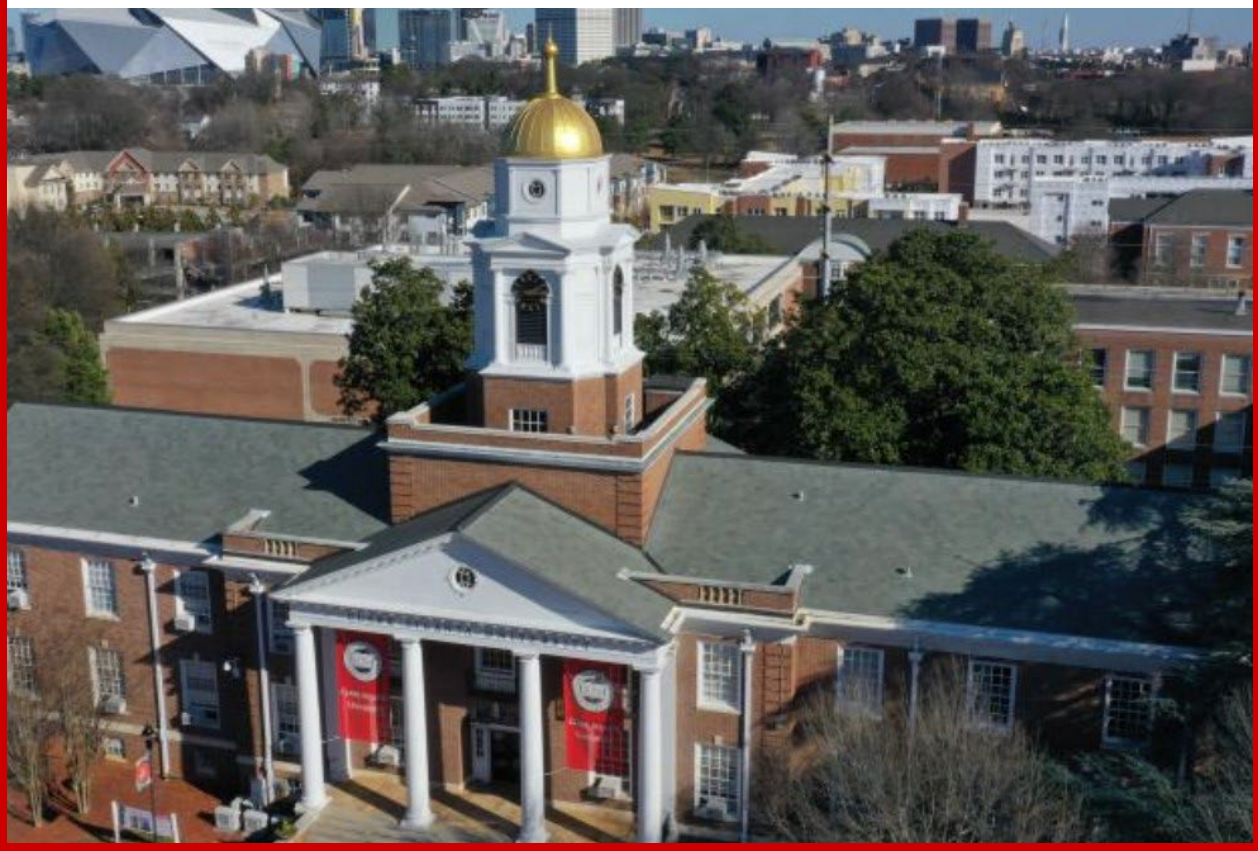
CLARK ATLANTA UNIVERSITY

Dean of the School of Arts & Sciences



Clark Atlanta University (CAU)

invites applications and nominations for the position of Dean of the School of Arts and Sciences.

