

# GEORGIA MILITARY COLLEGE PRESIDENTIAL SEARCH





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# The Opportunity

A photograph of the Georgia Military College building, a large, light-colored stone structure with multiple windows. The sun is shining brightly from behind the building, creating a lens flare effect. The sky is blue with some clouds.

**GEORGIA MILITARY COLLEGE** (GMC) is currently seeking its 22nd President to continue developing the nation's future authentic servant leaders. The 146th Corps of Cadets will be under new leadership for the first time in 13 years after Lieutenant General William B. Caldwell, IV, USA (Ret.) hands over the reins of Georgia's premier leadership institute at the Junior College, the Leadership College, and Preparatory School (K-12) to the next incumbent. This new President will continue developing, implementing, maintaining, and sustaining the truly unique and historic educational experience that hundreds of thousands of students have enjoyed since 1879.

As an institution built upon leadership, the Board of Trustees understands that the selection of the institution's next leader is the most critical task they have undertaken in years. As the visionary who will steer the institution through the evolving landscape of education, it will become increasingly important in the coming years for the President to create strategies that ensure GMC remains relevant and competitive. This charismatic and forward-thinking leader will also be the face of the school for fundraising and development efforts crucial in GMC's ability to expand resources, support scholarships, and drive capital projects. Ultimately, the next President will be responsible for driving strategic initiatives that enhance academic programs, embrace technological advancements, and adapt to changing student needs—while cultivating a vibrant student life and expanding extracurricular opportunities—positioning the college for long-term viability and success.





## GMC MISSION

Georgia Military College builds on our **military heritage** grounded in our core values of **Duty, Honor, and Love of Country** to provide hope and opportunity through individual growth and education of our students to develop their intellect and character as **authentic servant leaders** in an environment focused on elevating **civility and respect for others**.



# MILLEDGEVILLE, GA



Georgia Military College's Main Campus is located in the historic and picturesque town of Milledgeville, Georgia. This charming setting offers a unique blend of small-town allure and vibrant academic life.

Milledgeville is rich in history and Southern tradition, known for its beautifully preserved antebellum architecture and cultural heritage. As Georgia's state capital from 1804 to 1868, the town boasts a historic district filled with fascinating landmarks, such as the Old Governor's Mansion and the Old Capitol Building, which reflect its storied past.

