Brenau University
1878

Inviting Applications and Nominations for

Dean of the College of Business & Communication

Brenau University seeks a creative, energetic, experienced, and forward-thinking leader to serve as **DEAN OF THE COLLEGE OF BUSINESS & COMMUNICATION**. The Dean is the unifying and coordinating force for this prestigious, programmatically entrepreneurial, and culturally diverse College. The Dean is expected to support and advocate for highly qualified faculty and academic staff within the College of Business & Communication. The Dean reports to the Provost of the University.

VISIT BRENAU.EDU TO LEARN MORE.

Brenau's original campus building serves as the "entrance" to the University and houses administrative offices, galleries, classrooms, and auditoriums.

BRENAU UNIVERSITY

Brenau University is a non-sectarian, private, not-for-profit institution. Founded as the Georgia Baptist Female Seminary by Dr. W. C. Wilkes, it was named Brenau College in 1900. Located in Gainesville, Brenau has provided excellence in single-gender education since 1878. It initiated coeducational studies in 1972 and became a university in 1992. In 1998, Brenau became one of the pioneering universities to provide distance education (online) options.

Today, the University consists of The Women's College of Brenau University, the Undergraduate School of Brenau University (coeducational), and the Sidney O. Smith Jr. Graduate School. For the past 143 years, Brenau has been governed by presidents who have been committed to continuing the rich tradition of providing a rigorous, high-quality education. The University is strong, prestigious, and expanding, both quantitatively and qualitatively.

Brenau is seeking a leader to further enhance its progress and stature. From its 55-acre historic Gainesville campus to the North Atlanta instructional location, as well as its global reach with many online programs, Brenau annually enrolls more than 3,500 students. Brenau students come from 39 U.S. states and 15 foreign countries. The student body is 87 percent female, 13 percent male, 48 percent Caucasian, 31 percent African-American, nine percent Hispanic, three percent Asian, and nine percent from other demographics. More than 85 percent of the University's students receive financial aid from some source, private or public.

*According to the **U.S. News & World Report** college rankings (2021), Brenau was top in the state and second in the region in Economic Diversity, as well as tying for first in Georgia in Best Colleges for Veterans. The University also ranked No. 2 in Georgia in Social Mobility and was the top university in the state and tied for sixth overall in Campus Ethnic Diversity.*

THE COLLEGE OF BUSINESS & COMMUNICATION

The newly named Swinton A. Griffith III Deanship of the College of Business & Communication at Brenau University is made possible through a generous gift of the Melvin Douglas and Victoria Kay Ivester Foundation. The naming honors the long friendship with both Doug and Kay and is in recognition of

Brenau University Mission Statement

Brenau University challenges students to live extraordinary lives of personal and professional fulfillment. As students pursue undergraduate and graduate degrees or non-degree programs at Brenau campuses and online, each prepares for a lifetime of intellectual accomplishment and appreciation of artistic expression through a curriculum enriched by the liberal arts, scientific inquiry, and global awareness.

College of Business & Communication Mission Statement

The College of Business & Communication aspires to prepare students to be successful professionally by grounding them in contemporary knowledge. Building on this foundation, with an emphasis on critical thinking and well-developed communication skills, the successful student will manifest global awareness, sensitivity to cultural diversity, and strong professional ethics and demeanor.

Swinton's work as a founding board member of the Ivester Foundation.

For more than 50 years, the College of Business & Communication has been educating traditional aged college students. Over time, on-ground evening classes evolved online as adult students experienced the flexibility of the online environment. The faculty are very comfortable teaching in the online environment, as this College has been offering this modality for 20 years. The classes are small and students value the interaction with their professors.

Housed within the College of Business & Communication is the School of Business, which offers many programs that are accredited by the Accreditation Council for Business Schools and Programs. Students have the option to major or specialize in almost any area of business, from marketing to human resource management to healthcare management or accounting.

