



Dean, School of Business

March 16, 2010

Located in New Haven, Southern Connecticut State University, an institution of higher education fully accredited by the New England Association of Schools and Colleges (NEASC), is authorized by the Connecticut General Assembly to offer courses and programs leading to bachelor's and master's degrees in the arts and sciences and in various professional fields. Southern also offers a sixth year diploma in several special areas as well as a doctorate in Educational Leadership. One of four institutions governed by the Board of Trustees for the Connecticut State University System (CSU), Southern receives its major support from legislative appropriations.

Southern was founded in 1893 as the New Haven State Normal School, and became a four-year college with degree granting powers in 1937. Ten years later, Southern joined with Yale University's department of education to offer a graduate program leading to a masters of arts degree, and assumed full responsibility for the program in 1954. In 1959, six years after the institution had moved to its present modern campus, state legislation expanded Southern's offerings to include liberal arts curricula leading to bachelor's degrees in the arts and sciences and renamed it Southern Connecticut State College. Since then Southern has continued its growth as a modern, diversified center of higher learning, expanding both its undergraduate and graduate programs and opening up entirely new fields of study and research. In March 1983, Southern became a university, completing its evolution. Today, the University is composed of seven academic schools: the School of Arts and Sciences, the School of Business, the School of Communication, Information, and Library Science, the School of Education, the School of Health and Human Services, the School of Extended Learning, and the School of Graduate Studies.

Southern enrolls approximately 8,000 undergraduate and 3,000 graduate students. Almost 3,000 students live on campus in nine residence halls. The University has a highly competitive Division II athletic program. There are approximately 440 full time faculty, 83% with terminal degrees. The University's operating budget is over \$183 million and the Foundation manages an endowment of approximately \$10 million. In-state costs were \$7,578 in 2009-10.

Dean of the School of Business

The Dean serves as the chief academic and administrative officer of the School of Business. Reporting directly to the Provost and Vice President for Academic Affairs, the Dean sits on the Deans Council and participates in the decision-making and resource allocation processes for the entire division. Working collaboratively with the faculty, the Dean will provide leadership in designing a plan for the School's future. The successful applicant will manage the budget, recruit faculty, evaluate personnel, oversee the curriculum, and serve as the liaison between the faculty and the Provost. Engaging in fundraising and other activities that attract external resources to the School will be an important aspect of the Dean's assignment. Housing 1,500 undergraduate and graduate students in the departments of Management and MIS, Marketing, Accounting, and Economics and Finance, the School also offers an MBA. Faculty in the School have embraced the assessment of student learning outcomes as part of their preparation for pursuing AACSB accreditation. Myriad opportunities await the School with a leader who can effectively connect with the diverse business community in and around New Haven.

Opportunities and Challenges

Southern Connecticut State University (SCSU) is located in New Haven, Connecticut, an intellectual and cultural hub of the northeast. Its proximity to other educational institutions is both an opportunity and a challenge, offering opportunities for collaboration and the challenges of competition. The location itself is an opportunity, with close proximity to major metropolitan areas like Manhattan and Boston, and a reasonable cost of living.

Enrollment has increased in both undergraduate and graduate programs. SCSU offers 68 undergraduate and 49 graduate programs or certificates. Retention and graduation rates have increased markedly, with the freshman year experience

being given a great deal of credit for success in this area. Faculty are devoted to their teaching responsibilities, and close faculty-student relationships are cited in both the undergraduate and graduate programs. Interdisciplinary programs flourish at SCSU, with a great deal of faculty interaction and programmatic collaboration.

The climate at SCSU can be described as one of considerable trust between the administration and the numerous collective bargaining units. It is generally acknowledged that the current president, Cheryl J. Norton, has built a strong, collegial administrative team and that her accessible and criteria-based decision making approach has been a large factor in the sense of community and common purpose on the campus. Her recent decision to retire has introduced some understandable anxiety on the campus.

Financially, SCSU is, like most campuses around the country, bracing for the loss of stimulus money in 2012. The \$65 million state appropriation was flat this year, and will be again in the coming year. Layoffs have been avoided by an agreement with the unions for salary givebacks. An early retirement program resulted in 87 faculty and staff vacancies, although 40% of them are being replaced this year. The campus has seen a physical resurgence over the past five years, and there are additional plans for more building and renovation. The University's endowment is about eleven (11) million dollars, with about three (3) million being raised in the annual fund drive.

To sum up, SCSU is characterized by high quality academic programs, dedicated and highly qualified faculty and staff, strong financial management that has avoided layoffs and program reductions, and a cohesive and collaborative senior management team. More information about the University can be found in the following documents:

University Strategic Plan:

www.southernct.edu/projects/strategicplan/documents/

Fact Book:

www.southernct.edu/management_info_research/factbook/

2008 Report of the President:

www.southernct.edu/aboutscsu/uploads/textWidget/wysiwyg/documents/smAnnualReport_08.pdf

Opportunities and Challenges for the School of Business

The School of Business is organized into five academic departments; [Accounting , Economics & Finance ; Management & Management Information Systems ; Marketing](#) and the [Master of Business Administration Program](#). It enrolls approximately 1,000 undergraduate and 195 graduate students.

The School has been led by interim deans for the past six years. The faculty have expressed concern about the lack of rank and tenure for deans, particularly during a time of presidential transition, and whether this will prevent them from attracting the quality of applicants they desire.

The faculty are described as strong scholars who enjoy teaching, are innovators, and cherish their close student-faculty relationships. There are a number of exciting developments within the School of Business. Faculty are particularly excited about the decision to renovate the old student union building into a new facility for them. The former student center is a three floor building with an existing outdoor plaza that will be renovated with a new main entrance, lobby and elevator. Faculty offices, class rooms, a new stock trading room, large meeting spaces and formal reception spaces have been carefully incorporated into the design. The project is shovel ready and awaiting approval for bond financing. Another exciting opportunity for a new dean is to lead the faculty in their desire for accreditation by AACSB. The School is in the preliminary stages of AACSB accreditation, has had consultant visits, attended conferences and is waiting for a new dean before seeking candidacy.

Characteristics for the new dean include “fund raising ability,” “vision and leadership,” “an innovator who can work within collective bargaining constraints to achieve AACSB accreditation,” “strong management skills,” and someone who can tap into the resources of the New Haven and Connecticut business community. Experience in AACSB accreditation is essential.

Application Process

The search is being assisted by Academic-Search, Inc. Applicants should submit the following items:

* An Application Letter that Clearly Indicates How Qualifications are Met

- * Current Academic Curriculum Vitae
- * Statement of Administrative Philosophy and Management Style
- * List of five Professional References, Including Current Immediate Supervisor; (references will not be contacted without formal permission of candidate)

The position will remain open until filled, but applications must be received by April 20 to be assured full consideration. Applications should be sent electronically to SCU-Business@Academic-Search.com. For a confidential discussion about the position, please contact:

Dr. Jessica Kozloff, Senior Consultant
jsk@academic-search.com

For additional information about Southern Connecticut State University, please visit its website at www.southernct.edu.