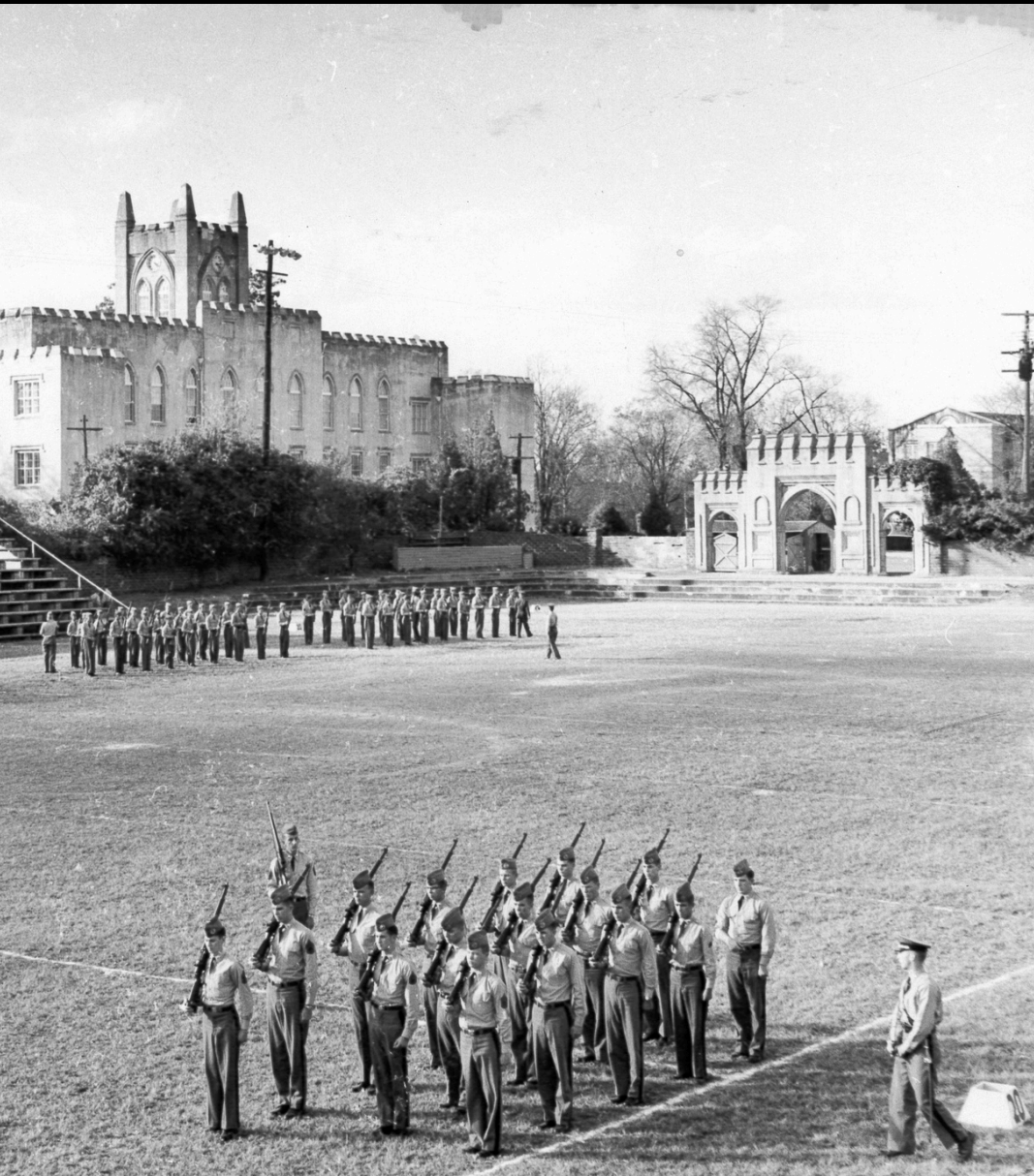
Situated 90 miles southeast of Atlanta, Milledgeville is the county seat of Baldwin County and a hub of education, home to three institutions of higher learning: Georgia College and State University, Georgia Military College, and Central Georgia Technical College. These schools attract students from across the state and nation.

Both students and residents enjoy the attractions of one of Georgia's oldest cities. The downtown area is named a Great American Main Street City, offering numerous shopping and dining options. The town's rich history is easily accessible, with landmarks like Statehouse Square, the Old Governor's Mansion (1839), and Memory Hill Cemetery within walking distance. Andalusia Farm, the home of Flannery O'Connor, is a short drive away.

Outdoor enthusiasts will find plenty to enjoy. Lake Sinclair offers water sports, fishing, and natural beauty, while the Oconee River is perfect for kayaking and canoeing. Along the river, the Oconee River Greenway features three miles of trails, paths, and boardwalks for walking, jogging, biking, and relaxation, with two dog parks for furry friends. For those seeking more challenging hikes, Bartram Forest, just south of Milledgeville, offers over 10 miles of trails within the 1,343-acre Bartram Forest Wildlife Management Area.



# The History of **GEORGIA MILITARY COLLEGE**



Georgia Military College, founded in 1879 as Middle Georgia Military and Agricultural College, has undergone significant evolution over the years. Starting with 219 students and eight faculty members in January 1880, the college initially functioned as a high school. It was renamed Georgia Military College in 1900 after the City of Milledgeville issued bonds to support it when the University of Georgia withdrew financial aid. By 1924, the Georgia Supreme Court recognized GMC as a public school.

In 1929, GMC expanded to offer two years of college instruction. The onset of World War II led to an increased focus on military training, and GMC followed suit, becoming an all-male institution to meet the demand. Post-war changes included becoming a "military institute" in 1946 and a Military Junior College by 1950. Following the Civil Rights Act of 1964, GMC admitted its first African American Cadet in 1965 and readmitted female students in 1969.

