

SEARCH PROFILE

DEAN OF THE SCHOOL OF BUSINESS & SOCIETY



CONTENTS

THE UNIVERSITY	4
HISTORY OF THE UNIVERSITY OF REDLANDS	6
SCHOOL OF BUSINESS & SOCIETY	7
FINANCIAL MATTERS	10
CAMPUS FEATURES AND LOCATIONS	10
UNIVERSITY LEADERSHIP AND GOVERNANCE	11
LEADERSHIP AGENDA FOR THE NEXT DEAN OF BUSINESS & SOCIETY	12
APPLICATIONS, INQUIRIES, AND NOMINATIONS	14



The University of Redlands invites inquiries, nominations, and applications for the position of Dean of the School of Business & Society. The University seeks a seasoned, collaborative, and transparent leader who is excited to join the University at a time of major change and who welcomes the opportunity to work closely with faculty and staff to shape the expanding School of Business & Society. The Dean reports to the Provost and sits on the President's Cabinet.



THE UNIVERSITY

The University of Redlands is a private, nonprofit, independent liberal arts university with professional schools and programs. The University is committed to providing a personalized education and to preparing students for a life of personal and professional growth and service to the community. Redlands offers a welcoming environment devoted to educational justice, where access and opportunity come together to equip individuals to build a better future for themselves and those around them.

The University offers more than 40 undergraduate programs as well as 33 graduate programs, blending liberal arts and professional study, applied and theoretical education, traditional majors, and self-designed curricula. Total student enrollment is approximately 3,100. According to the Fall 2024 census, the University's students included 1,963 in the College of Arts and Sciences, 482 in the School of Business & Society, 571 in the School of Education, and 71 in the San Francisco Theological Seminary. Woodbury University and the Presidio Graduate School, both in the process of merging with the University of Redlands, have student enrollments of approximately 850 and 100, respectively. The University of Redlands has 177 full-time faculty and approximately 300 adjunct or part-time faculty. Students and faculty are supported by about 450 administrative and staff positions (full-time and part-time).

MISSION, VISION, AND VALUES

MISSION

We welcome, educate, and empower a diverse community of learners for lives of meaning, impact, and joy.

VISION

By 2032, the University of Redlands will lead California in providing a student-focused, personalized education that drives student success.

VALUES

- **Excellence:** We strive to do our best in all that we pursue while empowering our students through scholarship and the skills needed to develop professional, civic, and interpersonal expertise.
- **Exploration:** We pursue a better understanding and appreciation of ourselves and the world through academic inquiry, research, experiential learning, and collegial discourse.
- **Inclusivity:** We seek the different perspectives, experiences, cultures, backgrounds, abilities, talents, and contributions that comprise a global society and we work to build a strong multi-dimensional, and sustainable community.
- **Justice:** We promote fairness, integrity, liberty, and equity in our thoughts, service, and actions to lead our local communities and the world.
- **Kindness:** We foster a community that is friendly, considerate, respectful, and empathetic as we care for and shape citizens who understand that their actions and words impact others.
- **Service:** Through selfless acts, we contribute to the health and wellness of others as we strive to create a better society and world.

THE UNIVERSITY (CONT.)

Redlands prides itself on drawing a diverse student body. Almost 50% of students are the first in their families to attend college, and no racial/ethnic group holds a majority. Students enrolled at the University of Redlands come from 38 other countries. The vast majority of students come from California and within 100 miles of the University's main campus in the Inland Empire. Almost 97% of undergraduates receive financial aid, with Redlands spending 37% of its gross operating revenue on aid to students.

In 2020, the University recommitted to the ideals of diversity, equity, and inclusion and a multi-part plan of action is well underway. Significant steps have been the appointment of the University's first senior diversity and inclusion officer and the adoption of a [University-wide statement](#) against racism, endorsed by faculty, administration, and trustees. In 2022, President Newkirk led the development of a committee charged to address areas recommended by the Anti-Racism Framework developed by the NADOHE. In 2024, the University released its Anti-Racism action plan. In addition, the University is a Hispanic-Serving Institution and received a \$3M Developing Hispanic-Serving Institutions grant in 2023.

