



Emirate of Sharjah, United Arab Emirates

Dean, School of Business and Management

The American University of Sharjah (AUS), one of the premier institutions of higher education in the Middle East, seeks an accomplished academic leader for its AACSB-accredited School of Business and Management.

UNIVERSITY OVERVIEW

Founded in 1997 by the Ruler of Sharjah, the American University of Sharjah is a comprehensive, independent, non-profit coeducational institution based on American models of higher education. AUS provides broad access to highly motivated students from all countries, while maintaining academic standards appropriate to and consistent with U.S. universities. The University has achieved remarkable growth and academic distinction during its short history. Located approximately 30 minutes from Dubai International Airport, the AUS campus is a spectacular setting of imposing architecture and beautiful landscaping. Sharjah is known as a city of learning and culture, and the United Arab Emirates is a thriving and rapidly growing nation of approximately five-million inhabitants, most of whom have come from around the world to help build the intellectual and material capital of this vibrant young country.

There are four academic units in the university: the School of Business and Management; the College of Arts and Sciences; the School of Architecture, Art, and Design; and the College of Engineering. Virtually all AUS faculty members were educated in the West. The atmosphere of the University is truly international, with 48 nationalities represented in the faculty. No single nation accounts for more than 20% of the student body, with more than 80 nations represented. The University currently enrolls more than 5,000 students in 21 undergraduate and 13 graduate degree programs and employs 358 full-time faculty members and nearly 500 staff. The student-faculty ratio is approximately 15 to 1, and approximately 40% of students live on campus. A fundamental goal in all programs is the integration of liberal learning with focused professional studies. Since its founding, excellence in the instructional program has been a hallmark of the University.

American University of Sharjah is accredited by the Commission on Higher Education of the Middle States Association of Colleges and Schools (3624 Market Street, Philadelphia, PA 19104, (215) 662-5606). The University is licensed by the UAE Ministry of Higher Education and Scientific Research, and all undergraduate and graduate programs have been awarded full accreditation. The School of Business and Management has earned international accreditation from the Association to Advance Collegiate Schools of Business (AACSB International). All six of the bachelor's degree programs in the AUS College of Engineering are accredited by the Accreditation Board for Engineering and Technology (ABET) of the United States. The Bachelor of Architecture program of the College of Architecture, Art and Design is accredited by the National Architectural Accrediting Board (NAAB) of the United States, the only such degree to be accredited by NAAB outside of North America.

While Arabic is the official language of the United Arab Emirates, the language of instruction at AUS is English. All classes and administrative functions are conducted in English. Outside the University, English is universally spoken across the UAE and in the adjoining countries.

For more information on students and faculty, please visit the following web site:

http://www.aus.edu/fast_facts.

POINTS OF DISTINCTION

An Inclusive Community Based Only on Qualifications

The UAE is among the most stable and politically forward-looking of the Arab states. Under the visionary leadership of His Highness Sheikh Dr. Sultan bin Mohammed Al Qassimi, Sharjah in particular is distinguished by its tolerance toward the large expatriate communities of diverse nationalities and religious beliefs that today make up a majority of the population. In that progressive spirit, AUS admits men and women students solely on the basis of their academic qualifications, regardless of race, color, gender, religion, physical disabilities, age, or national origin.

The University Enjoys a Unique Strategic Location

Together with the adjacent Emirates of Dubai and Abu Dhabi, Sharjah is situated strategically between the Far East and the West, between Africa and Asia. Today, as in ancient times, the Emirates serve as a vibrant global trade center and commercial entrepôt. AUS serves a pivotal role as the critical academic center at the intersection of ancient cultural traditions and contemporary intellectual currents. As such, AUS is the leading institution within the UAE in the effort to

establish a self-sustaining, indigenous culture of original intellectual engagement, scholarship, and education. AUS has taken as its prototype the great American universities of the 20th century and carefully adapted that model to the cultural setting of the Gulf. The result is an institution that is uniquely situated to serve the educational needs of the region in the 21st century. True to its American roots, AUS integrates liberal studies and professional education to give its graduates both breadth and specialization. At the same time, the University provides its students a rich portal to the resources of art, poetry, and cultural diversity that has been accumulated by earlier generations. But as a cutting edge research institution, AUS also takes fullest advantage of the latest technologies of the information age in crafting a style of education that will serve its students throughout a lifetime of active intellectual engagement wherever they go and whatever endeavor they choose for professional engagement.