The Master of Accounting (MAcc) and Master of Arts (MA) in Communication and Media Studies, plus the Master of Business Administration (MBA) programs and Master of Science in Organizational Leadership (MSOL) programs, offer 13 concentrations, allowing students to graduate with a general MBA or further their education through one of the specific tracks. Now in its second year, the Executive Women's MBA (EWMBA) is the only program of its kind.

Undergraduate degree programs include the Bachelor of Business Administration (BBA); the Bachelor of Arts in Communication and Media Studies, Mass Communication, or Organizational Leadership; and the Bachelor of Science in Healthcare Administration.

The College of Business & Communication utilizes continuous quality improvement methods that help consistently ensure that a Brenau education is current, relevant, and always of top quality.

The Society for Human Resource Management (SHRM) has acknowledged that Brenau University's BBA and MBA degrees in Human Resource Management fully align with SHRM's HR Curriculum Guidebook and Templates. Throughout the world, only 437 programs at 325 educational institutions have been acknowledged by SHRM with this distinction.

Also within the College is the Communication Department, offering students programming that will prepare them for a variety of careers. These students also have the opportunity to have a hands-on role in the Brenau University radio station, 89.1 WBCX, and explore their skills in broadcast news or videography in the studio.

THE OPPORTUNITY

The Dean of the College of Business & Communication will advance the mission of the University as an institution of higher learning, renowned for its uniquely personal approach and distinguished for its teaching, while appreciating the traditions and values of Brenau University.

The Dean is the unifying and coordinating force of the College, is ultimately responsible for all of its activities, and will be expected to continue its successful momentum, growth, and excellence.

RESPONSIBILITIES OF THE DEAN

- Defines an innovative strategic vision aligned with the University's long-term goals.
- Assesses, evaluates, and directs College operations and practices to increase efficiency, sustain shared resources, and thrive in the competitive higher education landscape.
- Supports and advances Brenau University's collaborative international education initiatives, retention efforts, and community projects.
- Builds on, promotes cohesion within, annually assesses and develops the skills of existing leadership and faculty members.
- Seeks grant and other external funding opportunities.
- Develops strong relationships with all University stakeholders and connects the University to community members, industry contacts, and other business leaders, pursing mutually beneficial projects.
- Ensures continuous improvement across programs, drawing from experience with assessment and outcome measures, program reviews, student-centeredness, and retention best practices.
- Exemplifies with integrity, energy, and enthusiasm the values of Brenau University.
- Continues Brenau's distinction as a university in which ethics, service, and the promotion of justice are key elements of the student experience.
- Communicates effectively through a variety of modalities to many disparate audiences.
- Understands the lifelong value of a liberal arts education, Brenau's institutional commitment to international learning experiences, and the nature of continuous change in higher education.

EXPERIENCE AND QUALIFICATIONS

- Pulls from successful prior experience, working collaboratively to develop, launch, manage, and ensure the viability and growth of traditional on-ground and online programs at the graduate and undergraduate levels for adult and traditional-aged student populations.
- Is a transparent and decisive but considerate administrator who empowers others through servant leadership while communicating accountability.

- Has an earned doctorate or appropriate terminal degree/credentials from an institutionally accredited university, with teaching, research, and service commensurate with an appointment to the rank of full professor.
- Maintains current knowledge of accreditation guidelines and industry standards, especially concerning SACSCOC, ACBSP/AACSB, and Baldrige criteria.
- Possesses a deep commitment to diversity, equity, and inclusion and demonstrates action and accountability in advancing strategies to support diverse populations within the College.
- Has a history of executive leadership or equivalent in relevant non-academic setting.
- Builds and maintains international partnerships and supports collaborative international learning among institutions.