The University's campuses include an award-winning 160-acre main campus in Redlands; a wooded 13-acre San Anselmo campus in Marin County that houses the San Francisco Theological Seminary and the Presidio Graduate School; and a regional campus in Riverside, California, that provides innovative programs for working professionals. An application is under review by the U.S. Department of Education, enabling Woodbury University in Los Angeles, California, to merge into Redlands and bring its renowned Architecture, Media, Culture, and Design, and AACSB-accredited Business programs to the University. Also, under final review is a merger between Redlands and the Presidio Graduate School, located on the San Anselmo campus, which offers an MBA and a dual MBA/MPA in Sustainable Solutions.

Over 54,000 living alumni call Redlands their alma mater and surveys show that generations have found the University prepared them well for career success and lifelong learning.

ACCREDITATION

The University of Redlands is accredited by the Western Association of Schools and Colleges (WASC). There are additional accreditations for specific programs:

- Chemistry programs by the American Chemical Society
- Conservatory of Music by the National Association of Schools of Music (NASM)
- Communication Sciences & Disorders programs by the American Speech-Language-Hearing Association
- School of Education by the California Commission on Teacher Credentialing
- School of Business & Society by the Accreditation Council for Business Schools and Programs (ACBSP)

SELECTED RECENT ACCOLADES

Arbor Day Foundation

- Tree Campus USA (14 consecutive years)

Colleges of Distinction

- Based on engaged students, great teaching, vibrant community, and successful outcomes

Fiske Guide to Colleges (College of Arts and Sciences)

- Best and Most Interesting

Fulbright Scholarships

- Recognized by the U.S. Department of State as a Fulbright Hispanic-Serving Institution (HSI) Leader
- 28 Fulbright students in the last 15 years
- Recognized by the Department of Education as a "Top Producer of Fulbright Students"

The Princeton Review

- Best Western Colleges

U.S. News & World Report

- Top 10 Best in the West
- Top 5 Best Undergraduate Teaching
- Top 10 Best Value in the West
- #6 Best Colleges for Veterans

Wall Street Journal

- Top 20% Best Colleges in the U.S.

Washington Monthly

- "Best Bang for the Buck Colleges"
- Top 3% (20 of 604), Best National Universities, Masters, based on contributions to the public good, including social mobility, research, and service





HISTORY OF THE UNIVERSITY OF REDLANDS

Founded in 1907, the University prides itself on providing a transformative education in an environment of academic and personal responsibility. Expressed in the language of an earlier time, Redlands, at its founding, sought to “mold the mind and the heart so that in the conflict of life, keenness and conscience shall go forth together.” Today, it remains centered on students and their life experiences, which are made more powerful by its unique Southern California setting.

The University’s main campus opened in 1909 with nine faculty members, 10 courses of study, and 59 students, and conferred its first degrees in 1910. A School of Music followed in 1911 and a School of Education in 1924, with the School of Business becoming a separate entity in 2001. In 2021, the School of Business was renamed the School of Business & Society (SBS).

Co-curricular life was a feature of the University from its earliest times, with the founding of the first fraternity in 1909 and the first sorority in 1910, along with the founding of a women’s literary society and the school newspaper shortly thereafter. Athletics was also established as a vital part of campus life. The University’s yearbook, *La Letra*, was named after the “R” created by students on a nearby mountainside in 1913, which persists as one of the largest collegiate letters in the nation.

Innovations characterized the 1960s and 1970s, including the founding of Johnston College, now the Johnston Center for Integrative Studies, which enables students to design their own curricula and degrees, and the introduction of the Salzburg Program for study abroad, which has provided many thousands of Redlands students from all majors with both cultural enrichment and life-long, memorable experiential opportunities.

Recent campus acquisitions – a major programmatic innovation and strategic decision – occurred with the three mergers the University has achieved in the last five years. The first was the San Francisco Theological Seminary and the University of Redlands in 2019, in which Redlands acquired a 13-acre campus in San Anselmo, 15 miles north of the Golden Gate Bridge. In addition to Theology, the campus hosts courses through the School of Business & Society. It is also the home of the Presidio Graduate School, the second merger of the University in 2022. With the acquisition of Woodbury University in June of 2024 and the anticipated merger, the University will acquire a campus in Los Angeles, California, situated near the studios and cultural industries of Burbank. In addition, a regional site in Riverside, California, was established to serve working adults.



