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National Search  
Prospectus



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The Chancellor and the Board of Regents of the University System of Georgia seek an exceptional, vibrant, and visible leader with creativity, energy, and vision to serve as President of Clayton State University.

### --- Dreams. Made Real. ---

Clayton State University is a place where dreams are made real, not only for their students, but for their employees as well.

The University offers employees professional opportunities and personal development in a diverse, inclusive environment. The campus is situated just 20 minutes from downtown Atlanta on 214 beautiful acres, making access to the metropolitan area a breeze.



## A Reputation of Excellence

Clayton State is a young university whose doors first opened in 1969. In just over 52 years, it has become one of Georgia's premier public universities.

### Rankings

- **The Atlanta Journal Constitution** has repeatedly named Clayton State one of the Top Workplaces in Metropolitan Atlanta.
- **James Magazine** has repeatedly named the University the best buy for Georgia universities.
- **US News and World Report** has placed Clayton State in the top tier of regional comprehensive colleges, 7th among public institutions in the South.
- **The Carnegie Foundation** has assigned Clayton State the classification of a Community Engaged University.





## Plan for the Future

[Clayton State's Strategic Plan 2022](#) builds on successes realized and lessons learned. It articulates a vision that would have Clayton State become a national model for university-based community engagement and for equipping students with the knowledge, skills, and motivation for continued learning and success as citizens of Georgia and the world.

### Clayton State University's Strategic Goals:

- Extend its commitment to be intentional in aligning classroom learning to workplace and professional applications. Academic and career support strategies will accelerate progress toward graduation and increase internships that enhance students' future success.
- Meet student needs to bridge gaps towards success, including academic and student-life programs—such as assistance with childcare for many of their students.
- Focus on career-based learning, through its academic and non-academic programs, and clusters of learning outcomes across the professional, pre-professional, and liberal arts curricula.
- Develop resources necessary for university success through the completion of the institution's first comprehensive fundraising campaign.
- Redirect and focus grant-support strategies to enhance university activities that support student and faculty success and learning.
- Develop a comprehensive communication campaign that will expand its audience and familiarize people with current and future academic excellence and achievements.
- Develop leadership opportunities for faculty, staff, and students who are central to the success of the university.
- Become intentional about internal communication, and make inclusiveness for students, faculty, and staff a growing reality, not a repeated cliché.

All of these goals have their roots in deeply held university values of collegiality - which requires collaboration, inclusiveness, teamwork, and interactions with a broad array of people - and of excellence, innovation, integrity, and transparency. These values are key to the assessment of how well Clayton State University is achieving the goals and aspirations that will carry it into the future.

At Clayton State University, student dreams are made real in practical classes, internships, and real-life experiences. From over 34 states and 32 countries, students come to Clayton State in suburban Atlanta for:

- personalized attention
- small class sizes
- affordable career preparation
- outstanding faculty
- vibrant campus life

The campus feels like a second home, with 214 acres of park-like beauty and an inclusive and supportive community of students, faculty, and staff.

## Mission



The mission focuses on empowering students through rich experiences that engage their critical-thinking skills and prepare them for their chosen careers. Knowing that in order to say, “mission accomplished” on graduation day, Clayton State will have fostered an inclusive community that rallies around the individual dreams and aspirations of students. Through outstanding programs, appropriate support, and an environment that reflects 21<sup>st</sup> century business and industry, Clayton State’s mission is to

make student’s dreams a reality.

## Community Outreach

Clayton State reaches out. Real dreams take real partnerships. Robust community ties enhance everything Clayton State University does, from teaching to research. Clayton State students, the professionals of tomorrow, will carry this knowledge with them into their careers and lives—they too will reach out.

### Here is how Clayton State connects:

**Student Volunteerism:** Clayton State University students are engaged community members eager to jump in and lend a hand. Clayton State partners with businesses and organizations in the area to ensure students have enhanced opportunities. Students can participate in several volunteer and community-based initiatives, as well as PACE courses, which connect students with local organizations for community engagement experiences.

With a range of interest areas, such as animal welfare, senior care, and conservation, students gain invaluable hands-on and career-building experiences. Clayton State’s local partners, in kind, receive extra help from students who care deeply about active citizenship.



**Academic Research, Local and Abroad:** There are over 200 faculty members at Clayton State, 75 percent of whom hold the highest degrees in their fields. They are award-winning teachers and accomplished scholars. Many of them do their research right here, in the surrounding area, and around the state of Georgia. They collaborate closely with communities to do work that makes a difference—forging lasting partnerships.

**A Healthy Community:** Care for the community does not stop at the edge of campus. It extends well beyond, to the citizens in and around Morrow— friends and partners—in the form of Clayton State’s Primary Health Clinic. Located on campus, the clinic is a community-based, family-practice center, offering everything from adult and pediatric medicine to physicals, immunizations, labs and screenings, injury care, and more.



