



## Department Head of Human Development and Family Science

The College of Family and Consumer Sciences (FACS) at the University of Georgia (UGA) is seeking nominations and applications for the Department Head of Human Development and Family Science (HDFS). The Department Head will inspire an expansive and inclusive vision for the future and effectively interact with diverse constituencies associated with academia, government, industry, and alumni, as well as faculty, staff, and students. Central to the department head's leadership is the promotion of policies and everyday practices that address the needs of under-represented, underserved, and marginalized communities and advancing FACS' commitment to diversity, equity, and inclusion, with specific emphasis on anti-racist practices. This position requires strong leadership capabilities and the ability to foster success in research, service, and development funding. It is expected that the successful candidate will lead the faculty and its programs to a higher level of excellence. The ideal candidate will have:

- A track record of supporting diversity, equity, and inclusion as it relates to providing administrative leadership and/or in the candidate's research, instruction, and service.
- A proven record of scholarly achievement, clear and convincing evidence of leadership and administrative effectiveness, and a commitment to excellence in research, undergraduate and graduate education, and public service.
- A demonstrated track record of supporting student-centered development as it relates to student retention, persistence, graduation, and job placement.
- Demonstrated leadership at a management level including program development and leadership of accredited programs.
- Excellent leadership, interpersonal, communication, and managerial skills.
- Evidence of a national and/or international reputation in a substantive area of the discipline.

### UGA, College, and Department

The University of Georgia, a land-grant and sea-grant university with statewide commitments and responsibilities is the state's oldest, most comprehensive, and most diversified institution of higher education. UGA is consistently ranked among the top 20 public universities in U.S. News & World Report. The University's main campus is located in Athens, approximately 65 miles northeast of Atlanta, with extended campuses in Atlanta, Griffin, Gwinnett, and Tifton. UGA was founded in 1785 by the Georgia General Assembly as the first state-chartered University in the country. UGA employs approximately 1,800 full-time instructional faculty and more than 7,000 full-time staff. The University's enrollment exceeds 39,000 students including approximately 30,000 undergraduates and over 9,000 graduate and professional students. Academic programs reside in 18 schools and colleges, as well as a medical partnership with Augusta University housed on the UGA Health Sciences Campus in Athens. As one of the top public universities in the nation, UGA offers a culture of academic excellence and opportunity made all the richer by our renowned faculty, diverse community of scholar-citizens, and vibrant student life program. Additional information about UGA is available at <http://www.uga.edu/>.

The College of Family and Consumer Sciences (FACS) is committed to student success, holistic development and inclusive perspective taking. FACS embraces a commitment to diversity by modeling for the state and nation a community of individuals and programs which seek to reduce prejudice, disparities, and discrimination and build a supportive environment for all. FACS develops leaders who focus on the science and art of helping individuals live well in a complex society. In the more than 100 years since its founding, the College has grown and now comprises four departments, one institute, several research labs and centers. Established collaborative associations with campus resources offer excellent research development opportunities. Campus research partners include the Owens Institute for Behavioral Research, The Center for Family Research, the Institute of Gerontology, the Bioimaging Research Center, the Integrated Life Sciences program, and the Biomedical and Health Sciences Institute. Additional information about FACS may be found at: <https://www.fcs.uga.edu/>.



The Department of Human Development and Family Science (HDFS) provides leadership in the field via cutting edge research, pedagogy, and service. Faculty currently lead federally funded research and service projects with cumulative budgets exceeding \$6m per year. The national impact of faculty research and service activities are complemented by a focus on excellence in instruction at the graduate and undergraduate levels as evidenced by instructional and clinical faculty recognized across the university for their applied and pedagogical contributions. Currently, HDFS has 20 faculty members, 48 graduate students, and 481 undergraduate majors working in a collegial and nurturing environment. Our doctoral and master's degree programs include an accredited doctoral program in Marriage and Family Therapy and an accredited Master's degree program designed to prepare students to be Child Life Specialists. Faculty with Extension and Outreach appointments combine their scholarly work with delivery of evidence-based educational programs. Additional information about the department may be found at: <https://www.fcs.uga.edu/hdfs>.