SCHOOL OF BUSINESS & SOCIETY

The School of Business & Society (SBS) purposefully aims to empower professionals to create opportunities that positively impact business and society. Adopting the “society” nomenclature in 2021, the School intended to transform business education, impact how business is led, and deliver new educational options for prospective and existing students. Today, seven pillars guide the education offered by the School:

- Purposeful Leadership & Diversity Management
- Ethical Decision-Making
- Socially Responsible Practices
- Business Analytics
- Innovation & Technology
- Global and Cross-Cultural Perspectives
- Environmental Sustainability

SBS’s degree programs and certificates address the needs of individuals who seek early, mid-, and late-career advancement. As time and availability are at a premium for SBS’s students, courses are offered at the main Redlands campus; at the Presidio Graduate School in Marin; in Los Angeles, where the School will add a cohort of the Master of Science in Organizational Leadership; and online, making the reputation and value of a Redlands education accessible and convenient. The seven pillars of the School of Business & Society align closely with the mission of the Woodbury University School of Business, which is to cultivate innovative leaders for a sustainable society. At this time, the Presidio Graduate School, Woodbury University, and the University of Redlands are incorporated under the laws of the State of California, but key processes, such as admission of students, award of financial aid, and degree

conferral, must operate independently until the Department of Education approves each merger. After the mergers are complete, business courses and programs currently offered at Marin and Woodbury campuses will continue to be offered on the respective home campuses (Marin, Los Angeles) through the expanded School of Business & Society.

HEADCOUNT ENROLLMENT IN SBS, FALL 2024

- Bachelor of Science in Business 155
- Certificate in Human Resource Management - Graduate 3
- Certificate in Organizational Leadership - Graduate 1
- Executive Master of Geographic Information Systems 5 (new program)
- Master of Business Administration 79
- Master of Business Administration: Finance Concentration 30
- Master of Business Administration: Global Business Concentration 13
- Master of Business Administration: Human Resource Management Concentration 11
- Master of Business Administration: Location Analytics Concentration 11
- Master of Business Administration: Marketing Concentration 29
- Master of Business Administration: Organizational Leadership Concentration 28
- Master of Business Administration: Healthcare Administration Concentration 8 (new concentration)
- Master of Science in Business Analytics 42
- Master of Science in Organizational Leadership 67

SCHOOL OF BUSINESS & SOCIETY (CONT.)

ACADEMIC PROGRAMS

The School's programs are designed to offer practical, real-world insights into the issues that are shaping the modern business sector. Drawing on the strengths of the University of Redlands, the SBS's curriculum is informed by liberal arts values, which are reflected in notable programs in ethics, geographic information systems for business, sustainability, and international outreach, including short-term study abroad and consultancy options.

The School of Business & Society offers four graduate degrees: an MS in Business Analytics, an MS in Organizational Leadership, an Executive Master of Geographic Information Systems, and an MBA. Students seeking an MBA may add a concentration in one of seven areas: global business, marketing, healthcare administration, organizational leadership, human resource management, finance, and location analytics. The concentration in healthcare administration is offered through a consortium with faculty from the renowned Loma Linda University School of Public Health. Two degree programs are offered in association with the Presidio Graduate School: an MBA in Sustainable Solutions and a dual MBA and MPA in Sustainable Solutions. In addition, SBS offers a BS degree completion program that serves transfer students and working adults, as well as three accelerated pathways for undergraduates at Redlands to earn one of the advanced degrees offered by SBS: the MBA, the MS in Business Analytics, and the MS in Organizational Leadership. SBS also offers non-degree certificate programs in areas of faculty expertise and market demand.

In addition to the pathway programs offered by SBS, undergraduate students at the University of Redlands currently earn degrees in business fields through the College of Arts and Sciences (CAS). The College offers BS degrees in accounting, business administration, economics, financial economics, global business, and sustainable business; BA degrees may be obtained in economics, management, and theatre business. Faculty-led curriculum

working groups are developing plans to integrate the business curriculum in advance of the full merger with Woodbury University. The groups will recommend to the administration which programs will be offered through the fully merged School of Business & Society, which will remain in the College of Arts and Sciences, which will be offered at the LA campus, and in what modality.