The 1970s brought challenges, but the 1990s brought revitalization to the campus landscape. This transformation preserved the gothic revival architecture and historical significance of the Old Capitol Square while embracing the growth that has reshaped Milledgeville. The expansion of academic facilities and resource centers has been strategically aligned with the institution's mission and vision. Today, the institution remains dedicated to cultivating educated leaders who embody the values of "Duty, Honor, Love of Country" and "Character Above All."



# STRATEGIC INITIATIVES

GMC's programs are guided by its strategic initiatives:

## “The Four Big Ideas”

★ CONTRIBUTE TO STUDENT SUCCESS

★ CREATE PATHWAYS OF OPPORTUNITY

★ THINK AND ACT AS ONE INSTITUTION

★ INVEST IN THE FUTURE OF GEORGIA MILITARY COLLEGE





# THE INSTITUTION



Georgia Military College is comprised of a Junior College with a Main Campus in Milledgeville, eight satellite locations, a four-year Global Online Leadership College, and a K-12 Public-Independent Preparatory School.

The Preparatory School and the Main Campus of the Junior College share a campus, each with their own academic buildings while sharing gymnasiums, cafeterias, athletic facilities, performing arts facilities, library, Resource Management, Foundation, Informational Technology, Auxiliary Services, and other institutional resources.

The Corps of Cadets, Leadership Institute, and Junior College Athletics are also located at the Main Campus. The institution's enduring mission, over its 145-year history, continues to attract students, emphasizing the development of authentic servant leaders in an environment that fosters civility and respect for others.



# PREPARATORY SCHOOL

The GMC Preparatory School provides education to 900 students in Kindergarten through 12th grade, focusing on **academic excellence and character education**. The Preparatory School offers a rigorous curriculum designed to prepare students for college and beyond, integrating **leadership and ethics** into the classroom experience. Students have access to numerous extracurricular activities, including sports, arts, and various clubs.





# PREPARATORY SCHOOL

Georgia Military College Preparatory School (GMC Prep) is dedicated to preparing students for success in higher education and for life through rigorous academics that emphasize leadership, character, problem-solving, and personal responsibility. With a graduation rate of 100% for the classes of 2010 to 2024 and 98% of graduates matriculating to post-secondary education, the school consistently delivers outstanding academic results. The curriculum focuses on developing students who are well-rounded and equipped to meet the challenges of college and life.

The leadership and Junior ROTC (JROTC) programs play a central role in the school's educational approach for students in grades K-12, providing daily opportunities for leadership development through structured systems. All students in grades 6-12 wear Cadet uniforms and participate in student-led military ceremonies, including morning formation, drill, and parades. The JROTC program, recognized as a "Honor Unit with Distinction" for the past 23 years, fosters a sense of responsibility and discipline. The school's commitment to excellence is reflected in the achievements of its students, as evidenced by the college acceptances and congressional appointments to United States Service Academies.



Beyond academics, GMC Prep School offers a vibrant array of athletic and fine arts programs. Students from grades 3-12 can participate in extracurriculars in athletics and fine arts. Specialized athletic opportunities are available for grades 3-5 through the Junior Bulldogs program. Grades 6-12 participate in a full-scale athletic program. In fine arts, students seize opportunities in concert band, marching band, jazz band, musical theatre, and visual arts. The school also emphasizes community service, with over 287 students honored for completing 100 hours of service in a year. Character development is a cornerstone of the school's mission, highlighted by the GMC Honor Code and daily recitations of the Regimental Accolade: "Character Above All." The school cultivates an environment where students learn to live by principles of "Duty, Honor, and Love of Country," preparing them to be leaders in their communities.



# JUNIOR COLLEGE MAIN CAMPUS

The Main Campus in Milledgeville, Georgia, offers a unique and traditional college experience enriched by its military heritage. Known for its vibrant student life, the campus provides a variety of activities that cater to diverse interests, encouraging personal growth, and community involvement.