The Dean of the School of Arts and Sciences at Clark Atlanta University (CAU) serves as the chief academic and administrative officer for the school and is responsible for providing leadership, and for shaping the vision, teaching, research scholarship and service missions of the School. The School of Arts and Sciences is the largest of the four schools of the university and it offers the baccalaureate degree in 38 majors, 26 master's degrees, and 6 doctoral degrees.

Reporting to the Provost and Senior Vice President of Academic Affairs, the Dean works the Council of Deans to formulate University policy. The responsibilities of the Dean include supervision of department and program chairs, enrollment management, the development and management of the school budget, strategic planning, making recommendations for personnel appointments, faculty and staff evaluation, faculty and staff development, and promotion and tenure recommendations.

A major component of the Dean's responsibility includes providing leadership for fundraising and the acquisition of resources to support teaching, research initiatives and technology upgrading. The Dean serves as the University liaison with external bodies on all matters relating to professional standards, accreditation reviews, fundraising, public relations, and marketing of the school.

Clark Atlanta University

Clark Atlanta University is the result of the consolidation of two historically significant institutions: Atlanta University (1865) and Clark College (1869). Through 161 years, it has evolved into an impressive comprehensive research university that is urban in location, private in funding, coeducational and residential in character, and United Methodist Church-related in affiliation. It is classified by Carnegie as an R2 Doctoral University with High Research Activity. CAU is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master's, educational specialist, and doctoral degrees.

CAU's main campus is situated on 126 acres about 1.5 miles from the heart of metro downtown Atlanta and has 33 separate buildings to house its academic, administrative, and student support services. CAU offers 40 major areas of study through four schools: Arts and Sciences; Business Administration; Education; and Social Work. The most popular undergraduate majors are business, mass media arts, biology, psychology, and criminal justice administration.



In the fall of 2025, the CAU's enrollment was 4,433 total students, 3,714 at the undergraduate and 719 at the graduate level. With 203 full-time faculty, the student to faculty ratio is 16:1. During the 2024-2025 academic year, CAU awarded a total of 792 degrees (616 Bachelor's; 135 Master's; and 41 Doctorates). The graduates of CAU successfully secure employment in the sectors of business, research, higher education, medical and healthcare, media and film, government service, and other areas.

CAU is proud to be the largest institution in the Atlanta University Center Consortium (composed of CAU, Morehouse College, Spelman College, and Morehouse School of Medicine). It is also the largest of the institutions among the 37 members which compose the United Negro College Fund institutions. As a private HBCU, it is set apart for its longstanding tradition of offering high quality undergraduate and graduate education to a predominantly Black student body. The first four-year liberal arts school in the country to serve a majority-Black student body was CAU, and it was the first institution in America to award graduate degrees to African Americans.



As a comprehensive university, CAU serves its students with a variety of curricula, co-curricular, and extracurricular activities. CAU participates in NCAA Division II athletics as a member of the Southern Intercollegiate Athletic Conference and fields 11 varsity sports teams, which all compete proudly as the CAU Panthers.

Mission

Building on its social justice history and heritage, through innovative teaching, research, scholarship, and service, Clark Atlanta University (CAU), a historically black university, transforms student lives and equips them for leadership in a global society.

Vision

Clark Atlanta University will have a cultural and transformative impact on future generations through thought-provoking research, innovative academic programs, and services and support.

Core Values

The University's core values are like a compass, a tool that guides the campus community in navigating uncertainty while keeping the big picture in mind. These values serve as the foundational steps the University will take towards achieving its strategic vision:

People: Create a culture of community and belonging that demonstrates/reflects a positive and equitable campus environment for all.

Respect: Honor the dignity and worth of all individuals as we foster a culture of service.

Innovation: Ignite new possibilities in research and advance knowledge that serves humanity.

Diversity: Embrace and support all forms of human differences, ideas, and global perspectives.

Excellence: Commit to high-quality standards and the quest for truth, in all we do.

Leadership

President George T. French Jr.



