

# ITHACA



## ***THE OPPORTUNITY***

Ithaca College, a comprehensive residential college with an enrollment of approximately 6,000 students, invites applications and nominations for the position of Dean of the School of Business. The Dean of Business is the School's chief academic officer and reports directly to the Provost/VPAA. The dean search committee will begin a review of applications on August 1, 2009 and continue until the position is filled. It is anticipated that the new dean will begin responsibilities in January 2010, but not later than July 1, 2010. The successful candidate will join an institution with robust enrollment, a solid financial footing, and a collegial culture.

## ***THE SCHOOL OF BUSINESS***

The business school is accredited by AACSB and provides students a challenging and supportive environment to develop the intellect and gain specialized knowledge in the concentration areas of corporate accounting, finance, international business, management and marketing in a 21<sup>st</sup> century learning environment. In spring 2008, the School of Business opened its innovative new building, the Dorothy and Roy Park Center for Business and Sustainable Enterprise. Situated in the center of campus, the building's forward looking design also reflects a major commitment to sustainability. From top to bottom, it is a real-world example of environmental stewardship that incorporates the highest principles of sustainable design.

The Dean, who is appointed by the President and reports to the Provost/Vice President for Academic Affairs, serves as the chief academic officer and administrative officer of the School of Business. The new Dean must be an outstanding, creative leader who has the academic credibility, based on his/her academic credentials and achievements, and the

personal skills to inspire the faculty, ensure high standards in the School's programs, be creative in addressing the needs of a changing, globally oriented business community, and exercise leadership which will increase the competitive prominence of the School in the region. The Dean must be familiar with the policies and procedures of AACSB and be committed to meeting its standards. Because external and private funding will be important to the School's growth, the Dean must have the ability to relate effectively to leaders in the business community not only to cultivate gifts, but to develop mutually beneficial partnerships as well. The Dean must be able to inspire a strong sense of collaborative community and common academic vision within the School and know how to exercise his/her intellectual leadership in the School, across the University, and within the external community. For the School to function efficiently and effectively, the Dean must also possess superb managerial and fiscal skills, based on significant administrative experience. She/he must also have strong communication skills, experience with instruction utilizing information technology and electronic access to information, and a commitment to maintaining and extending student and faculty diversity.

## ***AN AGENDA FOR LEADERSHIP***

Ithaca College is an outstanding institution; its financial profile is healthy; the faculty is excellent; student recruitment and retention are solid; the campus lacks no major facilities; and it benefits from the work of a notably talented and dedicated administration and staff.

### **Among priorities for the new Dean:**

#### **Provide Distinguished and Trusted Leadership**

The Dean must be an advocate for the School of Business, its faculty, students, staff and alumni. The School has many gifted and devoted faculty and staff who look to the Dean for leadership, collaboration, and empowerment. The next Dean must engage the entire community in reflecting and planning for the future academic life of the School. S/he must embrace diversity in thought and action and model a life of intellectual achievement, acceptance, and inclusion. The Dean must engage the community in discussions of the academic mission and programs, encourage the setting and achievement of high standards, and serve as an external interpreter and an ardent spokesperson for The School of Business. The Dean must help to establish, through fundraising efforts, a solid foundation of support for faculty, students, and collaborative scholarship.

#### **Foster Collegial Relationships and Synergies**

It is imperative that the new Dean forge the best of personal and professional relationships with key constituencies. The School of Business is an engaged community of faculty and students working together in an atmosphere of respect and common purpose. It is expected that the new Dean will provide a style of leadership that recognizes the central importance of continuing to build a strong sense community. The Dean must maintain and strengthen partnerships among the School's departments as well as with the College's other schools and divisions. In addition, the Dean should seek opportunities to partner with professionals and businesses in the City of Ithaca, the region, nationally and internationally to create meaningful experiences outside of the classroom.

### **Lead a Sustainable Enterprise**

In spring 2008, Ithaca College's School of Business opened its innovative new building, the Dorothy D. and Roy H. Park Center for Business and Sustainable Enterprise. The building's forward-looking design reflects a major commitment to sustainability. Questions for the dean, faculty and students include; "How will sustainability find an important place within the business curriculum, teaching and research activities and ethos of the School of Business?" "What role will the School of Business play in advocating for the sustainable enterprise at Ithaca College" and "What resources will be necessary for the sustainable enterprise to find an appropriate place within the School of Business?"

### **Focus On Students and Diversity**

School of Business students, not surprisingly, are successful and positive about their collegiate careers. These students are sincere about their goals and expectations and thrive in a community interested in both their intellectual progress and personal development. Students describe a culture of hard work, shared purpose, and intellectual freedom that encourages each individual to reach his or her full potential. Diversity adds greatly to the culture of the community, and the school is committed to diversity in all of its forms and for all constituent groups. In an effort to achieve its mission more effectively, and to prepare its students for the environment in which they will function in the 21<sup>st</sup> century, efforts to enhance and value diversity must continue. Academic freedom and excellence flourish in an environment that encourages the fullest possible diversity of ideas and expression.