GMC prides itself on delivering character-based education, seamlessly integrating leadership training and character development into its curriculum. The college offers a comprehensive range of associate degrees designed to prepare students for transfer to four-year institutions or entry into the workforce. With a focus on academic excellence, GMC provides small class sizes and personalized attention from faculty, ensuring students receive the support they need to succeed.

Athletic programs are an integral part of the traditional college experience at the Main Campus. Competing in Junior College athletics, GMC offers students the opportunity to engage in various sports while enhancing school spirit and camaraderie. Beyond athletics, students can join numerous clubs and organizations that cater to academic, cultural, and social interests, providing a well-rounded college experience that promotes involvement and leadership.





# JUNIOR COLLEGE ACADEMICS

Georgia Military College provides a comprehensive range of educational opportunities designed to support both traditional and non-traditional learners. GMC offers credit courses that lead to associate and bachelor degrees as well as certifications. Students can choose from flexible learning options, including both in-person and online formats.



**ASSOCIATE DEGREES IN  
30 CONCENTRATION AREAS**

**8 BACHELOR OF APPLIED  
SCIENCE DEGREE PROGRAMS**

**3 PROFESSIONAL  
CERTIFICATION PROGRAMS**

**67 TRANSFER AGREEMENTS**  
39 GUARANTEE ACCEPTANCE INTO A  
BACHELOR OR MASTER PROGRAM  
21 TRANSFER INTO GMC BAS PROGRAMS



# JUNIOR COLLEGE STUDENT PROFILE

## ANNUAL ENROLLMENT

11,497 TOTAL UNDUPLICATED STUDENTS

278,455 TOTAL CREDIT HOURS

6,188 FULL-TIME EQUIVALENCIES

## GRADUATES

1,136 ASSOCIATE

167 BACHELOR OF APPLIED SCIENCE

1,303 TOTAL GRADUATES

## MILITARY AFFILIATION

4% ACTIVE DUTY

4% MILITARY FAMILY MEMBERS

3% VETERANS

## ETHNICITY/RACE

45% BLACK/AFRICAN AMERICAN

41% WHITE

14% OTHER MINORITIES

## STUDENT TYPE

97% COMMUTER

3% CADET

## GENDER

63% FEMALE

37% MALE

## MODALITY

60% FULLY ONLINE

29% FULLY IN-SEAT

10% MIXED MODALITY

## AGE

22% UNDER 18

52% AGES 18-24

19% AGES 25-39

6% AGES 40 AND OVER

## GRANT RECIPIENTS

57% PELL GRANT

57% FEDERAL GOVERNMENT

14% OTHER FEDERAL

68% STATE/LOCAL GOVERNMENT

25% INSTITUTIONAL

**THIS DATA AND MORE IS PROVIDED  
IN THE 2024 GMC FACTBOOK**  
**SEE ADDITIONAL INFORMATION HERE**



# CORPS OF CADETS

GMC's Corps of Cadets is central to the institution's identity, emphasizing intellectual development, character-building, and leadership. The Corps offers various Cadet programs including:

- ★ **ARMY ROTC EARLY COMMISSIONING PROGRAM**
- ★ **SERVICE ACADEMY PREP**
- ★ **STATE SERVICE**
- ★ **CIVIC LEADERS**

Life as a Cadet includes rigorous academic schedules, leadership training, and participation in patriotic ceremonies, community service projects, and athletics.





# CORPS OF CADETS

The Georgia Military College Corps of Cadets is one of only four Military Junior Colleges in the United States and the only one in Georgia. Comprised of 250 Cadets, this prestigious program offers a unique blend of military training and academic education, preparing young men and women for leadership roles in both military and civilian spheres.

In addition to its premier Early Commissioning Army ROTC Program and Georgia State Service Program, GMC is also proud to host the only Service Academy Preparatory Program in Georgia. It serves as a certified Prep School for the United States Military Academy (USMA), the United States Air Force Academy (USAFA), the United States Naval Academy (USNA), and the United States Coast Guard Academy (USCGA). For the 2024-2025 school year, the program achieved an impressive 95% success rate, demonstrating its commitment to excellence in preparing candidates for service academies.





