



INVITING APPLICATIONS AND NOMINATIONS FOR

# Dean of the College of Business

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## EXECUTIVE SEARCH



**Lander University**, a comprehensive regional public university in South Carolina, seeks a dynamic and visionary academic leader to lead its AACSB-accredited **College of Business as Dean**. The finalist will be expected to join the University by July 1, 2020.

### The Opportunity

In 2016, under the leadership of its new president, Dr. Richard Cosentino, Lander University approved a new mission statement and developed a bold strategic plan entitled *Launch*. This bold strategy set LU on an academic and administrative course that continues to result in student success and academic growth across the entire university.

The 60 areas of study, including 16 signature academic programs in emerging and high demand fields, are attracting academically talented students from across the state and the nation. Over the past four years,

freshman enrollment at Lander has increased more than 69 percent, with the 2019-20 freshman class totaling 944 students. Currently serving nearly 3,200 students, Lander is one of the fastest growing institutions of higher education in South Carolina. Future projections trend upwards to 5,000 students in the next four years, which will bring new challenges associated with the University's physical infrastructure.

Along with its tremendous growth, Lander continues to be recognized for its quality and innovative academic programs. For 2020, *U.S. News & World Report* placed the University at #5 among the Top Public Schools in the

South, with a ranking of No. 29 in the publication's Regional Colleges South category. It also named Lander as one of the South's best colleges for veterans.

In 2019, Lander became the newest member of the University Center of Greenville (UCG), a higher education collaboration of seven highly ranked South Carolina universities and colleges. Located an hour from the University's historic campus in Greenwood, UCG's mission is to advance access and attainment of higher education degrees for the benefit of the citizens and economic community of greater Greenville, S.C., and the region at-large.

Still in the process of finalizing its degree program offerings at UCG, Lander will begin offering courses in Fall 2020. UCG will enable Lander to expand its student capacity with undergraduate, online, and graduate programs.



### Lander University Mission Statement

Lander University offers high-demand and market-driven programs to ambitious and talented students in South Carolina and beyond. These programs are delivered in a rich liberal arts environment to produce highly qualified and marketable graduates.

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### College of Business

The College of Business is a leading unit within the University, driving enrollment growth through innovative, market-driven academic programs. Students benefit from a high level of interaction with faculty and hands-on and innovative learning experiences.

The outstanding quality of the business programs and the high performance of

the faculty are reflected in the College's accreditation from the prestigious Association to Advance Collegiate Schools of Business International (AACSB) since 2003. In February 2019, after a year of intensive review, Lander earned a five-year extension of its AACSB accreditation.

The College has more than 450 students at the undergraduate and

graduate level. The 17 faculty, staff, and administrators are accessible and are engaged in assisting students in reaching their academic goals. The faculty bring both academic and business experience to their classrooms.

The College offers bachelor's degrees in Business Administration with emphases in Accounting, Financial Services, Health Care Management, and Management/Marketing. At the graduate level, it offers an online Master of Science in Management.

In addition, the College is developing a variety of additional areas of emphasis, such as Hospitality Management and Sports and Recreation Management. The College will play a crucial role in developing online programs and programs offered at the University's site at the University Center of Greenville.

The College offers an active learning environment through internships, project-driven classes, and real projects for real organizations.

### Scott L. Jones, Ph.D.

#### Provost and Executive Vice President for Academic Affairs



Dr. Scott L. Jones is the Provost and Executive Vice President for Academic Affairs. He has committed his career to helping prepare students to live successful, fulfilling lives in 21st century society and has nearly three decades of experience in higher education.

Prior to joining Lander University in January, 2019, Dr. Jones was Associate Vice Chancellor for Academic Affairs at Indiana University Kokomo. He served 16 years at the university, where he was a tenured professor of English. Among his many leadership roles at IU Kokomo, he was the founding dean of the School of Humanities and Social Sciences and Associate Dean of the School of Arts and Sciences. Over his career, Dr. Jones also taught at Cornell University and at Purdue University.