In 2019, George T. French Jr. became the fifth president of Clark Atlanta University. Prior to his appointment, French served for 14 years as the president of Miles College, making him one of the longest serving university presidents in the nation. A nationally recognized leader and influencer in higher education and educational policy, French has served three secretaries of education under two United States presidents as a congressional appointee to the National Advisory Committee on Institutional Quality and Integrity.

President French is a three-term board member for the Southern Association of Colleges and Schools' Commission on Colleges (SACSCOC); Chair of the Atlanta University Center (Clark Atlanta University, Morehouse College, Spelman College, and Morehouse School of Medicine) Council of Presidents; and chair of the Southern Intercollegiate Athletic Association Council of Presidents and member of the Metro Atlanta Chamber Board of Directors. President French also has served as a member of the national diverse council of Regions Bank since 2011. He received his B.A. from the University of Louisville, his J.D. from the Miles Law School, and his Ph.D. from Jackson State University. His awards include Birmingham Spotlight Man of the Year, NAACP Man of the Year, and the Higher Education Leadership Foundation Lifetime Achievement Award.

Under President French's leadership, CAU has exponentially exceeded all fundraising records in the history of the university; maintained stable enrollment in the midst of the global pandemic and developed corporate and community relationships to position the university for unprecedented growth.

Provost and Senior Vice President for Academic Affairs
Dr. Charlene D. Gilbert



Dr. Charlene D. Gilbert serves as the Provost and Senior Vice President for Academic Affairs at Clark Atlanta University. As the institution's chief academic officer, Dr. Gilbert is responsible for the academic enterprise across the university. Her direct responsibilities include the University's four schools: the School of Arts and Sciences, the School of Business, the School of Education, and the Whitney M. Young School of Social Work. In addition, her portfolio includes the Office of Research and Sponsored Programs, Graduate Education, the Center for Cancer Research and Therapeutic Development, Online and Continuing Education, and the University Art Museum.

Since joining Clark Atlanta University on June 1st, 2023, Gilbert has focused on several key academic priorities including: Student Success, Faculty Success, Elevating the institution's Academic Reputation, and Operational Excellence. In Fall 2024 CAU increased its 1st year retention rate to 72% and experienced a record high 6-year graduation rate. In 2025 CAU was recognized, once again, by the Carnegie Foundation as a R2 university, making it one of only 13 HBCUs in the nation to receive this designation. The institution has seen a doubling of research grants, launched a new Ph.D. in CyberPhysical Systems in Fall 2024, and has doubled the number of graduate online programs in its academic portfolio.

Prior to joining Clark Atlanta University, Gilbert served as the Senior Vice Provost for Student Academic Excellence at the Ohio State University where her portfolio included: Undergraduate Education, Graduate Education, Academic Programs, the Student Success Research Lab, and Strategic Enrollment Management.

Gilbert is the recipient of several awards and fellowships including the Rockefeller Media Arts Fellowship, the Harvard University Radcliffe Institute for Advanced Study Fellowship, the Kellogg National Leadership Fellowship award, and the American Council on Education Fellowship. She earned a bachelor's degree from Yale University, a Master of Fine Arts degree from Temple University, and her Ph.D. from the University of Nebraska.

School of Arts and Sciences

The School of Arts and Sciences at Clark Atlanta University (CAU) presents a varied and comprehensive curriculum that empowers students to thrive, discover their direction, and attain a successful professional life. This School forms the fundamental educational base of the university, anchored in a tradition of liberal arts that traces back to Clark College, established in 1869. Clark College was one of the earliest private four-year liberal arts colleges for African Americans in the United States, and it remains a significant pillar of the university's undergraduate programs.

