



Position Specification

Georgia Institute of Technology
Dean, Ivan Allen College of Liberal Arts

Ivan Allen College of Liberal Arts

Established in 1990, the [Ivan Allen College of Liberal Arts](#) is a pioneer of liberal arts education and research at the nexus of the technical and human sciences. The academic programs are internationally acclaimed as models for liberal arts education in a technological age. Founded with the principles of its namesake, former Atlanta Mayor Ivan Allen Jr., the College of Liberal Arts believes in the power of transformative urban leadership that is rooted in courage, compassion, and human and social justice. The Ivan Allen College of Liberal Arts exemplifies Mayor Allen's legacy through its cross-disciplinary teaching, research, and service. In a research-intensive environment, Ivan Allen College faculty and students examine a wide range of social and humanistic issues, defining their impact on society, culture, and policy, and exploring solutions in the public interest.

The Ivan Allen College of Liberal Arts is composed of six schools: Economics; History and Sociology; Literature, Media, and Communication; Modern Languages; Public Policy; and the Sam Nunn School of International Affairs, and Georgia Tech's ROTC Army, Navy, and Air Force units. The College is home to 25 research labs and centers, 309 academic faculty (including 153 tenured and tenure-track faculty), 16 research faculty, and 76 staff members. The College currently has 1,085 undergraduate students and 915 graduate students; however, we instruct, serve, and support almost every Georgia Tech undergraduate student. Students can choose from 16 undergraduate degrees, including six five-year bachelor/master's programs; 14 master's programs; six doctoral programs; 34 minors; and 24 undergraduate and graduate certificate programs.

As the home of premier humanities, arts, science, technology, international affairs, and public policy programs, the College has highly regarded faculty that includes seven American Association for the Advancement of Science Fellows, a fellow of the National Academy of Public Administration, Fulbright Scholars, a National Book Award finalist, a Guggenheim Fellow, and a co-recipient of the Nobel Prize. The College of Liberal Arts is also home to seven endowed professorships and eight endowed chairs, including the Ivan Allen, Jr. Dean's Chair in Liberal Arts and Technology.

The Ivan Allen College of Liberal Arts has notable programs and centers that enhance the educational experience at Georgia Tech, both domestically and internationally. The College is home to the internationally recognized Poetry@Tech program, and has the unique opportunity to contribute to the Arts@Tech initiative and the building of Arts Square. The College is well-positioned to leverage partnerships across campus to amplify art at the intersection of education, research, culture, and technology.

The global vision of the College has fostered the development of international programs for undergraduate students in Asia, Europe, and South America. Through the Atlanta Global Studies Center and the Language for Business and Technology program, the College plays a key role in creating international opportunities for approximately 60% of the undergraduates who study abroad; 75% of Ivan Allen College students graduate having had an international experience that situates their studies in a global context.

Research awards in the past five years exceed \$36 million with significant funding from the NSF, NIH, NEH, NEA, DARPA, Sloan, Kauffman, Mellon, the Department of Education, the Institute of International Education, the European Union, and the MacArthur Foundation. In 2023, the sponsored research funding at the Ivan Allen College of Liberal Arts reached an all-time high of \$8.8 million. The College pursues intellectual discovery in 30 major research areas, numerous individual research domains, and through the following [research centers and labs](#):

- Atlanta Global Studies Center
- Augmented Environments Lab
- Center for Advanced Communications Policy
- Center for the Development and Application of Internet of Things Technologies
- Center for European and Transatlantic Studies
- Center for International Strategy, Technology, and Policy
- Center for Urban Research
- Center for Urban Research
- China Research Center
- Climate and Energy Policy Laboratory

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- Creative/Career Origination Lab (CoLab)
- Digital Integrative Liberal Arts Center
- Ethics, Technology, and Human Interaction Center (ETHICx)
- Expressive Machinery Lab
- Four Four Beats Lab
- Health Economics and Policy Innovation Collaborative (HEPIC)
- Interdisciplinary Media Arts Center
- Internet Governance Project
- Local Data Design Lab
- Naugle Communication Center
- Prototyping eNarrative Lab (PeN Lab)
- Research on Careers in Science (ROCS) Lab
- Sci Fi Lab
- Sports, Society, and Technology Research Center
- The James and Mary Wesley Center for New Media Education and Research

The Ivan Allen College is distinguished from traditional liberal arts colleges, with the majority of research and teaching in humanities and social sciences addressing technological issues and problems. The College is also distinct in granting its graduates Bachelor of Science and Master of Science degrees. The Ivan Allen College's rigorous education and supportive environment have yielded a 99% first-year retention rate, 92% six-year graduation rate, and, ultimately, competitive, qualified graduates.