# SATELLITE LOCATIONS



GMC extends its educational reach through multiple satellite locations across Georgia, with four being collocated with military bases. Satellite locations include Augusta, Columbus, Dublin, Fairburn, Madison, Rockdale, Valdosta, and Warner Robins. Each satellite location offers flexible scheduling and tailored programs to meet the needs of local communities, ensuring that education is accessible to a diverse student body.



# GLOBAL ONLINE LEADERSHIP COLLEGE

The GMC Global Online Leadership College offers a comprehensive suite of programs designed to provide flexible learning options for students worldwide. This 100% online platform supports 24 associate and 8 bachelor's degree programs, enabling students to pursue their educational goals despite work, family, or other commitments.





# AUTHORITY STATUS

As a state authority, GMC operates as an instrumentality of the state of Georgia, which means GMC is expected to fund itself in order to fulfill its mission. With an annual budget of approximately \$77 million, GMC receives just over 7% of its operational funds from the state. The majority of state-appropriated dollars are awarded for the maintenance and restoration of state-owned buildings at the Main Campus in Milledgeville, but there is no annual sustained funding formula for the institution. The institution's finances are tuition-driven.

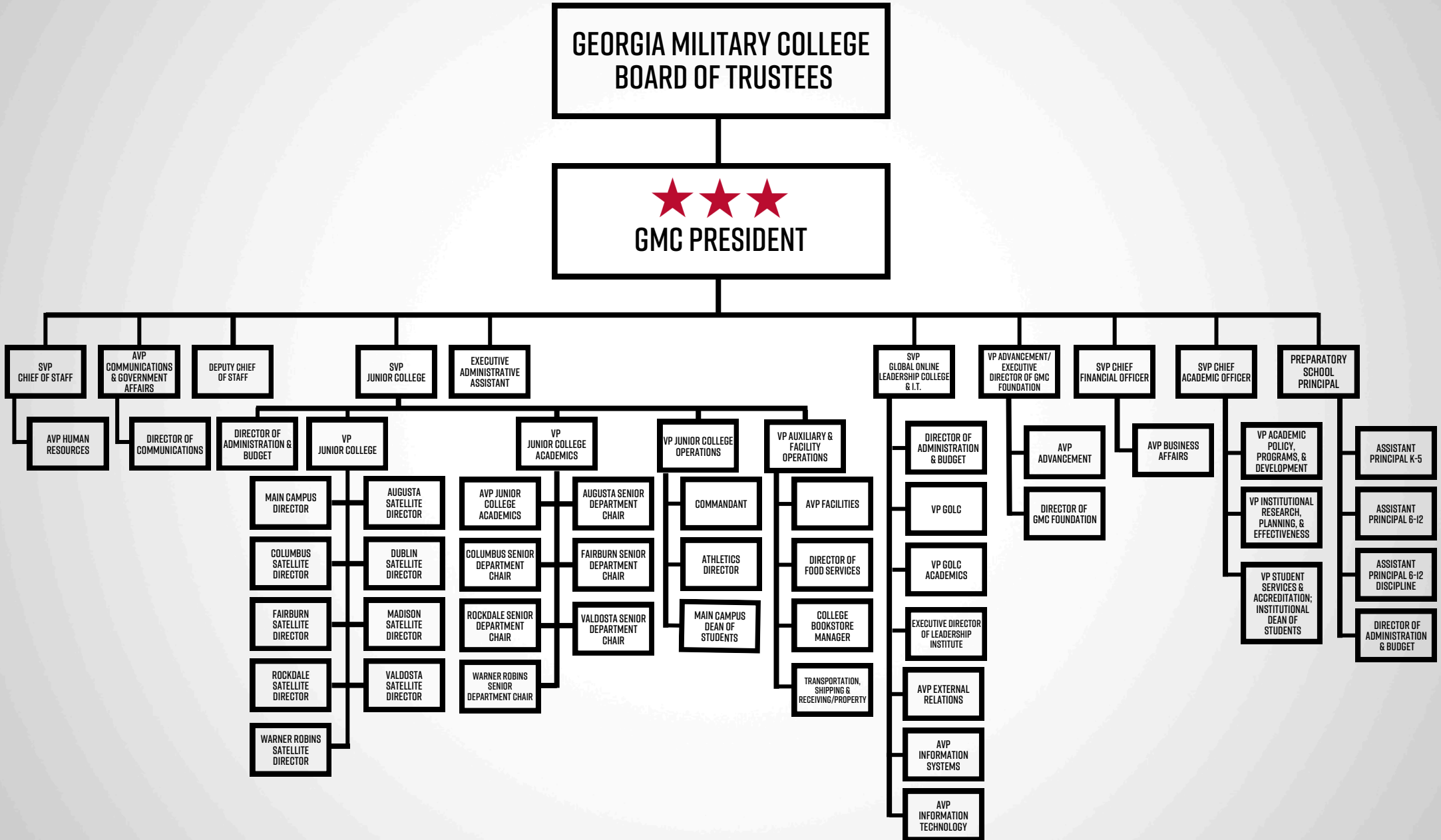


As a benefit of being a state authority, GMC is eligible and does participate in the [State Health Benefits Plan](#) and has all the rights to participate under the umbrella of the [Employees' Retirement System](#) (including the [Teachers Retirement System](#) and the [Public Service Employees Retirement System](#)) defined benefit plan.