SHARJAH

Although less well known than its sister cities Abu Dhabi and Dubai, Sharjah is one of the most fascinating and culturally diverse cities on the planet, with a rich history and long tradition as a center of trade, learning, and culture. Modern Sharjah is also a major center of learning and the arts, as confirmed by its designation in 1998 by UNESCO as the Cultural Capital of the Arab World. Sharjah is home to more than 20 museums displaying a splendid collection of artifacts and art as well as exhibits on science and natural history. Sharjah also hosts many cultural festivals, educational conferences, fairs and economic expositions. These resources provide a rich backdrop for study, both in the humanities and social sciences, as well as in engineering and the technical disciplines. The third largest of the seven states that form the United Arab Emirates, Sharjah (Al-Shariqa) boasts a colorful history stretching back thousands of years. From the days of the early trading with the East to the settlement of the Qawassim seafaring tribe and into the first half of the 19th century, Sharjah was for centuries the single most important port on the lower Arabian Gulf.

It was here that the British chose to set up their military base and the Trucial Coast's first international airport was established in 1932. The growing world dependence on fossil fuels, which are found in rich abundance in Sharjah and surrounding region, has sustained Sharjah's development as a modern state. But it is perhaps the people, a lively trading tradition and the culture that have created and maintained the unique flavor of the Sharjah Emirate.

Stretching across approximately 2,600 square kilometers, Sharjah boasts beautiful beaches on the shores of the Arabian Gulf in the West, and the Gulf of Oman and

Indian Ocean in the East. Sharjah is the only emirate to border both the Arabian Sea and the Indian Ocean.

During the normal academic year, Sharjah's climate is idyllic, with warm sunny days, cool evenings and low humidity from October until May. Daytime temperatures range typically from 65° to 80° Fahrenheit, comparable to Palm Springs in the U.S. State of California. Very occasional rainfall occurs during January, February and March, sometimes in spectacular desert cloudbursts. From May to September the daytime temperatures frequently reach 100°, typical of desert environments worldwide. Even in the warmest weeks of the year, however, evening temperatures fall into the 70° range, so that most athletic pursuits and outside activities occur after sunset during the summer months. The UAE is famous for its religious tolerance, and virtually every world-religion has its practitioners among the highly diverse population of Sharjah. The dominant religion of the UAE and of Sharjah is Islam, and the call to prayer sounds five times a day on almost every street corner. Family ties are very strong and nearly sacred throughout the Arab world. National dress for men is the kandora (dishdasha), the long white robe and headdress, and the traditional abbaya or black cloak for women. As a focal point of cosmopolitan economic and cultural engagement, however, Sharjah, like nearby Dubai, is likewise a center of fashion, and men and women can and do dress in the latest fashions from Europe and the United States. The most popular national sports include camel racing, falconry and football (American soccer).

The Sharjah Commerce and Tourism Development Authority website provides comprehensive information on Sharjah and neighboring emirates. Please visit it at the following web site:

<http://www.sharjah-welcome.com>.

SCHOOL OF BUSINESS AND MANAGEMENT

As one of the most well-respected business schools in the region, the School of Business and Management (SBM) at AUS prepares tomorrow's global business leaders.

At SBM, faculty provide high-quality, American-style business education. Programs provide local and global perspectives, promote critical thinking and develop successful communication skills. Today's effective business professional must have competence in many disciplines, an understanding of a variety of relationships and the ability to analyze evolving business, economic and governmental trends.

Across all specialty areas, SBM faculty ensure that students gain the skills and expertise to become effective leaders who can organize and motivate groups to fulfill the goals of their organizations. Our training has resulted in exemplary success, with our graduates being hired soon after graduation by some of the biggest multinational corporate names in the world. The School's highly-qualified faculty members ensure that the curriculum keeps pace with the constantly evolving trends and modes of the marketplace.

Through philosophy and mode of instruction, the SBM strives to:

- prepare individuals to identify, analyze and understand the interrelationships among business organizations and international, governmental and domestic institutions in the Emirates, the Middle East and throughout the world;
- develop individuals who can ethically lead organizations toward economic success and social and environmental responsibility in the global marketplace of the 21st century;
- prepare individuals to integrate information resources and technology to enable them to anticipate and manage change;
- advance students' knowledge of issues and practices affecting business organizations, international and domestic institutions, and governments; and
- develop an awareness of societal and environmental needs and concerns as they relate to ethical, professional and socially responsible business practices.

The SBM also provides students with a solid core business education that emphasizes the following teaching methodologies:

- utilizing the latest American business methods, techniques and technologies to provide cutting-edge business education;
- integrating multidisciplinary approaches to teaching and learning, utilizing the latest business and economic theories coupled with real-world business data analysis and presentations; and
- integrating multimedia and computer-based instruction throughout the foundation business curriculum to assist students in learning the latest techniques in business and management.

