SEARCH PROSPECTUS:

Dean of the School of Business
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St. John Fisher College invites applications, expressions of interest, and nominations for an outstanding academic leadership opportunity: Dean of the School of Business. An independent, liberal arts institution in the Catholic tradition of American higher education, St. John Fisher College emphasizes education for students in traditional academic disciplines as well as career-oriented fields.

Ranked among the top colleges and universities in the northeast, Fisher has a rich history of academic excellence and an outstanding reputation for its commitment to a student-centered educational environment that promotes learning and discovery. The College enrolls approximately 3,700 students and retains the educational philosophy of the founding Basillian Fathers, whose motto, “Teach me goodness, discipline, and knowledge,” reflects Fisher’s traditions and values today.

Fisher is in the midst of an exciting time. The College’s Strategic Plan, “Renewing our purpose. Broadening our impact,” is currently at its mid-point and focuses on five pillars that are strategic areas of focus for the institution: Intellectual Engagement; Student Success; Community Engagement; Equity, Inclusion, and Community; and Institutional Excellence. The College’s campus master plan has also been reassessed, with continuing refinements being made to align with the Strategic Plan. Most recently, the College launched “Fisher Forward,” the largest comprehensive fundraising campaign in its history, aiming to raise $75 million by 2023, which will mark the institution’s 75th anniversary.
An independent, liberal arts institution in the Catholic tradition of American higher education, Fisher was founded in 1948. From its modest beginnings of one building on 70 acres, the campus is now situated on 163 park-like acres, a beautiful setting for nearly 30 modern academic, campus life, and residential buildings; robust athletic facilities; and a warm, friendly campus community. The College offers 38 academic majors in the humanities, social sciences, natural sciences, business, education, and nursing, as well as 11 pre-professional programs and a variety of master’s and doctoral programs.

Fisher employs 230 full-time faculty, 87 percent of whom hold a terminal degree, and students benefit from a student/faculty ratio of 12:1. In fall 2019, the total enrollment was nearly 3,700.

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<th>PROGRAM LEVEL &amp; ENROLLMENT STATUS</th>
<th>APPROXIMATE COUNT</th>
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<tr>
<td>UNDERGRADUATE, FULL-TIME</td>
<td>NEARLY 2,600</td>
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<tr>
<td>UNDERGRADUATE, PART-TIME</td>
<td>OVER 100</td>
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<td>GRADUATE</td>
<td>NEARLY 1,000</td>
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For the ninth year in a row, Fisher has been named by U.S. News & World Report to the list of “America’s Best Colleges” in the National Universities category, and was also included in the publication’s “National Universities Social Mobility” category, “Best Colleges for Veterans” list, and “A-Plus Schools for B Students” feature. Forbes.com included Fisher on its “America’s Top Colleges” list, which ranks undergraduate institutions based on variables including student satisfaction and academic success, graduation rates, and alumni earnings. Fisher also ranked in several other Forbes Top Colleges sub-lists, including “Best Private Colleges,” “Best Research Universities,” and “Best Colleges in the Northeast.”

MONEY.com’s “Best Colleges in America, Ranked by Value” ranked Fisher in approximately the top 10 percent of colleges and universities nationwide. The Wall Street Journal/Times Higher Education 2020 College Rankings also placed Fisher among the top universities and colleges in the nation, rising 12 spots from the previous year. The College is also regularly named to Kiplinger’s Personal Finance’s list of 100 “Best Values in Private Colleges” year after year.

For the last several years, Fisher has been designated a Military Friendly School, one that is awarded to the top colleges, universities, and trade schools in the country that are doing the most to embrace military students, and to dedicate resources to ensure their success in the classroom and after graduation. In addition, Fisher consistently makes the Phi Theta Kappa Transfer Honor Roll in recognition of the dynamic pathways the College has created to support transfer students.

Fisher has also earned the Colleges of Distinction recognition, which assesses institutions based on four characteristics: engaged students, great teaching, vibrant communities, and successful outcomes. In 2019, Fisher’s Schools of Business, Nursing, and Education were specifically recognized by Colleges of Distinction, and the College also earned two new accolades including the Colleges of New York and Colleges of Career Development Distinctions.