SBS faculty on the Redlands campus are organized into "area groups": Information Technology, Analytics, and GIS; Organizational Studies and Marketing; Law, Ethics, Communication, and English; Accounting and Finance; and Economics and International Business. Completion of the pending mergers will present the opportunity for faculty to form new area groups.

In addition to the dean, 19 tenured faculty, one full-time lecturer, and 64 adjunct faculty are associated with the Redlands campus. The Redlands faculty occasionally offer courses through the Presidio programs as well. Presidio-based faculty number 26 professional adjuncts, with Woodbury faculty numbering eight full-time faculty and 10 adjuncts.

CENTERS

SBS hosts two prestigious centers, the [Banta Center for Ethical and Purposeful Leadership](#) and the [Center for Spatial Business](#). The Banta Center is the University's forum for conversation, inquiry, and ethical and purposeful leadership debate. The Center's "Purposeful Leadership Initiative" supports education, research, and outreach to positively affect approaches to leadership and to celebrate leaders in the community who practice purposeful leadership.

The Center for Spatial Business provides thought leadership for spatial business research and education through applied location analytics and Geographic Information System (GIS) research. Furthermore, through partnerships with companies, communities, and other academic institutions, the Center for Spatial Business promotes scientific

HEADCOUNT ENROLLMENT IN CAS BUSINESS AND AFFILIATED PROGRAMS

- Bachelor of Arts in Economics 12
- Bachelor of Arts in Management 13
- Bachelor of Arts in Theatre Business 2
- Bachelor of Science in Accounting 21
- Bachelor of Science in Business Administration 122
- Bachelor of Science in Economics 8
- Bachelor of Science in Financial Economics 13
- Bachelor of Science in Global Business 12
- Bachelor of Science in Sustainable Business 10



SCHOOL OF BUSINESS & SOCIETY (CONT.)

understanding of place and location for organization and business success. The Center's faculty are thought leaders whose scholarly activities forward the study, teaching, and understanding about location value, spatial decision-making, and locational strategies in business. The Center sponsors an important speaker series and offers awards to students for outstanding projects involving the business application of GIS. An important partner in the Center is Esri, Inc., located in the City of Redlands and one of the largest and most significant GIS technology companies in the world. Over 400 Redlands graduates are employed currently by Esri, Inc.

A third center, the Presidio Center for Sustainable Solutions, will be added to the list once the merger with Presidio Graduate School is complete. The Presidio Center will continue its mission to educate changemakers to build a flourishing future for all, creating a better world and a healthier planet. The Center educates emerging leaders in business, government, nonprofits, and education, equipping them to transform society. A fourth center will be established on the LA Campus once the Woodbury merger is complete.

STUDENTS AND STUDENT LIFE

In Fall 2024, almost 500 students were enrolled in SBS coursework. The majority of students reside in California; 5% of students have citizenship in other countries. Approximately 59% of students identify as female, 41% as Latinx/Hispanic, 11% as African American, and 7% as Asian American. The School is graced with more than 27,000 known, living alumni from its 40 years of educational excellence.

A specialized orientation is provided to students in each program. As part of President Newkirk's initiative to put the "uni" back in "university," many support services have been coordinated and centralized. The Student Success Center combines Academic Support and Accessibility and Advising services to students across the University by offering tutoring, writing assistance, peer mentoring, professional advising, success coaching, and academic success workshops, as well as support for students with disabilities. The Office of Career and Professional Development prepares both undergraduate and graduate students for success,

hosting a variety of events and supporting students as they chart their internship, professional growth, and career paths. Due to the small classes and opportunities outside the classroom, students' connections with professors, peers, and mentors form academic and professional networks that serve students for a lifetime.

Two prestigious honor societies, *Delta Mu Delta* and *Whitehead Leadership Society*, recognize excellence among the SBS student body.