He received both his Master of Arts degree and Ph.D. in English from Purdue University, West Lafayette, and his Bachelor of Science degree in Economics and English, with honors, at Illinois State University. He is a graduate of Harvard's Institute for Management and Leadership in Education and Indiana University's Executive Leadership Institute.

A frequent publisher and presenter, Dr. Jones is an article reviewer for *The Electronic Library*, *International Journal of Electronic Business*, *Technical Communication*, and *Journal of Business Communication*. He is a member of numerous professional organizations, including serving as a peer reviewer for The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and participant in the American Association of State Colleges and Universities (AASCU) Re-Imagining the First Year of College Initiative.

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### The Position

The Dean is appointed by the President with the advice of the Provost and Executive Vice President of Academic Affairs (Provost). The Dean holds faculty rank and may be tenured in accordance with University policies.

Reporting to the Provost, the Dean ensures the College's programs promote and align with the overall strategic plan and success of the University. In coordination with the Provost, the Dean provides leadership and direction for the College's programs and activities.

As the senior administrative officer of the College, the Dean is responsible for all functions and matters relating to the College and is a valuable member of the Provost's leadership team.

### Duties and Responsibilities

The principal functions of the Dean of the College of Business will include:

- Ensure the alignment of the College's efforts with the strategic goals of the University.
- Represent the President and Provost to the faculty and staff of the College.
- Represent, advocate for, and mediate for the College's faculty, students, and academic programs.

- Lead development of new academic programs and revision of existing academic programs.
- Promote retention, persistence, and degree completion of students of the College and University as a whole.
- Direct continuous improvement of the College, ensuring it is an innovative unit current or ahead of national best practices.
- Represent the College on the Provost's Deans Council.
- Coordinate with the Provost's office to ensure successful accreditation.
- Work with academic departments and the Office of the Provost on developing and implementing strategic planning goals, objectives, and action plans.
- Represent the College and University within the community and with national, regional, and state organizations.
- Assist the Office of University Advancement in fundraising for the College.
- Collaborate with the Office of Admissions to set and meet goals for student enrollment, retention, and graduation.
- Appoint, mentor, and supervise the Assistant Dean.

- Supervise the curricula, courses, and methods of instruction, and work with faculty to improve them.
- Serve as a liaison to the other administrative units of the University to promote University-wide endeavors
- Recruit faculty who will position the College for success.
- Mentor and develop faculty, with an emphasis on ensuring faculty are prepared to achieve promotion.
- Oversee department chairs' annual evaluation of faculty members.
- Oversee the annual schedule of course offerings.
- Recommend the appointment, salary, promotion, tenure, and dismissal of faculty members.
- Oversee the budget for the College.
- Cultivate a collegial, collaborative environment with faculty, students, staff, administrators, and the community.
- Promote diversity and effective interaction within a multicultural environment.
- Lead with transparency and respect,



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### Vision & Core Values

All Lander University graduates are educated, well rounded and prepared to continue their education or launch their careers.

#### Lander University will be:

- Relevant
- Timely
- Innovative
- Supportive
- Informed
- Diverse
- Responsive
- Competitive
- Sustainable
- Ethical
- Transparent
- Responsible



### Lander University

Established in 1872, Lander University is experiencing unprecedented growth. More than 91 percent of Lander's students are South Carolina residents, with every county in the state represented.

Lander has five academic colleges - Arts and Humanities, Behavioral and Social Sciences, Business, Education, and Science and Mathematics; a School of Nursing; and an Honors College. Students receive an education that integrates the liberal arts and sciences with professional studies; brings them into frequent contact with diverse ideas and culture; and guides them in developing communication skills and the ability to work well with others.

A robust selection of pre-professional programs is offered in dentistry, law, medicine, occupational therapy, optometry, pharmacy, physician assistant, and veterinary medicine.

Committed to opening the world to students, the University offers a variety of study abroad opportunities in Central and South America, Europe, Asia, and beyond. With traditional semester-, summer- and year-abroad options, students are able to learn about other cultures firsthand while earning credit for a degree and gaining valuable international experience.

