



DEAN OF THE CLARICE C. AND LELAND H. BAGWELL COLLEGE OF EDUCATION

LEADERSHIP OPPORTUNITY

Kennesaw State University (KSU) is seeking a visionary, collaborative, and strategic leader to assume the role of Dean of the Clarice C. and Leland H. Bagwell College of Education (BCOE) and serve as the Chantal and Tommy Bagwell Endowed Dean's Chair.

A leader in Georgia for educator preparation and workforce development, the Bagwell College of Education forges strategic partnerships and embraces innovation. Comprised of four departments and one school, the College empowers students, faculty, and staff to thrive by fostering resilience, building confidence, and nurturing a commitment to lifelong learning that addresses the diverse needs of all learners. The Bagwell College of Education goes beyond preparing educators: the College develops visionary leaders who elevate the profession and inspire lasting, transformative change in education.

This exceptional opportunity invites a distinguished educator, scholar, and accomplished academic leader to contribute significantly to the College's ongoing success and expansion.

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean will serve as the chief executive and academic officer for the College, responsible for driving academic excellence through strategic, operational, and financial leadership. The new Dean will lead large-scale fundraising endeavors and foster collaborative partnerships with school districts.



The Dean will lead highly qualified faculty, dedicated staff, and an intellectually curious student body comprising approximately 1,100 undergraduate and 1,400 graduate students, supported by 250 faculty (101 full-time, 149 part-time), and 57 full-time and part-time staff.

The Dean will articulate and execute a compelling vision for the future trajectory of the Bagwell College of Education, leveraging remarkable leadership skills to continue expanding the College's influence and prominence. The new Dean will ensure goals are in alignment with KSU's mission and core values.

Working closely with College Leadership, the Academic Deans' Council, and the Provost, the Dean will spearhead a strategy focused on elevating academic distinction, fostering student success, and deepening engagement. Furthermore, this pivotal leader will enhance the

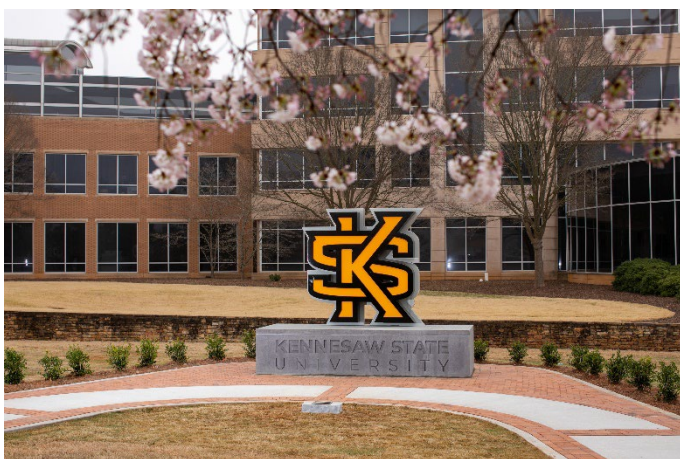
College's research profile and secure its financial future through strategic development, programmatic growth, and impactful partnerships across the University and beyond.

The Dean is expected to take office on January 1, 2026.

KENNESAW STATE UNIVERSITY

For over 60 years, Kennesaw State University has been recognized for its entrepreneurial spirit and strong sense of community. KSU is located just north of Atlanta and spans two vibrant metro-Atlanta campuses in Kennesaw and Marietta. One of Georgia's largest universities, KSU serves nearly 48,000 students across a wide range of undergraduate, graduate, and expanding doctoral programs.

With high-impact research initiatives and NCAA Division I athletics, Kennesaw State University attracts students from across the region and around the world. As a member of the University System of Georgia and a Carnegie-designated R2 doctoral research institution, KSU is committed to becoming a world-class academic leader by broadening its academic and research missions and expanding its impact locally, regionally, and nationally.



Kennesaw State University is more than just a place to learn and work—KSU's vibrant culture, meaningful career opportunities, mission-driven values, and comprehensive benefits make KSU an employer of choice. Guided by core institutional values—respect, integrity, collaboration, inclusivity, and accountability—and aligned with the University System of Georgia's commitment to accountability, excellence, integrity, and respect, KSU is a student-

centered, research-driven institution with a bold vision for the future.

In Fall 2024, the University launched a new strategic plan to guide its next chapter of growth and impact. To learn more, visit: [KSU Strategic Plan](#). For general information about the University, visit kennesaw.edu.

THE LOCATION

Kennesaw State University is located on two suburban campuses in Kennesaw and Marietta, approximately 30 minutes northwest of downtown Atlanta. The metro-Atlanta region is distinguished by its rich historical heritage and continues to grow as a dynamic hub of culture and opportunity. Faculty, staff, and students benefit from proximity to a vibrant metropolitan area known for its diverse culinary offerings, professional sports, world-class concerts, and an active arts and cultural scene.

