Monterrey, and three publicly traded companies.

Cabrera earned his M.S. and Ph.D. in psychology and cognitive science from Georgia Tech, which he attended as a Fulbright Scholar. He also holds a B.S. and an M.S. in computer and electrical engineering from Universidad Politécnica de Madrid. His academic publications have been cited thousands of times, and he has been featured or quoted in leading media around the world.

Provost Steven W. McLaughlin

Steven W. McLaughlin is the provost and executive vice president for Academic Affairs at the Georgia Institute of Technology. He is a professor in the School of Electrical and Computer Engineering.

McLaughlin first joined Georgia Tech as a member of the faculty in 1996. From 2017-2020, he served as the Dean and Southern Company Chair of Georgia Tech's College of Engineering, the largest engineering college in the country. Prior roles include the Steve Chaddick School Chair in the School of Electrical and Computer Engineering from 2012-2017, and the vice provost for International Initiatives and Steven A. Denning Chair in Global Engagement from 2007-2012.

In 2014 he co-founded CREATE-X, a campus-wide effort to instill entrepreneurial confidence in students and help them launch companies. The program has successfully launched 225 student-led companies and engaged more than 4,000 students in the principles and practice of evidence-based entrepreneurship.

In 2011 he was awarded the honor Chevalier dans l`Ordre Nationale de Merite, (Knight of the French National Order of Merit), the second highest civilian award given by Republic of France. He was the first Georgia Tech recipient of the Presidential Early Career Award for Scientists and Engineers (PECASE) where he was cited by President Clinton "for leadership in the development of high-capacity, nonbinary optical recording formats." He is a past president of the IEEE Information Theory Society and is a Fellow of the IEEE.

His research interests are in the general area of communications and information theory. His research group has published in the areas of forward error correction and equalization in wireless communications, magnetic/optical data storage, data security, and privacy. He has advised more than 50 students and postdocs. His group has published more than 250 papers in journals and conferences and holds 36 U.S. patents.

He received the B.S.E.E. degree from Northwestern University, the M.S.E. degree from Princeton University, and the Ph.D. degree from the University of Michigan.

About the Scheller College of Business

Established more than a century ago, the Georgia Tech Scheller College of Business is a leader in education, research, and inclusive innovation designed to advance business and improve the human condition. Scheller is strategically positioned at the intersection of business and technology, with a commitment to cultivating ethical leaders who know how to innovate and leverage technology to address business challenges and opportunities.

Scheller provides students with unparalleled learning opportunities within a dynamic innovation ecosystem. The College is located in the heart of midtown Atlanta's Technology Square, an area with the highest density of startups, corporate innovators, and academic researchers in the southeastern U.S. Through top-ranked career services and an expansive alumni network, Scheller connects students to the world's most innovative companies not just in Atlanta, but around the world.

The College offers AACSB-accredited bachelor's, master's, and doctoral degrees in Business Administration, along with interdisciplinary and dual degrees in Computing, Design, Engineering, Liberal Arts, and Medicine (in collaboration with the Morehouse School of Medicine). Scheller manages a broad portfolio of degree programs, housed in eight academic areas: accounting, finance, information technology management, law and ethics, marketing, operating management, organizational behavior, and strategy and innovation.

Scheller also offers online graduate certificates in Business Analytics and Digital Technology. In addition to degreed programs, Scheller offers open enrollment and custom corporate executive education programs. The College is also home to nine globally recognized centers and initiatives, with focus areas in business analytics, ethics, international business, social impact, sustainability, and technology innovation.

Scheller is comprised of over 1,900 students, which includes 1,296 undergraduate and 611 graduate students, and employs 194 full-time faculty and staff, which includes 69 tenured or tenure-track faculty members.

The Position

Title	Dean and Stephen P. Zelnak Jr. Chair of the Scheller College of Business
Reports to	Provost and Executive Vice President, Academic Affairs: Steven W. McLaughlin
Location	Atlanta, GA
Summary of the Role	The Scheller College of Business seeks a strategic, creative, and transformative academic leader for its next Dean. The next Dean will join at an exciting and critical moment for both Georgia Tech, as it embarks upon an ambitious capital campaign, and for Scheller, as its growth continues with the groundbreaking of a new building in Midtown that will house graduate and executive education programs.
	The next Dean, in collaboration with the faculty, staff, student, and alumni of the College, will strategically position Scheller for the future, seizing upon its greatest strengths and its unique opportunity within the Institute and Atlanta. Scheller is a vital part of the Institute's future, serving as a connective tissue across the many efforts and accomplishments happening at the School, and in Atlanta. The next Dean will have the vision, talent, and energy to further advance and strategically improve the school's impact at the Institute, within the Atlanta business community, in broader industry, and around the world.
	They will bring a successful record of leadership experience relevant to a complex academic setting and an outstanding record of scholarly achievement and international reputation in the broader community of one of the College's eight disciplines. This is a tenured faculty position, and the candidate must have a record of scholarship that is consistent with a tenured position in the college.
	The successful candidate will also be able to demonstrate a commitment to engagement with faculty, staff, students, and external stakeholders, as well as advancing diversity, inclusion, and belonging efforts in a meaningful way.
Responsibilities	As chief academic and administrative officer of the Scheller College of Business, the Dean is responsible for providing leadership for the following specific activities:
	• **Leadership and Strategic Planning**: These responsibilities include directing and overseeing the programs of the College as well as developing the strategic directions of the College in concert with the Georgia Tech Strategic Plan. The Dean articulates the long-range vision, specific strategies, and detailed administrative and fiscal provisions to ensure the excellence of College faculty and their teaching and research. In exercising this planning leadership, the Dean works closely with the Institute's senior officers and with the other deans on multidisciplinary hiring, and on research and teaching programs. A commitment to promoting the Institute as a whole, participative management, and open decision-making are important components of the position.
	• **Faculty Appointments**: The Dean is responsible for the recruitment, appointment, reappointment, promotion, and tenure of faculty in the College. The Dean works through the established appointment, promotion, and tenure process of the Institute and is responsible for ensuring the integrity of the process. The Dean works with the faculty, in the context of approved long-range plans, to develop annual recruiting plans for the College, with the approval of the provost. The