Fisher has been consistently named to the President’s Higher Education Community Service Honor Roll for exemplary service efforts and service to America’s communities. The Honor Roll is the highest federal recognition a school can achieve for its commitment to service-learning and civic engagement. In 2015, the College received the Carnegie Community Engagement Classification
from the Carnegie Foundation for the Advancement of Teaching and the New England Resource Center for Higher Education (NERCHE). This was the first time Fisher applied for the prestigious classification, and only the second round of national classification done by Carnegie and the NERCHE.

In July 2016, Fisher was named a Great College to Work® for by The Chronicle of Higher Education. And finally, Niche.com, a national college search website, ranked Fisher’s campus food No. 1 in New York State for the second year, and No. 6 in the country – moving up four spots from its 2018 ranking.

Academic Structure
In 2002, Fisher began to change the governance structure of its academic departments by creating Schools. The purpose of creating a School rather than maintaining individual departments was to afford the faculty and administration of the School more autonomy in curriculum development, hiring, and enrollment.

To that end, the College’s first School, the School of Business, was founded in October 2002. This was followed a year later by the Ralph C. Wilson, Jr. School of Education, created in October 2003. With the announcement of Robert Wegman’s leadership gift to the College in January 2005, the Wegmans School of Pharmacy was established, followed by the School of Arts and Sciences in June 2005. The last School to be created, the Wegmans School of Nursing, was formed in March 2006, thanks to a second major gift from Robert Wegman.

THE ST. JOHN FISHER COLLEGE SCHOOL OF BUSINESS

The St. John Fisher College School of Business is an accredited member of AACSB International, the Association to Advance Collegiate Schools of Business. The School of Business is considered to be one of the College’s distinctive strengths. The School of Business enrolls approximately over 520 undergraduate students majoring in accounting, finance, human resources management, management, or marketing. In addition to the undergraduate degree programs, the School of Business offers an MBA that enrolls approximately 100 students.

MISSION
The School of Business prepares professionally competent and ethically responsible graduates for careers as managers and professionals primarily for local and regional business. The School emphasizes excellence in teaching, close interaction with students, and recognizes that excellent teaching is informed by faculty actively engaged in research and scholarship. The faculty members produce research published in peer reviewed journals, and other recognized outlets for intellectual contribution that advances the scholarship of teaching, business practice, and disciplinary knowledge.

VISION
The School of Business of St. John Fisher College will be recognized as a premier School of Business by offering student-focused programs, informed by quality research, that emphasize professional competencies and ethical business practices.
The School of Business is strategically expanding its academic programming to provide innovative, high-quality, educational opportunities. All programs blend liberal arts learning and professional education that develop critical-thinking skills, leadership abilities, and a commitment to ethical decision-making.

**Undergraduate Programs**
- Accounting
- Finance
- Human Resources Management
- Management
- Marketing

**Graduate Programs**
- Master of Business Administration (MBA)

The Dean’s office is comprised of an Associate Dean, Assistant Dean, two Administrative Assistants to the Deans and an Internship Coordinator. The senior leadership team consists of the Dean, Associate Dean, Assistant Dean, Chair of the Department of Accounting/Finance, Chair of the Department of Management/Marketing, and the Director of the MBA Program.

The School of Business has a record of success, and dedicated stakeholders. Faculty members in the School of Business actively contribute their time and talents to professional and community organizations both through personal interests and Fisher connections. Faculty, staff, and students collaboratively engage in community service through partner organizations such as Junior Achievement, Venture Jobs Foundation, Connected Communities, and Beta Gamma Sigma. Fisher students consistently spend nearly 400,000 hours volunteering during the academic year, in addition to more than 400,000 hours spent in medical and educational settings as part of their practical experiences. Regional business community members and alumni also give back to the School, regularly investing their time by mentoring students, conducting mock interviews, coaching for speed networking, preparing students for competitions, and providing career insights.

In fall 2018, the School launched the Family Business Initiative, designed to connect local and regional family businesses to collaborate and learn about a variety of issues facing family businesses. Some of those issues include transition planning, family risk analysis, next generation training, and more. As an extension of the initiative, the Next Gen Leadership Institute offers curriculum and resources to next generation members of family businesses. To learn more, visit the School of Business Family Business Initiative [website](#).

The Dean’s Advisory Council is comprised of a group 15 distinguished alumni and Rochester-area business leaders. The Council’s primary role is to provide the Dean of the School of Business with expert advice on aspects of the regional economic environment that influence business education. Council members are actively involved in reviewing the mission, vision, curriculum, and many other strategic aspects of the administration of the School.
The School of Business has also been successful in regional and national rankings. The MBA Program was ranked #2 by the *Rochester Business Journal* Special Reader Rankings 2017 Best MBA Program, second only to the University of Rochester’s Simon Business School.