ACADEMIC STRUCTURE

Department of Educational Leadership

The Department of Educational Leadership has approximately 210 students and 49 faculty (14 full-time and 35 part-time). The Department offers an M.Ed. in Teacher Leadership and both an Ed.S. and Ed.D. in Educational Leadership.

<https://www.kennesaw.edu/bagwell/academics/educational-leadership/index.php>

Department of Elementary and Early Childhood Education

The Department of Elementary and Early Childhood Education has approximately 1,000 students and 73 faculty (32 full-time and 41 part-time). The Department offers a B.S. in B-K Education, a B.S. and M.Ed. in Elementary Education, and an M.A.T. concentration in Elementary Education.

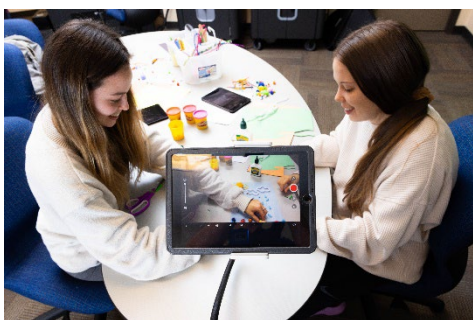


<https://www.kennesaw.edu/bagwell/academics/elementary-early-childhood-education/index.php>

Department of Inclusive Education

The Department of Inclusive Education has approximately 100 students and 34 faculty (14 full-time and 20 part-time). The Department offers two M.A.T. concentrations: Special Education and TESOL, an M.Ed. and Ed.S. in Special Education, and an M.Ed. in TESOL. The Department also offers courses for students from other majors.

<https://www.kennesaw.edu/bagwell/academics/inclusive-education/index.php>



School of Instructional Technology and Innovation

The School of Instructional Technology and Innovation has approximately 250 students and 38 faculty (16 full-time and 22 part-time). The School offers a B.S. in Learning, Design, and Technology and an M.Ed., Ed.S., and Ed.D. in Instructional Technology.

<https://www.kennesaw.edu/bagwell/academics/instructional-technology-innovation/index.php>

Department of Secondary and Middle Grades Education

The Department of Secondary and Middle Grades Education has approximately 800 students and 56 faculty (25 full-time and 31 part-time). The Department offers a B.S.Ed. in Secondary Education, a B.S. in Middle Grades Education, an M.Ed., Ed.S., and Ed.D. in Secondary and Middle Grades Education, an Ed.S. in Curriculum and Instruction, and several M.A.T. concentrations.

<https://www.kennesaw.edu/bagwell/academics/secondary-middle-grades-education/index.php>

BCOE LABS

AVATAR Lab

The AVATAR lab uses state-of-the-art technology to create an immersive, mixed reality environment for participants to practice and master skills. KSU students and faculty use mixed reality technology to interact with avatars of children and adults, simulating a variety of situations and challenges that teachers can encounter.



Innovation Lab

The Innovation Lab tests high-impact pedagogies, inspires new academic degree programs, creates alternative credentials, improves processes, and facilitates a range of conversations with key stakeholders about drivers of change and the future of education.

Interactive Research Methods Lab

The Interactive Research Methods Lab provides students and faculty with personalized instruction and practical experience of generating core qualitative, quantitative, and mixed-methods research designs, using Augmented Reality Interactive Contents (ARC).



Universal Design Lab

The Universal Design Lab blends technology with the philosophies of Universal Design for Learning, which is a scientific-based framework that guides the development of flexible learning environments that accommodate individual learning styles.

Teacher Resource and Activity Corner

The Teacher Resource and Activity Corner is a curriculum center designed to help education students and teachers plan and prepare effective and creative classroom instruction.

LEADERSHIP AGENDA

The Dean of the Clarice C. and Leland H. Bagwell College of Education provides strategic leadership and academic, administrative, and financial oversight of the College. Responsibilities encompass strategic planning, instruction and research support, personnel evaluations, astute budget preparation and management, faculty and staff support, curriculum development, external collaborations, donor development, and fundraising.

Serving as the College's chief executive and academic officer, the Dean will ensure its enduring vitality and success by actively engaging with the wider community to champion excellence in teacher and leader preparation.

The Dean manages an \$18.5 million operating budget. Building upon the University's strong support, the Dean will be expected to cultivate development opportunities, inspire a talented faculty to pioneer new academic programs and expand research endeavors, thereby fostering the College's holistic growth. The incoming Dean will guide a college distinguished by its committed faculty, staff, and its students toward achieving full potential and national prominence.

Articulate a Vision

KSU has experienced remarkable growth in recent years, offering the next Dean of the Bagwell College of Education a unique opportunity to build on this momentum and shape a bold, forward-thinking vision for the College. By cultivating strong relationships with both internal and external stakeholders, the new Dean will play a pivotal role in positioning BCOE as the leading destination for teacher and educational leadership preparation within the state and throughout the region.