THE UNIVERSITY'S OTHER ACADEMIC PROGRAMS

College of Arts and Sciences. With more than 40 programs of study from which to choose, undergraduates in the College of Arts and Sciences (CAS) may also create self-directed majors in the Johnston Center for Integrative Studies. Students enjoy small class sizes and a student-to-faculty ratio of 13-to-1. In addition to bachelor's degrees, the College offers ten graduate degrees, six from its renowned Music Conservatory, one in Communication Sciences and Disorders, one in Public Policy & Administration, and two in Geographic Information Systems. The latter programs benefit from the University's relationship with Esri, the world's leading geographic information systems (GIS) company.

School of Education. Celebrating its centennial year, the School of Education (SOE) is composed of three departments: Counseling and Human Services, Leadership and Higher Education, and Teaching and Learning. The School offers a doctorate in Leadership for Educational Justice, eleven master's degrees, two undergraduate majors, and certificate programs. The School has deep partnerships with over 200 educational institutions in the region.

San Francisco Theological Seminary. The San Francisco Theological Seminary (SFTS) prepares students for theological engagement, transformational impact, and active leadership in communities and public life. SFTS faculty members are committed to research and teaching that leads to expanded knowledge and a better world. SFTS offers a Doctor of Ministry, two master's degrees, a chaplaincy program, and a variety of non-degree certificate programs. A member of the Bay Area's Graduate Theological Union, one of the world's largest multi-faith educational consortiums, SFTS also provides students access to resources from institutions ranging from the Institute for Buddhist Studies to the University of California, Berkeley.



FINANCIAL MATTERS

The University's budget for fiscal year 2024-25 is \$111 million. The 2024-25 direct expenditures budget for the School of Business and Society is \$5.6 million, with 10% for operations and 90% for personnel. Facilities, Marketing, Enrollment, and Student Success are budgeted centrally, so those expenses are not included in the school's budget. There are no allocations for indirect costs to the school.

Redlands experienced operational deficits over the years 2016-2019. Accordingly, a comprehensive financial plan was implemented in January 2020 to resize the organization and rebalance the operational budget. The plan, created through a transparent and collaborative process, fully engaged faculty governance, and sought input from all institutional University stakeholders—the Board of Trustees, Cabinet, administrators, faculty, staff, and students. The collaborative work has provided a pathway to financial sustainability and has been effective. Merging with the Presidio Graduate School and Woodbury University has enabled the University of Redlands to achieve economies of scale in providing services across the three campuses, which has further contributed to

the University's financial sustainability. Furthermore, Redlands has developed numerous improvements to the management of its resources through new procurement practices, installation of solar arrays to reduce energy costs, renovations that reduce energy usage, and innovative development of new revenue streams ranging from international academic partnerships to the University Village development project adjacent to the University Train Station.

The University's \$200 million comprehensive fundraising campaign concluded successfully in 2021 with a final total of \$207.2 million raised, and a new capital campaign is under development to achieve ambitious goals identified during the strategic planning process of 2021. The University's endowment has grown from \$211M to \$254M in the past five years, and last fiscal year, approximately 4,400 alumni and friends contributed \$11.5M to support scholarships, academic, student life, athletics, capital projects, and more.

CAMPUS FEATURES AND LOCATIONS

The 160-acre main Redlands campus is located on Serrano and Cahuilla Native American lands, halfway between Los Angeles and Palm Springs and at the base of beautiful Southern California mountains in the city of Redlands. The main campus is recognized for its historic buildings and award-winning grounds, featuring orange groves, architectural landmarks, and more than 3,000 trees. In all, the campus has 64 facilities, including 27 residence halls, housing most of the University's undergraduates. The Administration Building is the most iconic building, erected in 1909 with identical façades on the north and south and four pillars gracing each colonnade in a Greek Revival Beaux-Arts architectural style. The Memorial Chapel was built in 1927 and offers a venue for large university and public events. The Stauffer Complex for Science and Environmental Studies provides a four-building complex of classrooms, laboratories, and faculty offices. The Center for the Arts—a 42,000-square-foot space for art, art history, and theatre—is the first Gold LEED Certified Building on campus, as well as the first in the City of Redlands.

Redlands, named a "Great So Cal College Town" by *AAA Westways Magazine*, is known for its historic homes, beautiful parks, and America's longest continuously running community-oriented summer music festival.