**Students at the School of Business**

Students in the School of Business enjoy small classes and individual attention typically not available at larger universities. The undergraduate average course enrollment across the College is 25.

Many of the students served by the School of Business are from families with deep local and regional roots. Families have generational relationships with Fisher, and it is not uncommon to hear a prospective student or parent share that they are the second or third generation in their family to attend the College. Alumni of the School of Business impact our primary service region and the larger economy through a 94% (undergraduate) and 98% (graduate) outcomes rate one year after graduation. The big four public accounting firms recruit from the School of Business, and graduates have gone on to become managing partners in various offices of these firms.

The School of Business is home to six active student organizations, including an international chapter of AMA (American Marketing Association) and SHRM (Society for Human Resource Management). Students in these organizations regularly participate in national case and other competitions and rank very highly. Students in all disciplines have the opportunity to participate in well-recognized competitions, e.g., Deloitte FanTaxtic Competition, PwC Case Competition, UW-Whitewater Sales & Perfect Pitch Competition, International Collegiate Sales Competition, and SHRM Case Competition. Recent successes include a first place in 2016 in the National Deloitte Tax Competition; first place in the AMA Rochester Collegiate Conference Marketing Campaign Competition; and first place in the SHRM NYS Case Competition.
The Dean is the academic leader and chief administrative officer of the School and reports directly to the Provost for all aspects of the operation of the School, including its conduct and development as an instructional, research, and service unit. The Dean is the senior administrative representative of the School working with officers of the College and is responsible for communicating information concerning programs and departments between officers of the College and Chairs within the School.

The School Dean is expected to:

1. Oversee the administrative aspects of the School, including but not limited to scheduling, course assignments, budget, and personnel, and lead by taking action and achieving desired results consistent with the goals of the School, the mission of the College, and established policies and procedures.

2. Oversee accreditation, program review processes, and other accountability measures.

3. Report at required intervals to the Provost and the School’s Chairs, Academic Program Directors, faculty, and staff, engaging in and facilitating honest, civil, and open communication.

4. Develop and maintain responsive, cooperative, and mutually beneficial relationships with persons within and outside the School in order to strengthen collaborations to other Schools and College departments as well as organizations in the community.

5. Support the recruitment and retention of diverse faculty, staff, and students and motivate others to peak performance, promoting the success of all.

6. Evaluate faculty and staff yearly to document performance, provide feedback, and support the goals of the School and College.

7. Evaluate administrative faculty, such as Department Chairs and Academic Program Directors according to the School’s evaluation criteria and processes.

8. Manage funds and other assets in a manner that is considered productive and in the best interests of the College, the School, and the students we serve.

9. Adjust to changing circumstances, and think creatively to overcome obstacles.

10. Implement the College and School’s Strategic Plans.

11. Uphold College policies and processes articulated in the Catalog, and supervise faculty in their efforts to do the same.

12. Consult faculty and staff when hiring someone to take on a role that has implications over all department or program operations.

Leadership Agenda
In carrying out these responsibilities, the Dean will have the opportunity to advance a number of initiatives essential to the success of the School and the College. Early priorities for the incoming Dean will include the following:

Provide effective and inspirational leadership to the School of Business. The School of Business offers a variety of strong programs at the undergraduate and graduate level. Faculty and staff work to deliver on both Fisher’s long-standing reputation for producing qualified, well-prepared business leaders and its emerging focus on scholarship. The next Dean will work with faculty and staff in the collective articulation of a compelling, forward-looking vision that provides alignment toward a common purpose that integrates both of these key elements, and to translate that vision to action through clear focus and execution. The School of Business is blessed with both experienced long-time faculty and with more recent hires on the tenure track; the Dean will be able to draw upon the experience of the former and to mentor the latter. The successful candidate will be a transformational, principle-based leader who places a premium on building effective relationships, enacting this role in a manner that is collaborative, engaging, and consistent with best practices in shared governance.
Pursue ways to increase enrollment and improve the quality of the student experience. Competition for students is growing increasingly fierce, and the Dean will work to identify and cultivate distinctive elements of the School to serve as competitive differentiators in the marketplace. The School has begun to identify new programs that respond to emerging needs of the business community; the Dean will play an essential role in determining which of these programs to pursue and in guiding those programs from ideation to implementation. In addition, the Dean will advance conversations about the role of different delivery modes, the possibility of certificates or other non-degree credentials, and other emerging trends in business education. The Dean must be a creative thinker who supports innovative pedagogy and other approaches to strengthen teaching and learning. The School has the opportunity to leverage recent facilities improvements and resources (including the establishment of the Walter and Barbara Parkes Trading Lab, which features Bloomberg terminals) to enhance student learning and distinctiveness.