### **Establish Vision**

The School of Business is committed to graduating students with a life-long passion for learning and the ability to translate academic study and personal concern into effective leadership and action in their communities and the world. The challenge for the Dean will be to lead faculty and students in articulating and focusing this vision. Building upon current goals and extending opportunities to include international study abroad, student internships and business partnerships will allow for the enhancement and extension of the current vision.

### **Experience with Accreditation**

The School of Business is accredited by AACSB and will complete a site visit prior to the new Dean's arrival in 2010. While direct AACSB experience is not required; it will be important that the Dean have familiarity and experience with accreditation and a network of colleagues to consult in addressing accreditation expectations and outcomes.

### **Build Faculty Strength**

The School of Business boasts a dedicated faculty of teacher-scholars. The faculty has been selected for their excellence in both teaching and research, for their expertise in curricular areas deemed important to the business curriculum, and for their ability to blend research with practical experiences. The expectation, then, will be to continue to enhance teaching and scholarship excellence and maintain standards for tenure and promotion. The Dean must collaborate with department chairs to achieve this expectation.

## **DEAN ATTRIBUTES**

To provide the leadership required to enhance the School's distinguished academic program, it will be important that the next Dean of Business have the following attributes:

An informed commitment to the ideals of a liberal arts informed business education;

The ability to articulate those ideals persuasively;

A principled view of the world and the confidence to make decisions, in part, founded upon those principles;

An appreciation of Ithaca College's distinctive culture and values, and its special niche in higher education;

Significant and successful academic administrative and budget experience;

An aspirational and collaborative leadership style grounded in an ongoing awareness of the needs of School of Business community members as well as the entire campus community;

An excellent mind with a broad vision, varied interests, a fresh perspective, balanced judgment and creativity;

An appreciation of an interdisciplinary approach that builds partnerships with the other schools at Ithaca College;

Outstanding communication skills, with a comfortable public presence;

Experience and/or the skill sets necessary to attract resources to the School;

The ability to excel as an academic leader in a consultative environment, and skill in negotiating with all groups; and

Energy, stamina, enthusiasm, and a sense of humor.

## ***ITHACA COLLEGE TODAY***

Ithaca College is an independent, coeducational, comprehensive college located in the scenic Finger Lakes region of central New York State. Ithaca offers academic majors in 99 undergraduate degree programs and 25 master's-level programs, in addition to 61 minors and two certificate programs. Students choose from more than 2,000 different courses taught by the College's 460 full-time and 210 part-time faculty. Over 90% of Ithaca's full-time faculty members hold the appropriate terminal degree in their discipline. The College maintains an enrollment (headcount) of approximately 6,400 students, the vast majority of whom are full-time undergraduate degree candidates. The fall 2007 enrollment of 6,660

comprised 6,260 undergraduates and 400 graduate students. The student to faculty ratio is roughly 11 to 1.

Ithaca's full-time 3,366 undergraduate women and 2,774 undergraduate men hail from 47 states, three U.S. territories, and 68 foreign countries. As a residential college, Ithaca houses over 70% of its students in 26 residence halls and two apartment complexes. The remainder resides independently in and around the city of Ithaca -- a cosmopolitan college town nestled at the foot of Cayuga Lake and home to Cornell University as well.

Ithaca College is fiscally strong, with robust enrollments, an endowment of nearly \$240M, and an operating budget of \$179M. For more statistics on the College, please visit [www.ithaca.edu/ir/factsfigs.html](http://www.ithaca.edu/ir/factsfigs.html).

## ***THE CITY OF ITHACA***

### ***History, People, and Culture***

The naturally aesthetic and uniquely artistic city of Ithaca is nestled in the heart of New York State's beautiful Finger Lakes region. This thriving, culturally-diverse city of 30,000 combines small-town warmth and charm with cosmopolitan flair. Often found among experts' choices for "best places to live," there is little doubt that Ithaca is a great college town, providing both natural exquisiteness and urban sophistication.

For more information on the city and region, please visit these web sites:

<http://www.tompkinschamber.org>

<http://www.city-data.com/city/Ithaca-New-York.html>

<http://fingerlakes.org/index.htm>

### **TO BECOME A CANDIDATE:**

The search committee will begin screening applications on August 1, 2009, and continue until the position is filled. To ensure full consideration, applicants must provide a letter of interest, curriculum vitae, and the names, telephone numbers and email addresses of five professional references (please also include your professional relationship with each reference listed). Nominations and expressions of interest (which will be treated in confidence) should be sent electronically (MS Word or PDF) to [www.icjobs.org](http://www.icjobs.org).

#### **The search is being assisted by:**

Dr. Jamie Ferrare, Senior Consultant

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*Ithaca College is committed to building a diverse academic community and encourages members of underrepresented groups to apply. Experience that contributes to the diversity of the college is appreciated.*