- Supports faculty and staff development and is responsive to student comments, conversations, and concerns.
- Recognizes the value of experiential learning and community relationships and has knowledge of and experience with business incubators.
- Demonstrates strong intellectual, interpersonal, and ethical qualities that inspire individual respect among internal and external constituents.
- Illustrates an ability to collaborate productively, maintain confidentiality of conversations, and support peers (i.e., members of Provost's Council and other senior leadership / administrative positions).
- Has a familiarity with the various graduate programs in the College: the MAcc, MBA, MS Organizational Leadership, MA Communication and Media Studies, and the BBA.
- Sets and maintains high expectations for quality teaching and learning, including careful instructional design for online and on-ground courses.
- Interacts proactively with Online Program Management partners, ensuring a positive and productive relationship.

Exterior view of the John W. Jacobs, Jr. building, home to the College of Business & Communication.

James C. Eck, Ph.D., Provost and Vice President of Academic Affairs

Dr. James Eck has served as Provost and Vice President of Academic Affairs at Brenau University since June 2017. He is a nationally recognized expert on the nexus of professional teaching and meaningful learning in higher education.

Dr. Eck previously served as Provost at Louisburg College in North Carolina, where he worked since 2010. He always retained classroom roles in addition to his many administrative roles.

From 2002–2010, Dr. Eck served as Assistant Provost and Associate Vice President for Academic Affairs at Rollins College in Florida. Prior to his Rollins appointment, he served as Director of Institutional Research at Samford University in Alabama from 1997–2002.

Throughout his career, Dr. Eck has authored and participated in numerous professional presentations, peer review publications, and research projects.

A native of Fredericksburg, Virginia, Dr. Eck earned both a Bachelor's and Master's degree in psychology at Ball State University in Muncie, Indiana, a Master of Business Administration degree at Samford University, and a Ph.D. in higher education at the University of Georgia.

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Brenau practices and believes in equal opportunity for all students, employees, and job applicants. We do not discriminate on the basis of age, race, color, religion, sex (including pregnancy and gender identity), sexual orientation, national origin, disability, genetic information, military service, or any other characteristic protected by federal, state, or local law or ordinance. These protections extend to all conditions and privileges of employment, including, without limitation, to recruitment, hiring, compensation, benefits, transfers, promotions, discipline, and termination.

"The Hospitality Capital of the World"

Nestled between the shores of Lake Sidney Lanier and at the foothills of the Blue Ridge Mountains, Gainesville is the tourism and economic center of Northeast Georgia. The city sits halfway—about an hour each direction—between the Appalachian Mountains and the city of Atlanta. Gainesville's historic downtown square, has more than 50 shops and eateries.

Home to more than 35,000 people, Gainesville has single-family housing that is moderately priced and readily available.

Host of several 1996 Olympic Games events, the city and its Lake Lanier Olympic Park remain a popular destination for rowing and kayaking events.

Gainesville-Hall County has a strong business presence with more than 50 international companies representing 16 countries. The city was ranked one of the 2020 Best Cities in the U.S. for Small Businesses by ChamberofCommerce.org, and the 2020 *Milken Institute Report* named the Gainesville-Hall County Metro Area as the "Top Small Metro Area in Georgia" and in the Top 10 in the Nation for "Best Performing Small Metros."

APPLICATION & NOMINATION PROCESS

Confidential inquiries are welcomed, and nominations are invited.

Applications

1) Application packet must include:
   a) A letter of application that addresses the responsibilities and qualifications of the position
   b) Current curriculum vitae
   c) At least four references with full contact information including e-mails (References will not be contacted without consent from applicant.)

2) Submit application packet (preferably as PDFs) to **Brenau@myersmcrae.com**

Additional information will be requested upon receipt of application.

Review of applications begins immediately. For best consideration, submit applications by **November 22, 2021**. Applications will be accepted until the position is filled.

Nominations

Submit nominations to **Brenau-nominate@myersmcrae.com** with complete contact and e-mail information for the individual being nominated.

Emily Parker Myers, CEO, and **Jennifer Barfield**, Senior Vice President, of **Myers McRae Executive Search and Consulting**, are assisting Brenau University with this search.

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EXECUTIVE SEARCH AND CONSULTING
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