GMC also has full access to the state of Georgia's flexible benefits cafeteria plan for supplemental insurance and all other benefits under [TEAM GEORGIA](#). For more information about GMC's status as a state authority, the Official Code of Georgia description is: [O.C.G.A. Section 20-3-541](#).

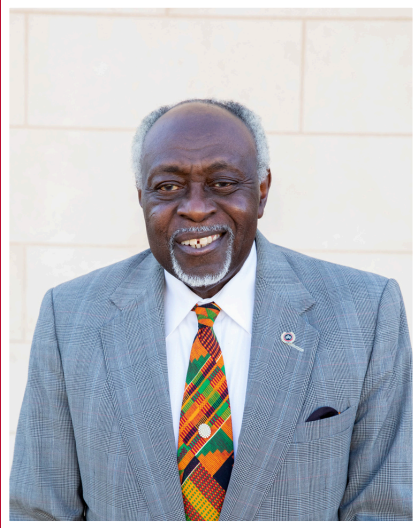


# ORGANIZATIONAL CHART





# BOARD OF TRUSTEES



**GEORGE HOGAN, SR.**  
**CHAIRMAN**  
District 5

George Hogan, Sr. has led a life of service and leadership. He attended public school in Baldwin County, graduated from Vienna High & Industrial School in Dooly County, and furthered his education at DeKalb Community College. In 1974, he made history as the first Black State Trooper in Middle Georgia assigned to Post 33 in Milledgeville, following his graduation from the 45th Georgia State Patrol Training School.

Mr. Hogan is also a U.S. Army veteran and a lifetime member of the American Legion. His dedication to the community is evident through his roles with organizations such as Habitat for Humanity, the Southern Christian Leadership Conference, where he served as President of the Baldwin County Chapter for 15 years, and the Middle Georgia Redevelopment Corporation, where he was a member for 10 years. He also served as President of the Esquire Men's Club for six years and is currently serving on the Baldwin County PROPEL (Planning Rural Opportunities for Prosperity and Economic Leadership) Committee. He has been a member of the 100 Black Men of the Milledgeville Oconee Area and a devoted member of Trinity CME Church for over 50 years.

Mr. Hogan is a family man with four children, 12 grandchildren, and 14 great-grandchildren. Currently, he is serving his third term as the Chairman of the Georgia Military College Board of Trustees, marking his 27th year on the Board.