Aligned with KSU's strategic plan, the Dean must be both a visionary and a strategic thinker—someone capable of amplifying the College's existing strengths, while identifying new opportunities to elevate its impact and reputation locally, regionally, and beyond. As the College's chief ambassador, the Dean will bring energy, clarity, and authentic enthusiasm to sharing what makes BCOE distinctive and will passionately champion its mission at every opportunity.

Effective Leadership in Academic Administration

As the chief executive and academic officer of the College, the Dean will provide aspirational, inspirational, and operational leadership. This includes demonstrating strong administrative and organizational skills, fiscal expertise, and effective personnel management. The Dean will be responsible for resource development and budget oversight, ensuring the efficient and strategic allocation of funds to support faculty, staff, students, and academic programs. A steadfast commitment to fiscal accountability will be essential, including securing and directing resources that sustain excellence in teaching, research, and creative activities. The new Dean should possess a strong understanding of curriculum design and an awareness of educational trends and needs in B-12 schools and the teaching profession. The successful candidate will have exceptional decision-making skills and a unique ability to navigate today's challenges facing higher education and B-12 school systems.

Foster Culture of Collaboration

Collaboration lies at the heart of the Bagwell College of Education. Faculty and staff foster a vibrant culture of engaged and supportive learning. The new Dean will play a key role in strengthening this strong sense of community by leading with transparency, encouraging

open communication, and cultivating trust at every level. Through visible, inspiring leadership, the Dean will foster a culture where individuals feel connected, valued, and empowered to contribute—energizing talented faculty and staff and advancing shared goals.

The Dean will also be proactive in forging strong, strategic partnerships with fellow Deans across the University. Given that BCOE programs are enriched by the expertise of faculty beyond the College, there is a powerful opportunity to engage other colleges to explore the meaningful and rewarding path of teacher and leader education.

Enhance External Partnerships

The success of the Bagwell College of Education is deeply rooted in the strong partnerships it maintains with B–12 schools, other institutions, and corporate and nonprofit organizations throughout the community. These collaborations offer teacher and leader candidates invaluable, hands-on experience, helping them develop the confidence and practical skills necessary to thrive in today’s classrooms and schools. By working closely with local school districts, corporate partners, and international organizations, BCOE ensures its graduates are equipped to meet the evolving needs of students in an ever-changing educational landscape.

As one of Georgia’s premier institutions for preparing future educators, BCOE relies on meaningful, long-term partnerships to sustain and elevate its work. The incoming Dean must genuinely value and invest in these relationships—building trust, fostering engagement, and actively nurturing collaborations that make a difference. Prioritizing outreach across local school districts and surrounding communities will be essential, as will clearly communicating the mutual benefits of partnership. These relationships—with schools, businesses, and community organizations—are instrumental to BCOE’s success, allowing the College to deepen its impact and broaden its reach.

Support Research Productivity

The Dean will foster an environment that encourages faculty and researchers to think critically and creatively about real-world challenges. This leader must possess a deep understanding of the research landscape, along with the strategic acumen to develop the infrastructure necessary to support a growing and dynamic research enterprise.

A strong commitment to cultivating a culture of research, creativity, and entrepreneurial spirit across the College is essential. Experience in grant writing is highly desirable. The Dean will recognize and support the diverse forms that research and creative activity take across disciplines. Central to advancing the College’s research mission will be a clear strategy for recruiting and retaining world-class faculty and staff. Attracting and supporting high-caliber talent is vital to the long-term success of both the College and the University.

The incoming Dean will champion efforts to hire and retain dedicated staff and scholar-teachers who align with the University’s mission. Equally important will be the Dean’s role in supporting the professional aspirations of faculty and staff, and in identifying meaningful ways to recognize and celebrate their invaluable contributions to the College and its broader community.

Expand Student Success and Engagement

Student success and engagement are priorities within the College and across the Institution. The Dean will play a key role in advancing pathways to student success, focusing on the development and support of initiatives aimed at recruitment, retention, persistence, and

academic achievement at both the undergraduate and graduate levels, including specific support for doctoral students.

Fundraising

The successful candidate will demonstrate a strong commitment to college and institutional advancement through strategic fundraising and development initiatives. Responsibilities include nurturing existing relationships, while actively seeking new opportunities within the greater Atlanta area. The new Dean will develop relationships with alumni, donors, foundations, and corporate partners to secure financial support for scholarships, faculty research, academic programs, and capital projects. The Dean will work closely with the University's advancement team to develop and implement comprehensive fundraising strategies, lead donor engagement efforts, and represent the College in external development activities. Experience in stewardship of major gifts is highly desirable. The Dean will lead large-scale fundraising efforts to support and advance the College's mission.

