Position Specification

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

The Georgia Institute of Technology (Georgia Tech) is one of the nation’s top research universities, distinguished by its commitment to improving the human condition through advanced science and technology, as well as through the social sciences and the humanities, diverse viewpoints, and the opportunity for a global education. A member of the prestigious Association for American Universities (AAU), Georgia Tech is proud to be ranked as one of U.S. News and World Report’s top five American public institutions. Georgia Tech maintains an endowment of $2.1 billion that propels its strategic efforts and future goals. Georgia Tech’s campus occupies over 400 contiguous acres in the heart of the city of Atlanta, where more than 36,650 undergraduate and graduate students are enrolled. Replete with exceptional resources, including an outstanding student body; faculty and staff; strong partnerships with business, industry, and government; and support from alumni and friends, Georgia Tech is designing a future of global preeminence, leadership, and service.

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 and advances in research and entrepreneurship in all facets of society and sectors of industry.

Georgia Tech is recognized nationally and internationally as a leading research university. Georgia Tech’s research enterprise maintains $978 million in annual research expenditures, while generating $1.1 billion in sponsored research funding from the federal government and industry partners to support research, discovery, and innovation. As an institution that embraces change, Georgia Tech shows its commitment through the creation of the next generation of thinkers and leaders, the next breakthrough startup company, the next lifesaving medical treatment, and the discovery of the next groundbreaking opportunity for its students, alumni, faculty, and staff. Georgia Tech’s drive to “Create the Next” distinguishes it as a distinctively different kind of university.

Georgia Tech offers an innovative education to an exceptional undergraduate and graduate student population. Undergraduates are 61% Georgia residents, 29% out-of-state residents, and 10% international residents. Graduate students are over 60% US residents. Over the past decade, Georgia Tech enrollment has increased by 69%. During this same time period, undergraduate applications have more than tripled, and graduate applications have doubled. To become even more effective in a rapidly diversifying world, Georgia Tech is aggressively recruiting underrepresented populations to continue to integrate its community, making it increasingly diverse and inclusive. Georgia Tech strives to enrich its education and campus experience with a more diverse student body, as 15% and 25% of students enrolled in Fall 2019 are underrepresented minorities and international students respectively. Georgia Tech has been making significant progress in increasing the number of women in STEM disciplines, resulting in an overall undergraduate population of 39% women in Fall 2019.

The quality of the Georgia Tech educational experience is reflected in at least two important ways: consistently strong rankings by national publications and a highly regarded curriculum. All of its undergraduate programs award Bachelor of Science degrees. The Institute offers degrees through the Colleges of Computing, Design, Engineering, Sciences, the Scheller College of Business, and the Ivan Allen College of Liberal Arts. Georgia Tech also has more than 100 centers focused on interdisciplinary
research that consistently contribute vital research and innovation to American government, industry, and business.

**Ivan Allen College of Liberal Arts**

Established in 1990, the Ivan Allen College 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 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 Georgia Tech’s ROTC units and six schools: Economics; History and Sociology; Literature, Media, and Communication; Modern Languages; Public Policy; and the Sam Nunn School of International Affairs. The College of Liberal Arts maintains 18 research centers, 262 academic faculty, (including 143 tenured and tenure-track faculty), and 50 staff members to support 771 undergraduate and 429 graduate students.

As the home of premier humanities, arts, science, technology, international affairs, and public policy programs, the College has highly regarded faculty that include five American Association for the Advancement of Science Fellows, a Guggenheim Fellow, numerous Fulbright recipients, and a co-recipient of the Nobel Prize. The College of Liberal Arts is also home to six professorships and five endowed chairs, including the Ivan Allen, Jr. Dean’s Chair in Liberal Arts and Technology.

The College of Liberal Arts has notable programs and centers that enhance the educational experience at Georgia Tech, both domestically and internationally. The College is also home to the internationally recognized Poetry@Tech program. The international 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 70% 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 $25 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 2018, the sponsored research funding at the Ivan Allen College of Liberal Arts reached an all-time high of $7.8 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
- Center for Advanced Communications Policy
- Climate and Energy Policy Laboratory
- Communication Center
- Digital Integrative Liberal Arts Center
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- Center for Ethics and Technology
- Center for European and Transatlantic Studies
- Center for International Strategy, Technology, and Policy
- Center for Media Studies
- Center for Paper Business and Industry Studies
- Center for Urban Innovation
- China Research Center
- Health Economics Analysis Lab
- Intel Science and Technology Center for Social Computing
- Internet Governance Project
- Science, Technology, and Innovation Policy Co-Lab
- Technology Policy Assessment Center
- The James and Mary Wesley Center for New Media Education and Research

The College of Liberal Arts has worked to solidify its financial stability and realize new revenue sources that propel the College toward its vision “to be a distinctive jewel in the Georgia Tech crown.”