**MIKE COBB**  
**VICE CHAIRMAN**  
District 6



**DORIS RENFROE**  
**SECRETARY**  
District 3



**ELDER ALAN WICKER**  
**TRUSTEE**  
District 1



**BROOKS SNIDER**  
**TRUSTEE**  
District 2



**EMILIE COOK**  
**TRUSTEE**  
District 4



**MARY PARHAM-COPELAN**  
**TRUSTEE**  
Mayor of Milledgeville



# THE POSITION

The Board of Trustees of Georgia Military College is searching for a dynamic, effective, and forward-thinking leader to serve as the 22nd president of the historic institution.

The President serves as the College's Chief Executive Officer for the Junior College, Global Online Leadership College, and the Preparatory School, as well as the Preparatory School's Superintendent and is responsible for the management and oversight of the vision, strategy, and overall operations of Georgia Military College. The President reports directly to the Board of Trustees and works closely with the Board to develop strategy, key initiatives, programs, and policies.

The President is not only the leader of these various campus communities but is also the visible representative of GMC in the local communities, organizations of higher education, and the face of the organization for alumni, parents, and friends of the College. The President conveys the voice of GMC and its mission, raising its profile in the community, state, and nation to enhance recruitment. As the leadership team and administrative offices are headquartered in Milledgeville, it is essential for the next President to establish roots in Milledgeville in order to become a fully engaged member of the community. As the leading fundraiser, the President works with the development office to raise funds and continue financial support necessary to sustain and build the future to ensure GMC's long-term viability.

Since GMC is a state-based institution, the President of GMC must establish and develop relationships with state Legislators and the Governor to ensure continued state support.

With this profound and unique opportunity, the next President must bring and demonstrate the leadership skills necessary to advance the mission and vision for GMC and, in concert with others, create a bright and vibrant future for the College and the students it serves.

The supportive, active, and engaged Board of Trustees will ensure the President is well-positioned to successfully lead GMC as it thoughtfully navigates the opportunities in education while furthering efforts to grow enrollment and innovate for sustainability.





# THE POSITION

**THE PRESIDENT IS RESPONSIBLE FOR PROVIDING TRANSFORMATIVE LEADERSHIP, FOCUS, AND STRATEGIC VISION.**

**THE PRIMARY DUTIES AND RESPONSIBILITIES OF THE PRESIDENT POSITION INCLUDE:**

- Oversees the development, administration, and coordination of all operations and programs of the institution.
- Establishes a clear vision for the institution and outlines appropriate strategic objectives and priorities, as well as the means to successfully achieve goals.
- Serves as an academic leader for GMC, with support from the College's Chief Academic Officer, and Prep School Principal to ensure that GMC provides a high-quality educational curriculum and talented faculty for the benefit of its students and teaching mission.
- Develops and implements plans and policies to ensure that GMC remains in compliance with any accreditation requirements appropriate to the College and Prep School.
- Provides leadership in growing student enrollment while maintaining excellence in teaching and advancing creative scholarships.
- Champions innovative student learning and student success across the academic enterprise for both the Prep School and College experience, including making meaningful, engaging connections with students.
- Fosters a sense of belonging through a commitment to a diverse student body, faculty, and staff.
- Actively works to ensure that the institution acquires the necessary resources for successful achievement of the institution's goals and objectives.
- Drives fundraising activities by cultivating and stewarding donors that increase the institution's philanthropic support and drive the strategic direction of giving with the goals and objectives of the institution.
- Works closely and fosters relationships with internal and external stakeholders including students, faculty, staff, alumni, donors, community leaders, state legislators, the state Governor, regional, national, and international partners, as well as military services, organizations, and academies.
- Understands the importance of the governmental process and possesses the skills to ensure that legislative goals on the local, state, and federal levels are identified and met.
- Carries out other leadership duties and responsibilities as assigned by the Board of Trustees.