The College has grown both undergraduate and graduate enrollment, including 68% growth in graduate programs as a result of the successful launch of four new master's programs: Applied Language and Intercultural Studies; Cybersecurity; Global Media and Cultures; and Sustainable Energy and Environmental Management. The College also provides general education to thousands of Georgia Tech students preparing them to manage information, design and plan projects, develop global competency, think critically, communicate clearly, and work effectively in teams across disciplines and cultures. Ivan Allen College faculty members advise and instruct over 2,000 students while maintaining an intimate liberal arts experience with a 4:1 student-to-faculty ratio and one-on-one research opportunities. In summary, the Ivan Allen College is proud to be home to an amazing, engaged, and brilliant community of students, faculty, and staff, who seek and create positive change in our environment, community, health, and national security.

Georgia Institute of Technology

Overview

Georgia Tech prides itself on its technological resources, collaborations, high-quality student body, and its commitment to building an outstanding and diverse community of learning, discovery, and creation. We strongly encourage applicants whose values align with our institutional values, as outlined in our Strategic Plan. These values include academic excellence, diversity of thought and experience, inquiry and innovation, collaboration and community, and ethical behavior and stewardship. Georgia Tech has policies to promote a healthy work-life balance and is aware that attracting faculty may require meeting the needs of two careers.

About Georgia Tech

Georgia Tech is a top-ranked public research university situated in the heart of Atlanta, a diverse and vibrant city with numerous economic and cultural strengths. The Institute serves more than 45,000 students through top-ranked undergraduate, graduate, and executive programs in engineering, computing, science, business, design, and liberal arts. Georgia Tech's faculty attracted more than \$1.4 billion in research awards this past year in fields ranging from biomedical technology to artificial intelligence, energy, sustainability, semiconductors, neuroscience, and national security. Georgia Tech ranks among the nation's top 20 universities for research and development spending and No. 1 among institutions without a medical school.

Georgia Tech's Mission and Values

Georgia Tech's mission is *to develop leaders who advance technology and improve the human condition*. The Institute has nine key values that are foundational to everything we do:

1. Students are our top priority.
2. We strive for excellence.
3. We thrive on diversity.
4. We celebrate collaboration.
5. We champion innovation.
6. We safeguard freedom of inquiry and expression.
7. We nurture the wellbeing of our community.
8. We act ethically.
9. We are responsible stewards.

Over the next decade, Georgia Tech will become an example of inclusive innovation, a leading technological research university of unmatched scale, 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.

The University System of Georgia Core Values Statement

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.

Additionally, USG supports Freedom of Expression as stated in Board Policy 6.5 Freedom of Expression and Academic Freedom found on-line at <https://www.usg.edu/policymanual/section6/C2653>.

Strategy and Impact

The Institute embarked on an ambitious ten-year strategic plan in 2020, called [Progress and Service for All](#). This plan outlines meaningful and measurable progress in six strategic focus areas: amplify impact, champion innovation, connect globally, expand access, cultivate well-being, and lead by example. The Ivan Allen College of Liberal Arts is critical to achieving Georgia Tech's mission, vision, and strategic plan goals.

An international leader in managing the global transition from an industrial economy to an information economy, Georgia Tech is a leading research performer. Research expenditures across its six colleges and the [Georgia Tech Research Institute \(GTRI\)](#) reached over \$1.4 billion in FY 2023. The Institute contributed \$4.5 billion in economic impact to the state in FY 2023, driving innovation and progress at regional, national and international levels. Providing cutting-edge spaces for faculty, staff and students to learn, work, live and interact has been a priority. The recent groundbreaking of Tech Square Phase 3, the new home for business and industrial engineering programs, will add more than 400,000 square feet of new space for research and collaboration and is expected to open in 2026. The D.M. Smith Building, home to the School of Public Policy, is undergoing a \$26 million renovation to update the building's infrastructure and accessibility.

The Institute launched [Transforming Tomorrow: The Campaign for Georgia Tech](#) in 2022. The campaign will raise just over \$2 billion over four years to build a foundation to support our students, advance our research and innovation, enhance our campus and our community, and expand our impact at home and around the world. The Ivan Allen College is actively engaged in the capital campaign and has met more than 50% of its goal to date.

Located in Midtown Atlanta on a 400-acre, tree-lined campus, Georgia Tech's collegiate atmosphere features more than 500 student organizations. Georgia Tech's NCAA Division I Yellow Jackets compete in 17 different sports.