Among the city's other fun events is the Redlands Bicycle Classic, the longest continuous running invitational, professional stage race in America, bringing thousands of racers and spectators to the region annually.

The City of Redlands is part of San Bernardino County—the largest geographic county in the U.S. and one of the most diverse—located in California's Inland Empire, one of the fastest-growing population centers in the U.S. The San Bernardino County Transportation Authority plans to introduce North America's first zero-emission, hydrogen-powered train as part of the Redlands passenger rail line, and a commuter rail connects downtown Los Angeles to the Redlands campus, offering myriad possibilities for educational and co-curricular initiatives. The Redlands campus is 28 miles from Ontario International Airport, the fastest-growing airport in the U.S.

The San Francisco Theological Seminary is located on the San Anselmo campus in Marin County, as is the Presidio Graduate School. Most of the programs now at Woodbury University will remain on the Los Angeles campus. The University of Redlands has also had programs in Salzburg, Austria, for over 60 years, providing study-away opportunities.



UNIVERSITY LEADERSHIP AND GOVERNANCE

Thirty-eight engaged and experienced leaders comprise the [University of Redlands Board of Trustees and Life Trustees](#). This distinguished group of dedicated alumni and friends of the University focuses on the future of the institution and among other fiduciary responsibilities, approves an annual plan of financial operation. The Board of Trustees manages nine standing committees that navigate and provide governance to the University. A separate Board of Directors for the San Francisco Theological Seminary presides over matters related to the church, providing spiritual and ecclesiastical leadership to the seminary. When the mergers between the University of Redlands, Woodbury University, and the Presidio Graduate School take effect, the University of Redlands Board of Trustees will serve as the governing board overseeing all Presidio and Woodbury programs and operations. The new Dean will attend and report on School activities at the meetings of the Academic Affairs and Student Experience committees of the University of Redlands Board of Trustees.

The University's [President, Krista L. Newkirk, J.D.](#), assumed office in 2021. The Dean will sit on the President's Cabinet, which is made up of 15 experienced professionals who advise the president, approve policies, and help direct the day-to-day operations of the University.

The Dean will report to [Provost and Vice President for Academic Affairs Adrienne McCormick](#), who arrived at Redlands in 2022 and is the Chief Academic Officer for the

University. The Provost fosters collaborative leadership to ensure transformative teaching and learning for students and professional development for the teacher-scholar faculty. Dr. McCormick coordinates University-wide academic planning, contributes to advancement initiatives, and oversees the academic budget. She serves on the President's Cabinet, contributes to shared governance as an ex-officio committee member, convenes the Deans Council and Academic Leadership Council, and is a liaison to the Board of Trustees. The Dean will join Dr. McCormick's team consisting of the Deans of various schools, the Associate Provost for Faculty and Academic Innovation & Senior International Officer, the Director of Armacost Library, the University Registrar & Director of Institutional Research, the Director of Strategic Partnerships & Community Engagement, the Director of the Office of Career and Professional Development, the Senior Director of Student Success, the HSI Grant Director, the Director of Accreditation and Assessment, the Director of Government Programs and Human Subjects Research, and the Executive Assistant to the Provost.

Faculty participate in shared governance through several governing bodies, including the University-wide Faculty Senate (and sub-committees) and the University Academic Assembly. Employees are represented through the University of Redlands Staff Assembly, more commonly known as URSA. Undergraduate students are represented through the Redlands Student Government (RSG).



LEADERSHIP AGENDA FOR THE NEXT DEAN OF BUSINESS & SOCIETY

The University of Redlands and the School of Business & Society seek a seasoned, collaborative, and transparent leader who is excited to join the University at a time of major change and who welcomes the opportunity to shape the much larger and integrated School of Business & Society that is emerging. The next Dean will appreciate the opportunity to lead faculty and staff dedicated to having a positive impact on society and sustainability through business. The Dean's leadership agenda will focus on the following:

- With the mergers underway, continue to integrate curriculum, policies, procedures, and personnel; successfully marshal constituent groups around common goals and common values, including the University's commitment to the liberal arts, social and educational justice, ethical leadership, and community engagement;
- Develop a new strategic plan for the School of Business & Society that aligns with the University's [strategic plan](#), and both creates and takes advantage of synergies across all undergraduate and graduate business programs on the Redlands campus and across the Presidio, Woodbury, and Redlands campus communities;
- Increase both domestic and international enrollment in key programs, including in online and certificate programs;
- Working with the AACSB-accredited Woodbury programs, bring AACSB accreditation to Redlands;
- Expand the resource base to support the larger, merged School through fundraising and the cultivation of new partnerships and nurturing of existing partnerships with local business and industry;
- Develop an advisory board to help guide and support the overall strategy of the school;
- Collaborate with faculty and staff to foster innovation in the curriculum, paths to graduation, modes of delivery (online, hybrid, on-ground), and use of technology, including AI; think futuristically to meet the educational needs of traditional-aged students, adult students with varying amounts of work experience, and industry professionals;
- Evaluate and recommend new programs to expand the reach and reputation of the University of Redlands, promote regional economic development, and build upon strong relationships with the Yuhaaviatam of San Manuel Nation and other California tribal partners;
- Continue to engage with and enhance the University's focus on GIS and spatial aspects of the business curriculum;
- In accordance with the University's anti-racist framework, designation as a Hispanic-Serving Institution, and significant first-generation enrollment, implement and model excellent practices to support the diverse student population and continue to build diversity among the faculty and staff; and
- Continue to build the School of Business and Society's reputation for excellence and further engage Redlands, Woodbury, and Presidio alumni in this effort.

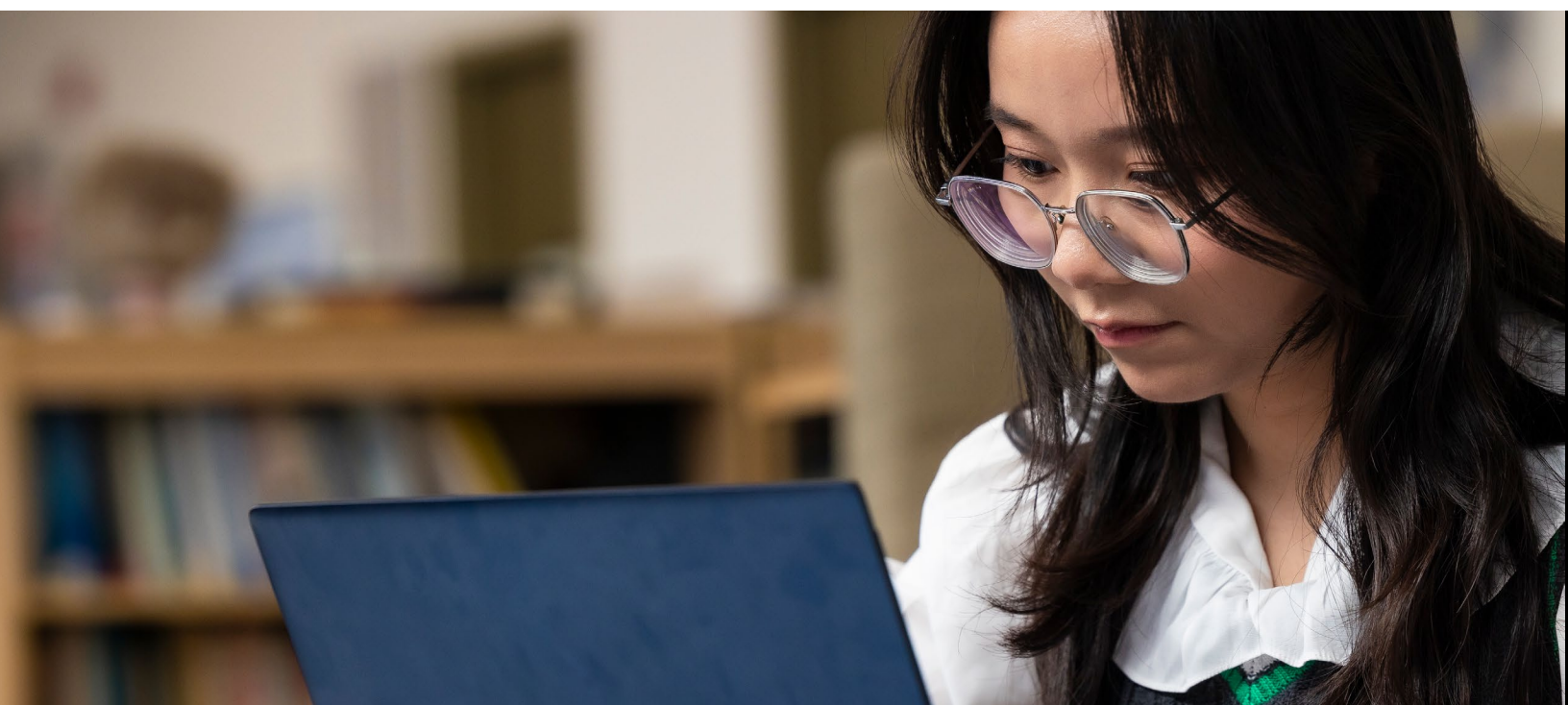
LEADERSHIP AGENDA FOR THE NEXT DEAN OF BUSINESS & SOCIETY (CONT.)