The Ivan Allen College is distinguished from traditional liberal arts colleges in that the majority of the research and teaching in humanities and social sciences emphasize technological issues and problems; the College is also distinct in granting its graduates Bachelor of Science degrees. The Ivan Allen College’s rigorous education and supportive environment have yielded a 97% first-year retention rate, 90% 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 1,200 students across ten Bachelor of Science programs, 11 Master’s degrees, and six Doctoral programs, while maintaining an intimate liberal arts experience with a 5:1 student-to-faculty ratio and one-on-one research opportunities.

The Role of the Dean

Ivan Allen College of Liberal Arts forms a vanguard for 21st century liberal arts interdisciplinary research, education, and innovation. Working at the intersection of engineering, science, and computing, and the humanities and social sciences, Ivan Allen College faculty and students consider the human implications of technologies, policies, and actions, and create sustainable solutions for a better world.

Thus, Georgia Tech seeks a Dean for the Ivan Allen College of Liberal Arts who intrinsically understands the 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 be able to effectively communicate the importance of the liberal arts within the context of a major public technological university. The successful candidate must be committed to developing the excellence of its faculty, as well as recruiting and supporting promising students. The successful candidate will also possess experience in academic administration and have demonstrated scholarly excellence.
Reporting directly to the Executive Vice President and Provost, 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 the university leadership. The Dean will set the strategic direction for the College, with the responsibility for advancing 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.

**Key priorities for the College of Liberal Arts Dean will be to:**

- Define the unique role of a liberal arts education at a university centric on science and engineering and articulate the importance of the humanities and social sciences in such an environment;
- Create an innovative strategic vision for liberal arts education that leverages strengths of Georgia Tech’s STEM education to address universal issues and sustainable development goals through research and scholarship;
- Elevate the College’s visibility and profile, both internally and externally;
- Recruit and retain the best faculty, foster their development, and supervise the promotion and tenure process;
- Increase the research profile of the Ivan Allen College;
- Spearhead a student-focused agenda that increases graduate student research support, as well as career and experiential opportunities for undergraduate students;
- Build relationships within the College and across campus that promote interdisciplinary and collaborative opportunities;
- Promote faculty participation in shared governance and establish strong consultative relationships with department chairs and faculty;
- Foster the cultural and ethnic diversity of the faculty, staff, and students and promote a climate of equity and inclusion;
- Expand the College’s global programming and impact;
- 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.

**Characteristics of the successful candidate will include:**

**Leadership:**

- An established record of effective, strong, and collaborative leadership.
- Demonstrated administrative and budgeting experience.
- A history of developing and promoting shared governance between faculty and administration.
- A systems thinker with a proven capacity to formulate and articulate a shared vision, to persuade a wide range of audiences of its value, and to engage others in its implementation.
- The ability to recruit outstanding new faculty as well as retain the College’s strongest faculty.
- Experience engaging with, recruiting, and retaining faculty of color and those from diverse backgrounds and disciplines.
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• Familiarity with appointment, promotion, and tenure procedures.
• Ability to motivate and inspire others to strive continuously for academic excellence.

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 Full Professor level.

Focus on Students:
• Genuine investment in the College’s teaching mission and the importance of providing undergraduate and graduate students with the highest-quality educational experience.
• Must understand and value the importance of a diverse student body and mechanisms for retention and support of all students, with an emphasis on students from underrepresented groups.

Focus on Research:
• Promotion of research in the College across a broad range of humanistic and social issues.
• Willingness to support and facilitate research initiatives and interdisciplinary collaborations within the College, across the Institute, and with industry and government, both locally and globally.

Financial Management Experience:
• Record of operational leadership and fiscal management demonstrating excellence, growth, and financial effectiveness.
• Strong financial acumen and entrepreneurial strategies.

Fundraising:
• Genuine appetite and aptitude to engage in fundraising, ideally with a strong record and experience in obtaining philanthropic support from individuals, foundations, and corporations.
• Commitment to diversifying revenue streams.