Atlanta

Recently named by *Money* magazine as the best place to live in the United States, Atlanta is a booming city with a population just under 500,000. Home to world class arts, culture, and sports, Atlanta is known for a blossoming culinary scene, urban green spaces, and desirable neighborhoods. Often called the cradle of the modern Civil Rights movement, Atlanta was the birthplace of Dr. Martin Luther King, Jr., who later served as the co-pastor of the Ebenezer Baptist Church. The city has an increasingly international population that adds to Atlanta's reputation as the capital of the New South. Atlanta is consistently cited as a top ten city for corporate innovation, tech talent and fast-emerging tech hubs. Recent investments by Microsoft, Apple, Cisco and Alphabet provide luster to Atlanta's growing reputation as a cutting-edge tech city and career and research opportunities for our students and faculty.

The Role of the Dean of the Ivan Allen College of Liberal Arts

Georgia Tech seeks a Dean for the Ivan Allen College of Liberal Arts who understands the intrinsic value of a liberal arts education and the College's role in preparing all students to engage the world's problems. The successful candidate will possess demonstrated scholarly excellence in a field represented in one of the College's six Schools. The next Dean will have a strong understanding of and passion for the liberal arts and the ability to translate it into a technological context.

They will foster collaborative relationships that heighten the impact and extend the reach of the College. The successful candidate must be committed to recruiting and developing high-quality faculty and promising students and have experience in academic administration. To effectively steer the College during a time of growth at the Institute and College, the ideal candidate will be a leader who will be able to achieve results through influence, a force of intellect, and dynamism of personality. The dean will make thoughtful decisions and be adaptable to change to capitalize on existing opportunities and create new ones.

Reporting directly to the Provost and Executive Vice President for Academic Affairs, the Dean of the Ivan Allen College of Liberal Arts is the chief academic and administrative leader for the College and serves as an essential member of Institute leadership. The Dean will guide the strategic direction of the College, including the implementation of the [College strategic plan](#). The next Dean will advance the mission and operations of the College through thoughtful personnel decisions, general administration and management, strategic budgeting, academic program support, and fundraising. The Dean will guide a robust scholarship and research agenda and promote excellence in undergraduate and graduate education, including the development of collaborative academic programs. The Dean will be a critical partner in implementing the Institute's [strategic plan](#) and [capital campaign](#).

The key priorities for the Dean will include:

- Define the unique role of a liberal arts education at an Institute centered on science, engineering, computing and business and articulate the importance of the humanities and social sciences informing technology;
- Execute the College's recently adopted strategic plan and leverage the strengths of Georgia Tech to amplify the liberal arts;
- Sharpen and articulate the value proposition and identity of the College to elevate its visibility and profile;
- Recruit, develop, retain, and support talented faculty and staff across the College;
- Enhance the research profile of the Ivan Allen College and increase the exposure of faculty publications and scholarly contributions;
- Build new and strengthen existing impactful relationships within the College and across campus that promote interdisciplinary and collaborative opportunities;
- Increase external engagement and invest in building partnerships with alumni, the surrounding community, and national and international organizations;
- Strengthen student support by enhancing career preparation, expanding external networks, and enhancing financial support (e.g. Dean's Scholarships);
- Promote faculty participation in shared governance and establish strong collaborative relationships with school chairs and faculty;

- Support strategic priorities such as expansion and integration of the arts and the new GTDC: Pathways to Policy program;
- Foster an inclusive and supportive environment for faculty, staff, and students; and
- Enhance the financial resources of the College through private philanthropy, sponsored research, and the continued creation of revenue-generating programs through entrepreneurial and development activities.

In terms of the competencies required for the position, we highlight the following:

Leadership

- A people-centered and approachable leader with strong interpersonal skills and the ability to build relationships across constituencies.
- An established record of effective, strong, and collaborative leadership across multiple units.
- The ability to position the college with senior leadership and collaborate with other college and unit leaders.
- Strong emotional intelligence and compassionate leadership.
- Experience leading in an interdisciplinary environment; able to flex and adapt to navigate the diverse needs and dynamics of the College.
- A strong communicator who can listen and communicate clearly and persuasively to a variety of constituents.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions, and the ability to act in a transparent and consistent manner.
- Highest standards of personal, professional, and academic integrity.
- Open to new ideas and innovative thinking; able to see and leverage opportunities and willing to take calculated risks in pursuit of excellence and continuous improvement.
- A track record in fostering and strengthening international partnerships with academic institutions, organizations, and government bodies to promote global collaboration and exchange programs.