## Summary of Responsibilities and Expectations

- Provide outstanding leadership and administrative oversight, understand complex finance and budgetary matters, handle sensitive personnel matters, and provide effective and responsible management of resources;
- Recruit, mentor, and advance faculty and staff through the steps of appointment, reappointment, promotion and tenure, and support recognition appropriate to position and rank, thereby building a high quality and cohesive faculty;
- Serve as a strong advocate for the Department, actively engaging faculty, alumni, and donors; provide intentional and active leadership to initiatives and work collaboratively with external relations to maximize the visibility and the reputation of the unit;
- Report annually to the Dean on the research, teaching, and public service programs of the unit including assessments of the performance of faculty members in the department;
- Build relationships with disciplinary professionals, agencies, and associations in the state, region, and nation;
- Communicate and work effectively and collegially with individuals on and off campus;
- Build on existing strengths in the College and UGA including the [Child Development Lab](#) and the [ASPIRE Clinic](#), as well as entrepreneurship, data literacy, and communications initiatives.
- Provide support and leadership to departmental programs including the MFT specialization, Child Life specialization, and Extension services.
- Foster innovation and entrepreneurship while building consensus for new initiatives and ideas;
- Maintain a student-centered environment and seek to improve student success measures including retention, persistence, graduation, and job placement
- Develop a collegial environment committed to inclusiveness, affirmative action, and diversity and foster an environment of shared governance; and
- Appreciate and respect the various disciplines and missions of the College.

The Department Head reports directly to the Dean of the College of Family and Consumer Sciences with annual reviews and third year administrative reviews informed by the faculty of the unit. The Department Head is a member of a College leadership team committed to the integration of the missions of research, instruction, and extension and outreach in a research land-grant institution.

The position is a nine-month academic year appointment with administrative and summer months' salary supplement while serving as Department Head. Time allocation is 60-70% administration and 30-40% research or teaching, to be determined based on the interests and strengths of the candidate and fit with the needs of the unit at the time of hire.

## Required Qualifications

- All candidates must have an earned doctorate in Human Development and Family Science, Psychology, or a related area.



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- Internal candidates must be a full professor with tenure by the effective date of the appointment.
- External candidates must be:
  - a full professor or associate professor with at least five years of experience to qualify for appointment at the rank of full professor, **and**
  - eligible for tenure upon appointment at the time of hire. To be eligible for tenure upon appointment, candidates must have been tenured at a prior institution and bring a demonstrably national reputation to UGA.

## Preferred Qualifications

- Demonstrated administrative and organizational skills, as evidenced by successful performance in: personnel management; budget and fiscal management; program planning, management, oversight and evaluation; and resource procurement including grants and contracts.
- Outstanding scholarly achievements and research productivity as well as a record of submitting and obtaining federally-funded grants.
- Involvement in pivotal networks in the discipline.

## Salary

Commensurate with qualifications and experience.

## Applications

Applicant screening will begin immediately. Candidates are encouraged to submit their materials by December 15, 2021; however, screening will continue until the position is filled. The application packet should include a cover letter detailing how the applicant's credentials and experience meet the needs, responsibilities, and qualifications stated above; a diversity statement; a current CV; and contact information for three references (who will not be contacted without further correspondence with the applicant). The diversity statement should address how your prior experiences demonstrate your commitment to an inclusive learning environment in administration, teaching, mentoring, research, or service.

All applicants must apply online at <https://www.ugajobsearch.com>. Please see the job posting at: <https://www.ugajobsearch.com/postings/226196>

To request a descriptive **Opportunity Profile** for this position, provide a nomination, or seek additional information, please contact Dr. Steve Kogan, Search Committee Chair, 706-542-4831 or [smkogan@uga.edu](mailto:smkogan@uga.edu). Letters of recommendation or a simple nomination should include the name and contact information for the nominee.

*The University of Georgia is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, ethnicity, age, genetic information, disability, gender identity, sexual orientation or protected veteran status. As such, the University of Georgia is especially interested in candidates who can contribute to the diversity and excellence of the academic community. We not only strongly encourage individuals from underrepresented communities to consider applying for this position, but we also maintain that all candidates should share our commitment to diversity and inclusion. Persons needing accommodations or assistance with the accessibility of materials related to this search are encouraged to contact Central HR ([HRWeb@uga.edu](mailto:HRWeb@uga.edu)). Please do not contact the department or search committee with such requests.*