REQUIRED QUALIFICATIONS

- An earned doctorate or other terminal degree in a field that is appropriate to the School of Business & Society's offerings.
- A distinguished record of teaching, scholarly or creative activity, and service commensurate with appointment at the rank of professor in a program offered by the School.
- Significant and progressively responsible experience in academic administration, including management of personnel and budget.

DESIRED ATTRIBUTES

- Demonstrated commitment to ethics, societal impact, and sustainability, in line with the pillars of the School of Business & Society and the mission of the University.
 - Experience with both graduate and undergraduate education.
 - Commitment to serving students from underrepresented and first-generation communities and supporting a culture of inclusion; prior experience at a Hispanic-Serving Institution a plus.
 - Familiarity with curricular, technological, and demographic trends and future challenges facing higher education.
 - A proven record of leadership in innovative program development and experience with online, hybrid, and on-ground modalities.
 - Demonstrated experience with meeting accreditation standards; prior experience with AACSB accreditation a plus.
- A proven record of growing enrollments and external partnerships, raising funds, and developing other resources.
 - Demonstrated experience building and coalescing teams and promoting accountability for progress.
 - A seasoned fiscal manager and an excellent steward of institutional resources, including the ability to make strategic budget decisions.
 - Capacity to balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision-making.
 - Ability to develop new and creative ways to attract and retain high-quality faculty and staff, including underrepresented faculty and staff, and to help them excel in their scholarship, creative activities, and teaching.
 - Experience with GIS and/or spatial-centered curriculum is a plus.
 - A deep understanding of and respect for shared governance.
 - Experience with and dedication to applying the 17 United Nations Sustainable Development Goals to business education and experience integrating restorative business practices, environmental sustainability metrics, and social impact measurement into business education.
 - Demonstrated emotional intelligence with strong interpersonal and communication skills and the ability to build trust with diverse populations.





APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Redlands is being assisted by Academic Search. Applications and nominations should be submitted electronically to RedlandsDOBS@academicsearch.org.

Applications must include a cover letter that addresses the responsibilities and requirements described in this position prospectus and a curriculum vitae. This position is open until filled, but only applications received by **February 27, 2025**, can be assured full consideration.

Prospective candidates may arrange a confidential discussion by contacting Dr. Sharon Herzberger at Sharon.Herzberger@academicsearch.org or Andrea Cowser at Andrea.Cowser@academicsearch.org.

To learn more about the University of Redlands, visit www.redlands.edu.

Submission of a resume or application indicates agreement that the University may verify any and all information contained therein. The University of Redlands is an equal-opportunity employer. Members of underrepresented groups are encouraged to apply.

The University does not unlawfully discriminate in its employment, enrollment, programs, or activities on the basis of age, color, race (including hair texture and protective hairstyles), ethnicity, national origin, ancestry, sex, marital status (including domestic partner status), pregnancy and related conditions, sexual orientation, gender, gender identity or expression, physical or mental disability, genetic information, religion/creed (including religious dress and grooming practice), citizenship status (except to comply with legal requirements for employment), military/veteran status, status as a domestic violence victim, or any other characteristic protected by law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of Redlands in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

