

# HEIDRICK & STRUGGLES

Organization, Position & Person Profile



President

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October 2011

Heidrick & Struggles advises the organization on the basis of an exclusive consulting assignment.

## The Organization

As the state's designated Public Liberal Arts University, Georgia College is committed to combining the educational experiences typical of esteemed private liberal arts colleges with the affordability of public higher education. Founded in 1889, Georgia College has its main campus in Milledgeville with additional locations in Macon and Warner Robins. Milledgeville was the former capital of Georgia, and the beautiful and historic campus also features the recently restored Old Governor's Mansion which serves as an educational center and museum.

Georgia College enrolls approximately 6,700 students across a range of 40 undergraduate and 30 graduate programs in the College of Arts & Sciences, College of Business, College of Education and College of Health Sciences. The Center for Graduate and Professional Learning in downtown Macon focuses on business, education, health services, public service, and non-profit management, and three graduate degrees are also offered in business administration and logistics management through the Robins AFB location.

With over 300 tenure-track faculty members, Georgia College provides its students with an exceptional learning environment that extends beyond the classroom, with hands-on involvement with faculty research, community service, residential learning communities, study abroad and a myriad of internships. Georgia College places a high priority on small class sizes and student-centered learning as well as creating a globally-minded culture.

Georgia College has been designated as the public, liberal arts institution for the State of Georgia and is a member of the Council of Public Liberal Arts Colleges (COPLAC), a group of 26 public, liberal arts institutions across the U.S. with similar missions of providing high quality liberal arts educations in a student-centered, residential environment.

Georgia College operates using a framework of six strategic directions that guide planning and goal setting for assessing overall institutional health and progress, and for establishing resource priorities. The six strategic directions are:

1. Exemplary Undergraduate Learning Experience.
2. Acclaimed Academic Programs/Distinctive Schools and Departments.

3. Respected Provider of Graduate Programs in the Middle Georgia Region.
4. Strong Partner for Creating a Better Community and State.
5. Talented, Mission-invested Faculty and Staff.
6. Effective Fiscal and Operational Performance.

Student involvement outside of the classroom is very important to the Georgia College community. The College offers a wide range of opportunities for students to get involved and be supported through campus activities, student organizations, Greek life, intramurals, volunteerism, multicultural programs, student government, student media and recreational sports.

Georgia College also offers 10 varsity athletic programs and is a member of the Peach Belt Conference, an NCAA Division II conference. Student athletes participate in men's and women's basketball, baseball, men's and women's cross country, golf, women's soccer, men's and women's tennis, and softball.

The Liberal Arts mission of Georgia College is promoted by embracing community engagement and leadership opportunities through service endeavors. GC strives for the highest honors related to community engagement and leadership in and out of the classroom and is renowned across the state, region, and nation for volunteering, service-learning, and civic engagement. GC connects university resources and community needs to provide enriched educational opportunities for students while benefiting the community at large. Through the classroom and beyond, GC students have a significant impact on community.

For more information on Georgia College, please visit the website at: [www.gcsu.edu](http://www.gcsu.edu).

## The Position

As Chief Executive Officer, the President is responsible for leading the institution in academic excellence, the student experience, civic engagement, diversity initiatives, and economic development.

The President is the leading spokesperson for Georgia College with all constituencies, including faculty, staff, students, alumni, the Board of Regents, donors, the Milledgeville community, state and local government,

and the general public. He/she recognizes the unique liberal arts mission of Georgia College and is actively engaged in promoting and advancing the institution's educational mission, both internally and externally. As part of the University System of Georgia, the President of Georgia College will need to work effectively and collaboratively with the Board of Regents and other campus leaders within the system.

As the visionary and intellectual leader of the University, the President must embrace the student experience, both inside and outside the classroom, support faculty teaching excellence, and promote the overall educational experience at Georgia College within the State of Georgia as well as nationally and internationally. The new President will also have a clear understanding of the trends and challenges facing higher education in Georgia, nationally and internationally, and will be able to use this perspective to make informed decisions for Georgia College.

## The Person

### Qualifications & Experience

- Demonstrated high-level leadership in an academic environment or other complex organization.
- Proven relationship-building skills with a range of constituencies, both internal and external to an organization. Has developed and maintained community relationships and partnerships.
- Strong administrative skills, including people management and financial acumen.
- Successful experience in or the ability to develop resources for an organization and its mission. Fundraising experience, particularly with individuals, foundations and industry, is relevant.
- Outstanding academic credentials and classroom experience preferred.

### Leadership Competencies

**Strategic Leadership** – Ability to successfully address both opportunities and challenges for a public liberal arts institution and to work with a variety of constituencies to develop priorities and make choices.

**Student-Focused** - Unwavering commitment to the student experience, both inside and outside the classroom.

**Communication Skills** – Ability to effectively communicate, both

internally and externally, to an organization. Also has exceptional listening skills.

**Commitment to Shared Governance** - A strong commitment to shared governance as a central element in planning, prioritizing and executing initiatives at Georgia College.

**Political Savvy** – Able to build successful relationships and networks in a local community as well as on a national and international level.

**Commitment to Diversity** – Values and is committed to diversity and has successfully worked to foster and enhance diversity within an organization.

**Community-Engaged** – Actively engages within a community to benefit the organization as well as the community where it is.

### Personal Characteristics

Qualified candidates should demonstrate the following personal characteristics:

- A visible and approachable leader who enjoys spending time on campus in addition to the external responsibilities. Someone who will take the time to walk around campus and personally connect with students, faculty and staff, as well as in the community.
- A charismatic, dynamic, engaging personality that inspires confidence among a broad variety of constituencies, which leads to a desire to work together to advance the institution.
- Values and exemplifies a globally-minded perspective with the campus community.
- An open, honest communicator who regularly engages all university constituents in a transparent dialogue.
- A person of great integrity who evidences this quality through consistency in thought and action.

## Nomination/Application Information:

Initial screening of applicants will begin immediately, and continue until the position is filled. Georgia College will be assisted by Ellen Brown and Tracie Smith of Heidrick & Struggles, Inc. Nominations and applications should be directed to:

Georgia College Presidential Search and Screen Committee  
Heidrick & Struggles, Inc.  
303 Peachtree Street, NE  
Suite 4300  
Atlanta, GA 30308  
Email: [georgiacollege@heidrick.com](mailto:georgiacollege@heidrick.com)

*Georgia College is an Equal Opportunity, Affirmative-Action Institution committed to cultural, racial, and multi-ethnic communities and compliance with the Americans with Disabilities Act. It is expected that successful candidates share in this commitment. Persons who need reasonable accommodations under the Americans with Disabilities Act to participate in the application process should contact the Office of Human Resources at 478-445-5596.*