The University has more than 500 full- and part-time faculty and staff. The campus is a close-knit community of

modeling professional, and ethical behavior.

- Support the teaching, research, and scholarly work of the faculty and students in the College.

### Qualifications

An earned doctorate in a discipline within the College is required. Candidate must have a minimum of 10 years of full-time college teaching experience with a record of teaching, scholarship, and service that would merit appointment to the rank of at least Associate Professor, with accomplishments meriting the rank of Professor strongly preferred.

A minimum of three years of higher education administration experience as a Dean, Associate Dean, Division Head, Department Chair, or similar administrative position that includes supervision of direct reports and evidence of strong management and innovative leadership.

Experience with developing and overseeing online programs, and online teaching and learning is *strongly* preferred.

Other requirements include:

- Collegiality, a respect for shared governance, and a possession of a

collaborative management style

- Superb interpersonal abilities and communication skills
- A commitment to the needs of a multicultural faculty and student body
- Experience with successful accreditation efforts

#### Additional Preferred Requirements:

- Demonstrated success with program revision and development
- Documented evidence of building positive relations with the local/regional business community and alumni, including successful fundraising
- Experience with writing grants and proposals

The final candidate(s) must successfully satisfy a background review, including a credit report.

### For Additional Information

Lander University - [www.lander.edu](http://www.lander.edu)

Strategic Plan - <https://www.lander.edu/about/mission-vision-strategic-plan>

College of Business - <https://www.lander.edu/academics/colleges-schools/college-business>

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professionals who work together toward the same goal of providing the best educational experience for students.

Student success is a priority at Lander. Academic support is available through peer tutoring, one-on-one mentoring, and study skills classes. Freshman transition programs assist students in navigating their acclimation to college life.

Lander's athletic teams are continually ranked in the top 25 in the country and are highly competitive in the Peach Belt Conference and NCAA Division II. Lander student-athletes also score high in the classroom, as many are listed on the Peach Belt Conference Presidential Honor Roll.

### Greenwood, South Carolina

Lander University is located in Greenwood, a beautiful, thriving city nestled in South Carolina's Upstate region. Greenwood is home to a number of regional festivals, including the nationally acclaimed Festival of Flowers and the Food Network-featured Festival of Discovery.

Exceptional dining, shopping, and cultural attractions, as well as plenty of recreational options can be found minutes from campus. The beautiful 11,000-acre Lake Greenwood provides a wide variety of water recreation and sports.

Major cities, coastal beaches, and the mountains are easily accessible. Greenville/Spartanburg, ranked on numerous lists of top U.S. cities from *People* magazine to *National Geographic Traveler*, is only 55 miles away and has an international airport and an Amtrak station for additional connections.

Other major metropolitan areas that are easy drives include Charlotte, N.C., Columbia, S.C., and Atlanta, Ga.



### Application and Nomination Process

**To Apply** - Applications must include:

1. A letter of introduction outlining the applicant's background and qualifications for the position (This letter should specifically address the leadership attributes and professional competencies for this position.)
2. Current curriculum vitae
3. Full contact information, including e-mail addresses, for five professional references, with at least one of whom is a person who has been a direct report, a second who is a colleague, and a third who is an individual to whom you have reported directly

**Submit application materials** to [Lander-DeanBus@myersmcrac.com](mailto:Lander-DeanBus@myersmcrac.com) (preferably as PDFs). Review of candidate material will begin on **January 15, 2020**. The search will remain open until the position is filled.

**Submit nominations** to [Lander-DeanBus-Nominate@myersmcrac.com](mailto:Lander-DeanBus-Nominate@myersmcrac.com) with individual's full contact and e-mail information.

**Emily Parker Myers**, CEO, and **Jennifer Barfield**, Senior Vice President, of **Myers McRae Executive Search and Consulting**, are assisting the University with this search.

**For a confidential conversation, send a request to** [myersmcrac@myersmcrac.com](mailto:myersmcrac@myersmcrac.com).



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