The School of Business and Management offers the Bachelor of Arts in Economics and Bachelor of Science in Business Administration with majors in Accounting, Economics, Finance, Management, Marketing, and Management Information Systems. Graduate degrees include the Master of Business

Administration, Gulf Executive Master of Public Administration, and the Executive Master of Business Administration. The School enrolls 1,326 undergraduate and 79 graduate students.

Students, faculty and staff of the School of Business and Management are housed in a beautiful new state-of-the-art, 14,000 square-meter building, which opened in August, 2011.

THE POSITION

Reporting to the Provost, the Dean leads a College of 79 faculty members, with an annual budget of approximately US\$12 million. The Dean serves on the Council of Deans and the Provost's Council. Working with six department heads, the Dean is supported by an Associate Dean, Director of Graduate Programs, Outreach Manager, Executive Assistant and other administrative staff.

CHALLENGES & OPPORTUNITIES

Prominent challenges and opportunities for the next Dean of the School of Business and Management include:

Positioning and Marketing School in Competitive Environment. In this dynamic region, growth and innovation are essential. The Dean must be able to articulate clearly the School's strategic vision and distinctive characteristics, accomplishments and aspirations to all constituencies, ensuring that the public perception of the School aligns with its ambitious goals to continue to attract the best and brightest students, faculty and staff and to produce graduates of the highest caliber, who will be hired by industry leaders. With an excellent foundation, the School is eager to continue to grow its reputation and secure its position as a regional leader in business education.

Creating Partnerships. In order to leverage its resources and expertise, the School must intensify its pursuit of partnerships with industry, government and other education and research institutions locally and abroad, as well as across disciplines within the University. In concert with School's Corporate Advisory Board, the Dean will need to identify and personally pursue potential collaborations that will further the School's strategic goals. The new Dean will be well positioned to advance the School's agenda in emerging disciplines and addressing contemporary needs within the UAE, the region, and worldwide.

Managing and Developing Resources Strategically. The new Dean will continue to work with faculty, other Deans, the Provost and the Chancellor to prioritize academic initiatives and communicate those priorities and decisions to internal and external audiences. As the University plans for continued fundraising, the Dean will assist in shaping academic priorities and identifying and cultivating potential sources of support for the School and University. Outreach to local and regional donors will be a major element of the new Dean's success in leading the School forward.

Building Graduate Programs and Expanding Research. In order to maintain and build the reputation of the School of Business and Management, the School must continue to grow its master's, doctoral and executive education programs, as well as faculty and student research opportunities. Working with the Provost and faculty, the next Dean must identify curricular and research areas of strength that align with the needs of industry and the nation and develop corresponding graduate offerings and research initiatives. The Dean will have the opportunity to work collaboratively with staff and faculty to prepare the School to respond more effectively to the unique needs of the country and region.

Attracting and Developing Faculty. In order to continue to develop a strong, diverse faculty that will serve the academic mission and reflect the University's values, the Dean will need to actively guide the recruitment process and leverage all new appointments and promotions. As the faculty continues to develop its governance structures, the Dean will have the opportunity to set a tone of open, collegial, and transparent decision-making in a highly multi-cultural environment.

QUALIFICATIONS & CHARACTERISTICS

The new Dean will possess an earned doctorate and an outstanding record as a creative, dedicated, and engaged educator and academic leader, commensurate with appointment to the rank of Professor in the University.

Specifically, the successful candidate will have:

- a distinguished record of scholarship and research within a contemporary field of business and management studies that has relevance for our times and particularly for AUS and the region;
- demonstrated leadership of a large and complex academic organization, including first-hand administrative experience, preferably within the American tradition of business education;

- a vision to keep the School relevant and to lead it toward higher quality and reputation;
- leadership in outreach, including a strong record of winning friends, partners, and supporters within the business community and the ability to represent AUS and the School of Business and Management effectively in regional and global settings;
- ability to identify, recruit, hire, and retain excellent faculty;
- skills as a problem solver and bring to the position a capacity to create new and develop existing programs across disciplines;
- cross-cultural competence;
- proven management skills in increasing the research output of faculty and establishing a healthy research culture;
- a strong record of collegial engagement with peers, students, and other members of the leadership team within a university setting; and
- commitment, through word and action, to the highest moral and ethical standards in private life as well as in business and in business education.

CONTACTS

The search committee will begin review of credentials in early November and continue until the position is filled. Ideally, the new Dean will start in Summer 2012. Nominations, inquiries and expressions of interest should be forwarded, in confidence and preferably electronically, to:

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Susan VanGilder, Associate Principal
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Further information about the University may be accessed at www.aus.edu.