Strengthen the profile of the School of Business within the College and the greater Rochester community. The School of Business enjoys a strong reputation in the local business community and its alumni base, consistent with the College’s strong reputation in the greater Rochester area. The successful candidate will build upon and advance partnerships that can enhance enrollment and visibility for the College and the School of Business while meeting the emerging needs of the local business community. In coordination with the Office of Institutional Advancement, the Dean will have the opportunity to pursue philanthropic support to advance new programs, innovations within existing offerings, internship opportunities, and other strategic priorities. The Dean will play a visible role in campus leadership through participating in campus-wide planning activities, setting priorities for the School of Business, and playing a significant role in the comprehensive campaign.

Serve as a colleague to fellow Deans and as an advisor to the Provost in academic affairs leadership. While the Dean has primary responsibility for the School of Business, the role also carries responsibility for effectively engaging with colleague Deans and the Provost to advance the academic vision for the entire College. The Dean will be a member of the Deans’ Council, a strong, cohesive team that serves as the Provost’s senior leadership within academic affairs. The successful candidate will have the ability to adopt an institutional perspective, to advance the School of Business within that broader context of institutional success, to support their colleagues, and to advise the Provost.

Required Qualifications

• Successful and progressive leadership experience in academic or other complex organizational structures

Desired Characteristics and Attributes

• An earned Doctorate in a Business-related field from an AACSB or equivalent program
• A distinguished record of teaching and scholarship that would be consistent with achieving tenure at the College
• Experience with the AACSB accreditation process
• Ability to recognize and promote opportunities for innovation in a service industry
• Ability to optimize resources (human, monetary, and otherwise) to achieve the School’s and the College’s strategic goals
• Ability to promote the School within the broader business community
• Evidence of collaboration and a commitment to the College’s shared governance model
• Ability to attract potential students to the School
• Ability to promote and sustain a sense of unity of purpose and direction in the School among administration, faculty, and students
• Ability to encourage and sustain a culture of community, a sense of shared purpose, and a vision for the success of our students
• Commitment to diversity, equity, and inclusion
The search is being assisted by Academic Search, Inc. To arrange a confidential conversation about this position please contact the senior consultants managing the search, Dr. Eric Richtmyer (eric.richtmyer@academicsearch.org) or Dr. Scott Flanagan (scott.flanagan@academicsearch.org), or by phone at 202-332-4049. The position is open until filled, and applications received by January 31, 2020 are assured full consideration.

To apply, a candidate should prepare a thoughtful letter of interest addressing the leadership agenda and the required and desired qualifications. Include also a current, long-form resume or curriculum vita (showing relevant administrative responsibilities and accomplishments) and the names, phone numbers and addresses of at least five professional references, with an indication of the candidate’s relationship to each reference. References will not be contacted until a later stage in the search, and only with the candidate’s foreknowledge. Nominations and application materials should be sent to SJFCDOB@academicsearch.org.

St. John Fisher College is committed to Equal Employment Opportunity (EEO), and its Senior Staff is responsible for taking steps to ensure Equal Employment Opportunity. It is the policy of St. John Fisher College to provide Equal Employment Opportunity to all employees and applicants for employment in accordance with applicable federal, state and local laws governing non-discrimination in employment in each locality in which the College has employees. This policy applies to all terms and conditions of employment including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. The College does not discriminate against applicants or employees in hiring, promotion, termination or the terms and conditions of employment on the basis of race, color, religion, sex, sexual orientation, gender identity, perceived sex, gender expression, the status of being transgender, national origin, citizenship, age, disability, marital status, military status, veteran status, predisposing genetic characteristics or genetic information, arrest or criminal record, status as a victim of domestic violence, or any other characteristic protected by law.
ABOUT ACADEMIC SEARCH

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