#### **Academically Empowering:**

- 43 undergraduate majors and 8 graduate degree programs
- Academic programs in high demand career industries such as film and STEM
- The largest State University Dual Enrollment program with 545+ students enrolled
- 22:1 student-faculty ratio
- 200+ full-time faculty



At Clayton State, dreams are realized each day in top-ranked, highly engaged programs. Students have many opportunities not only for classroom learning but experiential learning as well, guided by award-winning faculty—faculty who actually get to know their students and understand their plans for the future.

**Online Learning:** Online students can earn their degree during the hours that work best for their busy life. An online degree with Clayton State is part of a comprehensive curriculum that meets all the requirements for attaining a bachelor's or master's degree. Students graduate with the credentials and skills needed to make their dreams a reality.



## The Role of President at Clayton State University

The next President will be responsible for implementing the University's policies, effectively managing the institution, and sustaining and enhancing the institution's mission and overall operations while fostering and building upon the existing traditions, distinctiveness, and strengths of the University. The President will continue to lead Clayton State University on its successful path to excellence, and will build, maintain, and promote collaborative and productive relationships across the campus, local community, and region.

### President Role Specifications and Expectations

The next President will:

- Strengthen, identify, and provide entrepreneurial, strategic, and visionary leadership in the fulfillment of the University's mission and vision.
- Lead with energy, creativity, and compassion.
- Position Clayton State as a regional and national "go-to" university for a diverse population.
- Understand the importance of Clayton State's role in the economic development of the region and the state of Georgia and align assets to address those needs.

- Foster continued growth of the academic enterprise surrounding teaching, scholarship, and creative activity.
- Thrive in a rapidly changing, globalized, technology-driven higher education environment that includes capitalizing on online and other digital technologies to expand educational opportunities.
- Promote a multicultural environment including a firm commitment to cultivating a diverse student body, faculty, staff, and administration.



- Actively foster a campus culture that values diversity, promotes equity, and pursues inclusion for Clayton State's students, staff, and faculty across the University.
- Demonstrate a deep and authentic commitment to students – particularly first-generation, low-income, nontraditional students across diverse backgrounds and identities.
- Recognize, develop, and retain talented faculty and staff.
- Build, maintain, and strengthen community and alumni relations.
- Sustain and expand a student-centered environment that is committed to transforming lives.

- Utilize knowledge and understanding of how to develop key relationships in order to garner necessary resources to advance the University's mission.
- Demonstrate a commitment to academic values, students and faculty, learning and research, and collaborative, shared governance.
- Promote outreach and programs at the local, state, and national levels to further the development of students, faculty, and staff, and to increase Clayton State's visibility nationally.
- Build upon and develop excellent community relations, successfully partnering with the media and business and industry to showcase the University.
- Lead major fundraising initiatives for the University and foster relationships with the philanthropic community.
- Build successful and meaningful relationships with business and industry.
- Build on and further develop the vibrant culture present at Clayton State.



The next President will be an accomplished leader with the strength and fortitude to lead Clayton State University forward through the complexities and challenges of the COVID pandemic and beyond.

## Qualifications and Attributes



- Significant experience as a leader of a major complex organization, including a distinguished record of leadership and intellectual achievement, and excellence in fiscal responsibility.
- A visionary leader who exhibits passion for and a deep understanding of the role of Clayton State in promoting racial and social justice as a university, and ability to inspire the University community in this effort.
- Commensurate experience that demonstrates the ability to work effectively with faculty, staff, students, alumni, and other constituents important to the University, region, state, nation, and world.
- Passion for educating students and serving a mission of teaching, research, and service. Dedication to preparing students for productive and successful lives.
- Strong commitment to academic excellence, student success and learning, and success in achieving national recognition for programmatic and institutional excellence.
- Knowledge of key issues facing public universities in multi-campus systems, including legislative processes.



- Strong mentorship experience and proven ability to grow and develop others.
  - Highly effective communication skills and an ability to encourage open dialogue.
  - Unquestionable character and integrity, reflected in accountability, humility, transparency, ethical behavior, honesty, and reliability.
  - Innovative, strategic, and visionary, not afraid to fail, and a willingness to try new approaches and ideas.
  - Engaging and approachable, with a deep understanding of students and faculty.
- Willing to immerse oneself in the University's culture, learning the history, tradition, and uniqueness of the institution.
  - An earned doctorate or terminal degree is preferred.



## Application Process

Please submit applications and nominations directly to the search firm, Anthem Executive. Review of completed applications will continue until the position is filled; however, completed applications should be received as quickly as possible, for optimal and full consideration. Candidates should include their curriculum vitae and a letter of application describing their relevant experiences and interest in the position. Please submit all nominations, applications, and communications directly to Anthem Executive at the below email address:

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or Florene Stawowy

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