Dean is responsible for ensuring that the Institute's objectives, with respect to the quality and diversity of the faculty, are met or exceeded.

- **Budgetary and Administrative Oversight**: The Dean is responsible for all aspects of the College's budget, consistent with the Institute's financial guidelines. The Dean is expected to work closely and collaboratively with the provost's office in developing the budget for the graduate and undergraduate programs. In addition, the Dean is responsible for supervising faculty area leads of the College, associate/assistant deans and staff, as well as for working with the faculty to facilitate extramurally funded research to support faculty research activities and graduate training. In addition to budgetary oversight, other principal areas of administrative responsibility include: the allocation of academic facilities, stewardship of the physical facilities, planning for future academic facility needs, responsibility for non-faculty staffing decisions within the context of Institute-wide policies and procedures, and the initiation and development of collaborative teaching and research programs with Georgia Tech's other schools, colleges, and divisions, as well as with other institutions of higher education. Finally, the Dean is responsible for the establishment of effective internal controls within the College.

- **Stewardship and Development**: The Dean plays a critical role in representing the College to important external constituents – regionally, nationally, and internationally. The Dean has primary responsibility for articulating the philanthropic aspirations of the Scheller College of Business in conjunction with the long-range plans of the College and the Institute. The Dean works collegially with the president's leadership team and other academic leaders across campus in planning Institute-wide, as well as College-specific, fundraising priorities and goals. The Dean engages proactively with the Institute's development staff in executing those plans. In addition, the Dean plays a critical role in ensuring that the donor funds received are well stewarded – advancing the needs within the College, as well as in accordance with donor expectations – and communicated fully and in a timely manner in accordance with policies and procedures of the Office of Development.

- **Multidisciplinary Partnerships**: The Dean is responsible for managing the College's engagement in cross-campus, multidisciplinary partnerships that significantly increase opportunities for true innovation in a range of fields. The College's depth of expertise and celebrated centers and initiatives allow graduates to gain broad skill sets that can be applied to any industry and complement any professional interest. By blending research with education in a variety of disciplines, the College is leading this interdisciplinary effort in order to meet the challenges of the future.

The Person

Pivotal Experience & Expertise	**Strategic and Organizational Management:** An experienced academic leader with a track record of success in a large, complex organization in (or relevant to) academia; business acumen that demonstrates an astute understanding of finances and the relationship between academic priorities and the budget. A record of accomplishment in recruitment, retention, and equity for outstanding faculty or staff, and students, including women and those traditionally underrepresented in business programs.
	Intellectual Leadership: A distinguished teacher and scholar who has a passion for students, research, and service. If the candidate comes from outside the academe: a genuine, palpable appreciation for the importance of research in a business school, and an aptitude to advance teaching and peer-reviewed scholarship.
	Resource and Relationship Building: A record of developing mutually beneficial partnerships within a complex institution and with other institutions that expand the resources and performance of their institution.
	Diversity, Equity, Inclusion, and Belonging: A demonstrated commitment to diversity, equity, inclusion, and belonging; an understanding of its importance to the mission and richness of Scheller and its ongoing success.
Leadership Competencies and Desired Characteristics	• Champion for innovation; entrepreneurial spirit. Someone who will champion Georgia Tech's leadership position as an engine of innovation and entrepreneurship. Ability to create a culture of deliberate innovation and measured risk-taking.
	• Global leader. Ability to connect globally to strengthen Georgia Tech's role as a hub of worldwide collaboration and build a global learning platform to expand its reach and amplify impact.
	• Collaborator. Leads through collaboration with the ability to build consensus as well as make tough decisions.
	• Participatory leader. Has a commitment to an environment of shared governance and participatory decision-making.
	• Dedication to a culture of well-being and possessing the ability to create an environment of holistic, lifelong learning where all members of the community can grow and learn to lead healthy, purposeful, impactful lives.
	• A commitment to diversity, equity, and inclusion.
	• Highly ethical and holds others to the highest standards of ethical conduct.
	• Leads and inspires by example.

Nomination/Application Information

Initial screening of applicants will begin immediately and continue until the position is filled. Georgia Institute of Technology will be assisted by Jackie Zavitz, Ellen Brown Landers, and Meghan Ashbrock of Heidrick & Struggles, Inc. Nominations and applications should be directed to:

GTbusinessdean@heidrick.com

Georgia Tech is an equal opportunity employer and will not discriminate against any employee or applicant on the basis of age, color, disability, gender, national origin, race, religion, sexual orientation, veteran status, or any classification protected by federal, state, or local law. Consistent with its obligations under federal law, each company that is a federal contractor or subcontractor is committed to taking affirmative action to employ and advance in employment qualified women, minorities, disabled individuals and veterans.