



# Dean of the College of Business

## *Search Prospectus*



# About The College of Business

The mission of the College of Business is to develop business leaders who translate knowledge into professional actions that provide valuable contributions to a global society. The College has five program goals it expects students to achieve. They are:

- To demonstrate qualities of leadership, professionalism, and teamwork in making ethical business decisions.
- To communicate effectively in a variety of business settings.
- To function productively in a diverse, dynamic, global economic environment.
- To identify, analyze, and solve business-related problems, as well as pursue business opportunities proactively.
- To exhibit knowledge, skills and technical competencies appropriate to general business fields and the students' chosen program(s)/major(s) or concentration(s).
- The College of Business enrolls 440 undergraduate and 207 graduate students and has enjoyed steady enrollments in both populations over the last several years. The College of Business's full-time faculty number 19, and its part-time faculty numbers 10.
- The College meets the highest standards of business education established by the Accreditation Council for Business Schools and Programs (ACBSP) through learning outcomes, quality, and continuous improvement. Programs are offered in accounting, business management, economics, finance, hospitality management, human resources, international business, marketing, operations and logistics, sports and event management, and master of business administration.
- The College of Business focuses on experiential learning to prepare students for career transition. Business students engage in problem-based learning, which fosters critical and integrative thinking – skills that are invaluable to achieving career success. In this past year, 74.4 percent of the business students were employed within three months of graduating. Ninety-seven percent were hired within their field of study.

## Unique Aspects of The College of Business

- Students can earn both a bachelor's degree and master's degree in five years.
- Students have the opportunity to earn credentials like Six Sigma Green Belt.
- Students are exposed to innovative software such as SAP, which is used internationally.
- Students have a network of internship opportunities at top-level organizations locally, regionally, and beyond.
- Students interested in starting a business are eligible to apply for funding from the Garner Endowment for Entrepreneurial Excellence to assist with start-up costs.









## NEW HOME FOR THE COLLEGE OF BUSINESS

In the Fall of 2017, the University opened the College of Business and Center for Student Life building. As a new natural gateway – “a front porch” – for campus, the facility and accompanying green space serve as an inviting and professional gathering place for campus lectures, cultural events, networking, and interviewing. The College of Business has its own dedicated entryway into the building and spans the entirety of the second floor. The learning spaces in the College of Business feature a variety of classroom and flexible lab-like spaces as well as cutting-edge technologies to reflect 21st century teaching modalities.





# Leadership Agenda

The dean will be expected to engage fully in the life of the University and to advance the College's aims in an energetic way. He or she will oversee a complex portfolio of responsibilities. The agenda items offered below concern matters of particular significance to the institution at this point in its evolution. The dean will:

- Develop, monitor, and refine a strategic plan that will enhance the graduate and undergraduate degree programs, continuing professional education, consulting and sponsored research, and training services offered through the College of Business;
- Oversee the implementation of new academic programs that are increasingly interdisciplinary;
- Promote superb teaching, scholarship, and faculty development in core and specialty business areas;
- Coordinate the hiring and mentoring of new full-time College of Business faculty, encourage a high level of engagement from existing faculty, and oversee part-time faculty appointments and evaluation;
- Assist the VPAA and Dean of the Faculty in evaluating faculty, program, and College performance in accordance with University guidelines;
- Work cooperatively with the other deans, chairs, and academic support directors to ensure the quality and financial feasibility of academic programs across the University;
- Collaborate with University Advancement to assist in the advancement, cultivation, and solicitation of key individuals and corporate prospects for major College initiatives;
- Broaden student recruitment and enhance retention;
- Assist campus recruiting, admissions, marketing, and placement offices in successful promotion of business programs;
- Enrich relationships with the regional business community, the College of Business Board of Advisors and other external stakeholders to build further a network and related opportunities for College of Business students and alumni;
- Coordinate course scheduling and teaching assignments and other workload assignments in accordance with UF policies;
- Oversee ongoing systematic assessment of student outcomes in all business degree programs, within courses in program curricula, and in internship experiences and/or capstone and other culminating projects;
- Coordinate prospective special accreditation activity and manage all HLC accreditation and OBR authorization activity related to graduate and distance delivery programs in business;
- Manage the dean's budget and financial areas related to the College of Business;
- Monitor physical facilities and equipment used for instruction in the College of Business, including classroom and online instructional technology;
- Attend appropriate campus meetings representing business programs; and
- Mediate student and faculty complaints and direct formal grievances as appropriate.







## Desired Attributes for the Next Dean

Given the opportunity to lead at an innovative university that has a shared sense of mission and a strong commitment to continuous improvement, the ideal candidate will possess:

---

- A terminal degree (preferred); candidates with a master's degree in a field represented within the College and coupled with strong professional experience may also be considered;
- Teaching experience in an academic department at a four-year institution;
- At least five years of senior administration experience (e.g. department chair or higher) at a four-year institution or equivalent senior management experience in another nonprofit or business entity;
- A visible, accessible, and student-centered approach to leadership;
- Strong people management skills and the ability to inspire others to do their best work;
- Experience with curricular development coupled with the capacity to envision cross-discipline programs;
- Experience with recruiting and developing high quality professionals and staff. Knowledge of academic hiring, tenure, and promotion is desirable.
- Experience with and interest in major gift fundraising and external grant acquisition;
- Experience with budget development and oversight to aid the University in matching aspirations with finite resources and in thinking creatively about growth opportunities;
- An awareness of key issues affecting higher education institutions nationally, including affordability, distance learning, technology, sustainability, and interdisciplinarity;
- An excellent ability to communicate authentically and effectively in large and small group settings as well as in one-to-one conversations;
- Experience in assessment and outcomes measurements as well as with accreditation efforts;
- Familiarity with technology and a willingness to explore new opportunities related to technology;
- Experience with master planning and space optimization;
- The fortitude to make difficult choices when necessary and the ability to convey decisions with clarity and empathy;
- A global perspective, demonstrating a commitment to inclusion;
- An appreciation for the University's close ties to its region coupled with experience creating partnerships with business and/or nonprofit organizations; and
- The highest integrity coupled with the ability to put the priorities of the entire University ahead of individual or personal plans.







## Nomination and Application Process

Nominations and applications are invited for this position. Review of applications will begin immediately and candidate material will be assured full consideration although recruitment will continue until an appointment is announced.

**The UF Employment Application may be found online at:  
[findlay.wd5.myworkdayjobs.com/en-US/careers](https://findlay.wd5.myworkdayjobs.com/en-US/careers)**

*The University of Findlay is an Equal Opportunity Employer/Affirmative Action Employer Male/Female/Disabled/Vet.*



University of Findlay

1000 N. Main St., Findlay, OH 45840 | [Findlay.edu](http://Findlay.edu)