THE SUCCESSFUL CANDIDATE

The University is seeking an inspiring, intellectually curious, and entrepreneurial leader to guide the College toward a dynamic future. The new Dean will uphold the highest academic standards, possess a distinguished record of scholarship, teaching, and service; and demonstrate strong management and leadership abilities, with a commitment to transparency and shared governance. Additionally, the Dean will have exceptional communication skills, entrepreneurial drive, and the ability to effectively represent the College to local, national, and international audiences. A proven track record of leadership experience within a university setting is essential for this role.



Required Qualifications

- Credentials to hold an appointment at the rank of a tenured full professor in a department within the Bagwell College of Education or another department/college at KSU
- SACSCOC qualifications to teach in BCOE or the Educator Preparation Provider Unit
- A terminal degree or the foreign equivalent
- Hold the rank of a tenured full professor at their current institution
- A distinguished record of achievement in scholarship, teaching, and service
- Documented success in academic leadership with significant administrative academic leadership as Dean, Associate Dean, Department Chair/School Director, Director, or other significant academic leadership position

In addition to meeting the required qualifications, the successful candidate will exemplify many of the following preferred qualifications and characteristics:

Preferred Qualifications and Characteristics

- Successful leadership experience in a complex research institution
- A strong understanding of the education landscape and policy trends
- An exceptional ability to navigate today's challenges in higher education and pressures facing public institutions and B-12 systems
- Demonstrated understanding of university budgeting, financial planning, and fiscal management
- Strong financial acumen with the ability to set clear priorities and execute strategic resource allocation decisions
- Proven grant writing experience and a successful track record of securing funding from government agencies, corporations, foundations, or other donors.
- Evidence of fundraising and donor development (capital and comprehensive campaigns, major gifts, planned giving, etc.)
- Superb interpersonal skills with the natural ability to connect with various audiences, including B-12 systems, policy makers, foundations, donors, alumni, national organizations, students, and families
- An approachable, visible, accessible, and personable high-integrity leadership style
- Strong authentic leadership skills with an exceptional ability to inspire faculty, staff, and students
- Ability to work collaboratively with other executive leaders to promote and support the Institution's mission and establish strategic connections across the University and the larger community
- Successful experience building and elevating a research agenda
- Evidence of qualities that would promote improved student success, particularly enrollment, retention, and graduation rates
- Demonstrated strategies to continue to attract and retain top talent
- Collaborative by nature, with experience building bridges across departments and disciplines
- Demonstrated success with change management, leading and building consensus in a shared governance environment
- Demonstrated ability to collaborate with and cultivate key external constituents, attract and steward community and university partners, and generate excitement among alumni
- Demonstrated ability to build on momentum and realize aspirations and goals
- Evidence of exceptional negotiation skills, decision-making, and problem-solving
- A documented record of strategic planning and articulating and leading a vision
- The capacity to lead curriculum design that emphasizes work force and employment skills
- Knowledge of accreditation processes and complexities surrounding state licensure

PROCEDURES FOR NOMINATION AND APPLICATION

Kennesaw State University has retained Buffkin/Baker, a national executive search firm, to assist the Dean of the Clarice C. and Leland H. Bagwell College of Education Search Committee in its identification and review of candidates.

Confidential inquiries, nominations, and applications are invited. While applications will be accepted until the position is filled, interested parties are encouraged to transmit their materials by **August 1, 2025**, for full consideration. Applications should include a CV, a letter of application, and contact information for five references.

Inquiries, nominations, and application materials should be sent electronically via email to the University's search consultants:

KSU Dean of the Bagwell College of Education

Buffkin/Baker

Ann Yates, Partner, or Deanna Irizarry, Senior Associate, at:
KSUBagwellDean@buffkinbaker.com

For more information about Kennesaw State University, please visit
<https://www.kennesaw.edu/>

For the Bagwell College of Education, please visit <https://www.kennesaw.edu/bagwell/>

Kenesaw State University is an Equal Employment Opportunity Employer. The University is committed to maintaining a fair and respectful environment for living, work, and study. To that end, and in accordance with federal and state law, Board of Regents policy, and University policy, the University prohibits harassment of or discrimination against any person because of race, color, sex (including sexual harassment, pregnancy, and medical conditions related to pregnancy), sexual orientation, gender identity, gender expression, ethnicity or national origin, religion, age, genetic information, disability, or veteran or military status by any member of the KSU Community on campus, in connection with a University program or activity, or in a manner that creates a hostile environment for members of the KSU community.

For additional information on this policy or to file a complaint under the provisions of this policy, students, employees, applicants for employment or admission or other third parties should contact the Office of Institutional Equity at English Building, Suite 225.
eeo@kennesaw.edu

USG Core Values Statement

The University System of Georgia is comprised of our 26 institutions of higher education and learning, as well 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>.