

KULPER & COMPANY, LLC

EXECUTIVE SEARCH FIRM

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Dean, Samuel J. Silberman College of Business



Fairleigh Dickinson University

Opportunity Summary

The new Dean will be a key member of the executive team of Fairleigh Dickinson University, responsible for leading the long-term development and successful operation of the Samuel J. Silberman College of Business (SCB). The College is poised for significant transformation, within a University that has dramatically redefined itself in the past decade. The position provides a significant opportunity for creative and effective leadership within a prime market for business education.

The job is located in northern New Jersey, which is one of the most dynamic and important business education centers in the country and in the world. New Jersey is a historic center for innovation and is among the most concentrated regions of corporate activity in the nation and worldwide. The Silberman College currently offers a broad based curriculum, including undergraduate, MBA and MS in Taxation programs. The goal now is to consolidate its accomplishments and lead the Silberman College toward becoming a distinctive leader in global business education.

Energetic, positive and accomplished candidates familiar with AACSB are invited to apply to become the Dean entrusted with this unique opportunity.

Dean, Silberman College of Business: Key Expectations

- Increase student enrollment by developing the competitiveness of College programs, especially at the undergraduate level. Drive a steady 10 percent annual increase in program enrollments over the next several years across core undergraduate, MS and MBA programs.
- Maintain AACSB accreditation.
- Continually seek opportunities to enhance and review existing programs, using evidence-based systems.
- Develop an assessment culture within the College.
- Create high-performance management teams.
- Attract and hire competitive faculty.
- Establish baseline constituency satisfaction levels and work to increase them over time.
- Meet regularly with key alumni, the College advisory board, corporate partners and other supporters to increase vital financial support for the SCB and the University as a whole.
- Endorse and promote the University's global perspective and its mission to prepare world citizens who can participate, lead and prosper in the global marketplace of ideas, commerce and culture. Develop new internationally oriented programs that will align with that mission.
- Understand and work well with University faculty governance policies.¹
- Effectively work with all levels of faculty to support their research and teaching efforts.
- Establish meaningful and substantive joint programs with key international universities, leading to mutually supportive contexts for global learning.
- Be an inspiring leader who will have and will be able to articulate a vision of College success and be able to maintain focus on the fulfillment of that vision.

Key Performance Indicators

At 6-12 months

Finalization of a College strategic plan that includes faculty hiring, new program development, student recruitment and marketing, external relations and fund raising; initial implementation of plan; AACSB reaccreditation team confirmed and charged. Detailed plans to ensure AACSB reaccreditation are in place; a system to measure and improve educational quality has been developed.

At 18 months

Enrollment improvement of 10% with increased domestic enrollment, at least two new programs developed and introduced. Dual degree or programs are being developed with leading international universities. Fund raising efforts

are beginning to pay off. Vancouver enrollments are on target. Substantial progress towards ensuring AACSB reaccreditation has been made; baseline measures of educational quality are available.

At 24 months

New specialty masters programs with international emphases are in place; continued improvement in enrollment and student quality; new faculty hired and under mentoring. All AACSB-reaccreditation related initiatives are effective and in place; measures of educational quality improve over the baseline.

QUALIFICATIONS/ EXPERIENCE:

- Terminal degree in Business or a related discipline. Ph.D. a plus.
- 10+ years of academic leadership experience (Dean, Associate Dean or Department Head)
- Highly knowledgeable and experienced with the AACSB accreditation process.
- Record of international experience in business or international business education.
- Strong personal record of academic achievement evidenced through peer reviewed publication and association activities. Eligible for rank of Professor.
- Practiced in organizational development.
- Proven record of developing healthy working relationships with external constituencies especially related to fundraising.
- Track record of creative problem solving. Corporate experience is a plus.
- Fluency in at least one language other than English a plus.
- Highly skilled and effective at making presentations to key constituency groups or "one to one".

Key Personal Qualities/ Work Style

At a personal level, qualified candidates will demonstrate superior leadership skills, excellent interpersonal and communication skills, and be a zealous advocate for the welfare of the College's faculty, staff and students. The new Dean will be an energetic leader with a passion to innovate and excel and the ability to inspire high levels of creative and collaborative performance.

- An international outlook and a clear sense of the complexities and the richness of diverse cultures.
- Hands-on self-starter motivated to achieve substantial long lasting results for the betterment of the SCB and the University as a whole.
- Highly articulate and sensitive to the work styles of colleagues so that recommendations and subsequent actions gain the support and enthusiastic involvement of both inside and outside stakeholders.

- A natural problem solver who will be able to work well and easily with a very diverse group of professionals, but who will be unafraid to initiate and drive needed change.
- Strong, demonstrable leadership skills.
- Clear, persistent, honest and ethical in his or her dealings.

Compensation

The compensation package for this position is competitive. Further details on compensation will be provided to qualified candidates.

FDU is an affirmative action, equal opportunity employer

Interested candidates:

Please **email** CV/Resume for confidential evaluation to:

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