Setting and Executing Strategy

- The ability to design, articulate, and implement an inspiring, forward-looking, and transformative vision that leverages the College's strengths and builds upon the college and Institute strategic plans.
- A demonstrated capacity to identify and act on strategic opportunities in academic and research programs to conceive and execute ambitious initiatives.
- A commitment to data-informed decision-making and to align others with overall strategy and goals.
- Demonstrated experience overseeing and launching successful large-scale strategic projects, including managing change, setting and implementing strategy, and facilitating stakeholder engagement.
- Expertise in rethinking and developing processes that are transparent, fair, and efficient.

Academic Background

- Outstanding academic credentials and a passion for academic excellence.
- National presence and recognition through scholarly accomplishments and/or extraordinary impact.
- Appreciation and experience at the interface between liberal arts and science and technology.
- Credentials consistent with an appointment at a tenured full Professor level.
- Demonstrated excellence in teaching and mentoring students at all levels.

Student Focus

- Experience leading a unit to meet its teaching mission to provide undergraduate and graduate students with the highest-quality educational experience.
- Genuine investment in the lifecycle of the student experience, including recruitment, admission, curricular development, retention, experiential learning, and career support.
- Has played a pivotal role in fostering a supportive environment that prioritizes student mental health, well-being, belonging, and inclusion.
- The ability to connect with students and be visible as a leader, educator, role model, and advocate.

Engaging Faculty and Staff

- Experienced leader with skills in managing, recruiting, retaining, and developing faculty and staff.
- Demonstrated capacity to work alongside faculty, staff, and peers to make difficult and thoughtful decisions; possess an understanding of shared governance and collective decision-making.
- Extensive experience with appointment, promotion, and tenure procedures.
- A track record of creating strategies to champion belonging and inclusion, allowing faculty and staff to thrive.

Operational and Financial Management

- Strong financial acumen and record of operational leadership and fiscal management.
- Demonstrated administrative and budgeting experience.

Resource Development

- Genuine appetite and aptitude for engaging in fundraising with the ability to create and champion a compelling vision to inspire philanthropic investment.
- Commitment to diversifying the College's revenue streams.
- Leveraging fundraising efforts to ensure financial access and support for students.

Institute Leadership

Ángel Cabrera, President

Cabrera came to Georgia Tech in 2019, after serving for seven years as president of George Mason University (GMU) in Virginia. As president during the COVID-19 pandemic, Cabrera led Georgia Tech through one of the most critical times in its history to break records in student applications and enrollment, graduation rates, and research awards. 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, Spain.

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 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. Cabrera is the first native of Spain to serve as president of an American university.

Steven W. McLaughlin, Provost and Executive Vice President for Academic Affairs

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 the 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.

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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.

EEOC Statement:

The Georgia Institute of Technology (Georgia Tech) is an Equal Employment Opportunity Employer. The University is committed to maintaining a fair and respectful environment for all. To that end, and in accordance with federal and state law, Board of Regents policy, and University policy, Georgia Tech provides equal opportunity to all faculty, staff, students, and all other members of the Georgia Tech community, including applicants for admission and/or employment, contractors, volunteers, and participants in institutional programs, activities, or services. Georgia Tech complies with all applicable laws and regulations governing equal opportunity in the workplace and in educational activities.

Georgia Tech prohibits discrimination, including discriminatory harassment, on the basis of race, ethnicity, ancestry, color, religion, sex (including pregnancy), sexual orientation, gender identity, gender expression, national origin, age, disability, genetics, or veteran status in its programs, activities, employment, and admissions. This prohibition applies to faculty, staff, students, and all other members of the Georgia Tech community, including affiliates, invitees, and guests. Further, Georgia Tech prohibits citizenship status, immigration status, and national origin discrimination in hiring, firing, and recruitment, except where such restrictions are required in order to comply with law, regulation, executive order, or Attorney General directive, or where they are required by Federal, State, or local government contract.

More information on these policies can be found here: <https://www.usg.edu/policymanual/section6/c2714>.

Background:

Successful candidates must be able to pass a background check. Please visit <http://policylibrary.gatech.edu/employment/pre-employment-screening> for additional details.

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Nomination and Application Procedure

Georgia Tech invites inquiries, nominations, and applications for the position of Dean of the Ivan Allen College of Liberal Arts. Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to GT.IAC@russellreynolds.com.

For fullest consideration, materials should be received as soon as possible and preferably by August 26, 2024.

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