The School of Arts and Sciences is the largest school at CAU and had a 2025 fall enrollment of 2,448 undergraduate students and 190 graduate students. The School of Arts and Sciences offers academic programs in four major areas of study:

Humanities:	African American Studies, Africana Women's Studies, Arts, English & Modern Languages, Fashion, History, Music, and Religion and Philosophy
Communication Arts:	Mass Media Arts and Theatre & Communication Studies
Natural Sciences and Mathematics:	Biological Sciences, Chemistry, Cyber-Physical Systems, Engineering – Dual Degree, Mathematical Sciences, and Physics
Social Sciences:	Political Science, Psychology, and Sociology & Criminal Justice



Leadership Expectations and Opportunities

The new Dean of the Schoof of Arts and Sciences will be a dynamic and proven leader who is ready to lead the School to new levels of excellence. This individual will display aggressive and bold leadership in making decisions in the best interest of the School and the University. They will embrace the goals of the University to grow in enrollment, research productivity, scholarly output, and outreach by engaging the faculty, staff, and students of the School in support of efforts to continue the upward trajectory of its national reputation.

With the largest enrollment of the four schools at CAU, the School of Arts and Sciences will play an important role in exceeding the university enrollment goal of 5,000 by 2028, as is set out in the CAU Strategic Plan. This will involve challenging all of the academic units to have achievable stretch goals for enrollment growth at the undergraduate and graduate levels. The Dean will advocate for efforts to increase the retention and graduation rates for all programs and ensure accountability of all units with

regard to student success. In addition, the Dean will bring creative ideas to explore new academic degrees and programs, including workforce development, to provide more options for students to prepare for future careers.

As one of the 13 HBCU's with a ranking of an R2 research university, CAU is in a position to contemplate the aspirational goal of becoming an R1 research university. The research productivity and scholarly output of the faculty of the School of Arts and Sciences have been foundational to CAU's excellent research standing and will be critical to further advances in national recognition. The new Dean will need to be a champion of the School's research enterprise and an advocate for the faculty and their professional development.

In addition to supporting the efforts of the School to receive additional research funding, the Dean will be the chief fundraiser and spokesperson for the School. Not only will the Dean engage with individual donors and government agencies to gain support for the School, but they will also seek external funds from corporate and private foundation sources.

The new Dean will be a collaborative and supportive member of the University community and will promote interdisciplinary instructional and research efforts across the University while advancing their own School. The Dean will work to strengthen the culture of inclusiveness within the School by creating an environment where all disciplines are valued and are encouraged to work collaboratively. The success of the Dean and the School of Arts and Sciences will contribute directly to the success of the University, its faculty, and its students. The new Dean will have many opportunities to make a significant impact at CAU.

Dean of Arts and Sciences

The Dean of the School of Arts and Sciences is responsible for providing leadership and for shaping the vision of the teaching, research, scholarship, and service missions of the School. The Dean is the chief academic and administrative officer for the School. The Dean reports directly to the Provost and Senior Vice President for Academic Affairs and is a member of the Council of Deans which works closely with the Provost to formulate University policy.

Position Responsibilities

- Oversees the department chairs and program chairs in their management of the School's academic programs and personnel.
- Provides a vision and strategy for advancing the academic, research, and outreach mission of the School.
- Oversees the School's recruitment and enrollment management activities in coordination with the department chairs.
- Develops and manages the budget and the fiscal affairs of the School.
- Oversees and recommends personnel appointments.
- Carries out the evaluation of faculty and staff.
- Makes opportunities for professional development available for faculty and staff.

- Oversees the promotion and tenure process for the faculty of the School.
- Explores and develops opportunities for faculty members to engage in interdisciplinary projects and research at Clark Atlanta University and at other institutions.
- Engages in fund raising activities to solicit external awards and gifts in support of teaching, research, and technology enhancements.
- Serves as the liaison to the external bodies relating to professional standards and accreditation.
- Develops and oversees marketing efforts to publicize the accomplishments of the faculty, staff, and students of the School.
- Participates in and represents the School in public outreach activities.
- Establishes external partnerships and relationships that advance the teaching, research, and service missions of the School.