Personal Qualities:
• The highest standards of personal and academic integrity.
• Strong interpersonal, oral, and written communication skills, with a focus on openness and transparency.
• Emotional intelligence, intellectual curiosity, and the courage to think boldly.
• Innovative and creative problem-solver, with a willingness to take risks.
• Entrepreneurial drive.
• Ability to maintain the tight-knit College culture and promote a collegial and respectful work and educational environment.
• Demonstrated ability to foster an inclusive community between students, faculty, and staff from varied backgrounds.
• Committed to diversity, equity, and inclusion.
Leadership at Georgia Institute of Technology

President Ángel Cabrera

Ángel Cabrera became the 12th president of the Georgia Institute of Technology in September 2019. Cabrera came to Georgia Tech after serving for seven years as president of George Mason University in Fairfax, Virginia.

From 2004 to 2012, Cabrera served as president at Thunderbird School of Global Management, now part of Arizona State University. Prior to that he was 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. As a senior advisor to the United Nations Global Compact, in 2007 he was the lead author of the “Principles for Responsible Management Education,” now adopted by more than 700 schools around the world.

Cabrera’s research has been published in leading academic journals. He has been quoted by leading global media, including The Economist, BBC, CNN, CNBC, El País, Forbes, The International Herald Tribune, and The New York Times. His op-eds have been published by The Washington Post and the international press, and he has appeared on NPR programs and PBS NewsHour. He was also named a “Young Global Leader” by the World Economic Forum, a “Star of Europe” by Businessweek, “Henry Crown Fellow” by the Aspen Institute, and “Great Immigrant” by the Carnegie Corporation of New York. He has received honorary degrees from Miami Dade College and Universidad Politécnica of Madrid.

Cabrera serves on the boards of the National Geographic Society, the Federal Reserve Bank of Richmond (where he chairs the Federal Reserve System National IT Committee), the Bankinter Foundation for Innovation, and Inovio, a publicly traded biotech company. For most of the past decade, he has served on the Georgia Tech Advisory Board, including a stint as its chair.

Cabrera earned his M.S. and Ph.D. in cognitive psychology from Georgia Tech, which he attended as a Fulbright Scholar. He also holds a telecommunications engineering degree (B.S. and M.S. in computer and electrical engineering) from Universidad Politécnica de Madrid.

Provost Rafael Bras

Dr. Rafael L. Bras is the Provost and Executive Vice President for Academic Affairs at the Georgia Institute of Technology. A professor in the School of Civil and Environmental Engineering and the School of Earth and Atmospheric Sciences, Bras is the first Georgia Tech faculty member to hold the K. Harrison Brown Family Chair.

Prior to becoming provost, Bras was distinguished professor and dean of the Henry Samueli School of Engineering at the University of California, Irvine. For 32 years prior to joining UCI, he was a professor in the departments of Civil and Environmental Engineering and Earth, Atmospheric and Planetary Sciences at the Massachusetts Institute of Technology. He is past chair of the MIT faculty, former head of the Civil and Environmental Engineering department and director of the Ralph M. Parsons Laboratory at MIT.

He is an elected member of the U.S. National Academy of Engineering and the Academy of Arts and Sciences of Puerto Rico, and a corresponding member of the Mexican National Academy of Engineering. In 2012 he was named a Corresponding Member of the Mexican Academy of Sciences. He is also an elected Fellow of AGU, ASCE, AMS, and AAAS. Bras also maintains an active international consulting
practice. For many years he chaired a panel of experts that supervised the design and construction of a multibillion-dollar project to protect the city of Venice from floods. He has published two textbooks, more than 230 refereed journal publications, and several hundred other publications and presentations.

The City of Atlanta

As the capital and most populous city in Georgia, Atlanta is a thriving metropolis that is home to a host of attractions, small businesses, high-tech start-ups, and multinational corporations. The city of Atlanta offers diversity in its rich history, its population, and in its booming economy that supports global commerce, finance, research, technology, education, media, art, and entertainment. Atlanta serves as the corporate headquarters for Fortune 50 companies such as Coca-Cola, Home Depot, UPS, Delta Air Lines and Turner Broadcasting. With most colleges and universities in Georgia state located in the greater Atlanta metropolitan area, the city has become a higher education hub that serves more than 250,000 students. Atlanta combines the entertainment, educational, and economic opportunities of an international city with the flavor and personality of close-knit, eclectic neighborhoods. More information on Atlanta can be found at www.gatech.edu/life/campus-life#atlanta.

Nomination and Application Procedure

Inquiries, nominations, and applications are invited. Interested candidates should submit confidentially, in electronic form (Microsoft Word or Adobe PDF files preferred), a curriculum vitae and letter of interest to GATECH.COLA@russellreynolds.com.

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The Georgia Institute of Technology 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.

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.