# THE NEXT PRESIDENT WILL POSSESS



- A record of successfully leading a complex organization through change.
- Demonstrated exceptional leadership and integrity in an academic and/or service environment.
- An established record of forward-thinking vision and innovation with proven record of growth and success.
- A record of generating resources through means such as creation of innovative programs and fundraising.
- A record of creating organizational distinctiveness and sustainability - evidence of creative problem solving, successful entrepreneurial activities, and initiatives.
- High emotional intelligence and strong interpersonal skills, with an inclusive, transparent communication style both written and spoken.
- The ability to build deep and lasting relationships with donors, the philanthropic community, and state leaders and leaders of business and industry, articulating the case for supporting GMC with enthusiasm.
- A commitment to a proven record of community partnership and interprofessional collaboration.



# TRAITS AND ATTRIBUTES KEY TO THE SUCCESS OF THE PRESIDENT

- Unquestioned integrity, high energy, and demonstrated leadership and administrative abilities to shape, articulate, and implement the dynamic mission of GMC.
- Understands, embraces, and represents the unique and ideal culture of GMC and the community.
- Compelling and energetic personality with a demonstrated history of strategizing, charting a vision, engaging multiple stakeholders, setting appropriate and reasonable fundraising goals, and meeting objectives with personal integrity and sound financial management.
- An outstanding reputation for executive-level management with documented ability to administer and coordinate all operations and programs of the institution and to lead and manage change and growth.





# REQUIRED EXPERIENCE

## QUALIFICATIONS

### MILITARY EXPERIENCE

Must be a Flag/General Officer, have a proven record of military experience with a distinguished and demonstrated record of strategic thinking, and operational expertise.

### ACADEMIC AND PROFESSIONAL CREDENTIALS

Master's Degree and Senior Service College or equivalent.

### LEADERSHIP SKILLS

Exceptional leadership, communication, and interpersonal skills, with a track record of successful management and team building skills.

### COMMITMENT TO MISSION

A deep commitment to the values of the organization and a passion for fostering student development and academic excellence.

### PREFERRED

Leadership experience in higher education.





# APPLICATIONS, INQUIRIES, & NOMINATIONS

## **APPLICATION PROCESS**

Completed applications are due **October 15, 2024**. To ensure full consideration, you will be required to submit: 1) a current resume or CV 2) a cover letter that includes your passion for education, your desire to impact our future generations, and your leadership philosophy; and 3) the contact information for a professional reference. **Please submit your application securely through our website [HERE](#).**

## **GMC CANDIDATE POLICY**

Georgia Military College is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without their consent.

## **GMC NON-DISCRIMINATION POLICY**

The College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, veteran status, age, sexual orientation, or any other status protected by federal, state, or local law in any area, activity or operation of the College. The College also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under anti-discrimination laws. In addition, the College complies with applicable provisions of the Civil Rights Act of 1964 (as amended), related Executive Orders 11246 and 11375, Title IX of the Education Amendments Act of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990 (as amended), Uniformed Services Employment and Reemployment Rights Act (“USERRA”), and all local and state civil rights laws. We are an Equal Opportunity Employer, making decisions without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or any other protected class.

## **WORK ENVIRONMENT & PHYSICAL REQUIREMENTS**

This job operates in a professional business office environment at GMC, with frequent interruptions and irregularities in work schedule. While performing the duties of this job, the employee is regularly required to maintain a stationary position for long periods of time (sitting or standing); communicate with employees, partners, and key collaborators; and operate a computer to develop work products, communicate, and carry out responsibilities. Periodically, the employee is required to travel to other campuses to attend meetings, access items, and utilize equipment, and, rarely, move or transport items up to 10 pounds. Ability to provide own transportation to and from campuses and/or offsite functions may be required.

## **FOR FURTHER INFORMATION CONTACT:**

**JILL ROBBINS**  
CHIEF OF STAFF  
404-483-2213  
[JROBBINS@GMC.EDU](mailto:JROBBINS@GMC.EDU)

**JESSICA MURRAY**  
AVP OF HUMAN RESOURCES  
478-451-7755  
[JMURRAY@GMC.EDU](mailto:JMURRAY@GMC.EDU)

**GEORGIA MILITARY COLLEGE**  
201 EAST GREENE ST.  
MILLEDGEVILLE, GA 31061  
[WWW.GMC.EDU](http://WWW.GMC.EDU)





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