Knowledge, Skills, and Abilities

Minimum Qualifications. Qualified candidates must possess the following:

- An earned doctorate from an accredited institution of higher learning and associated qualifications appropriate to an appointment as a full Professor in one of the following fields: Natural Sciences, Humanities, Communication Arts, or Social Sciences.
- Prior higher education experience in the professoriate with a proven record of teaching and scholarship.
- At least seven years of administrative experience at the college or university level in progressively responsible positions, with at least five years at a level equivalent to Department Chair, Associate Dean, or higher.

Preferred Experience. It is preferred but not required that candidates possess:

- Prior higher education administrative experience at the Associate Dean or Dean level.
- Familiarity with or service as a faculty member or administrator in an HBCU.
- Some prior experience with international education or study abroad.

Desired Qualities and Experience

The successful candidate should show evidence of scholarly achievement and a record of successful fundraising. The applicant must exemplify a commitment to student learning, cultural and ethnic diversity, and affirmative action. Additionally, the preferred candidate will demonstrate a global perspective and a commitment to international education.

Successful candidates should demonstrate the following competencies:

- **Strategic and Visionary Leadership —** Articulates a compelling vision, inspires trust and optimism, aligns decisions with University goals, and motivates others to achieve ambitious objectives.
- **Analytical Thinking, Judgment, and Problem Solving —** Synthesizes complex information, uses data and experience to evaluate alternatives, involves appropriate stakeholders, and makes sound, timely decisions.
- **Planning, Project Management, and Execution —** Establishes priorities, develops realistic plans, allocates resources, delegates effectively, manages projects and teams, and delivers results on time and within budget.

- **Communication, Advocacy, and Stakeholder Engagement —** Communicates clearly and persuasively in writing and speech, listens actively, responds effectively to questions, and advocates for the School and University with internal and external stakeholders.
- **Collaboration, Teamwork, and Service —** Builds positive teams, balances individual and collective responsibilities, welcomes feedback, resolves conflict constructively, responds to requests, and follows through on commitments.
- **Integrity, Professionalism, and Institutional Stewardship —** Acts ethically and tactfully, maintains confidentiality, treats others with respect, accepts responsibility, follows policies and procedures, and upholds the University's Core Values.
- **Inclusive Leadership and Cultural Competence —** Demonstrates respect and sensitivity across cultures and perspectives, fosters belonging, and promotes a respectful environment free from harassment.
- **Quality, Productivity, and Continuous Improvement —** Maintains high standards for accuracy, thoroughness, timeliness, and productivity; applies feedback; monitors performance; and identifies opportunities to improve quality and effectiveness.
- **Innovation, Adaptability, and Initiative —** Responds effectively to change and competing demands, pursues professional growth, takes independent action, shares expertise, and advances creative, resourceful, and entrepreneurial ideas.
- **Insightful Knowledge of Emerging Technology —** Understands the potential of AI and has creative ideas about how to integrate positive aspects of AI into the curriculum and research components of the liberal arts as well as the sciences.



Nominations and Applications

AGB Search is pleased to assist Clark Atlanta University with this leadership search.

To apply for the Dean of Arts and Sciences, candidates are requested to submit i) a curriculum vitae or resume; ii) a letter of interest that addresses the qualifications and attributes in the profile; iii) contact information for five references (to be contacted at a later date with the candidate's permission). For best consideration of applications, all materials should be submitted **by January 4, 2027,** to the AGB Search Portal: Clark Atlanta University Dean of Arts and Sciences

Nominations and expressions of interest in the position of Dean of the School of Social Work are encouraged. Please direct them to CAUDeanAS@agbsearch.com or to the AGB search consultants listed below.

Jerry Gilbert, PhD, Executive Search Consultant
jerry.gilbert@agbsearch.com, 662.769.1021

Concetta Stewart, PhD, Principal
Concetta.stewart@agbsearch.com, 908.341.2178

AGB SEARCH

Clark Atlanta University values diversity and is an AA/EEO/ADA Employer

