



# MERRIMACK COLLEGE

## Dean of the Girard School of Business

Merrimack College invites applications and nominations for the position of Dean of the Girard School of Business. Merrimack College seeks an exceptional leader with a strong record of academic and/or professional accomplishment, as well as engagement with the business community, to serve in this key leadership position. The new Dean will have the opportunity to develop and advance a vision of entrepreneurial business education at the Girard School in collaboration with a dynamic faculty and staff and a supportive administration.

Merrimack College, a private Catholic comprehensive college in the Boston suburb of North Andover, Mass., is an institution with great upward momentum. A July 2017 profile in *The Boston Globe* referred to the Merrimack “renaissance” and said it is one of few private colleges succeeding in the market. In the 2017 U.S. News & World Report rankings, Merrimack moved into the Regional Universities North category at 57, after six years as a top-10 Regional College. U.S. News also ranked Merrimack 40 for Best Value Schools; previously, the college had been cited by *Money Magazine* as among the top 50 the United States for “colleges that add the most value” to students’ degrees.



Founded in 1947 by the Archbishop of Boston and the Order of St. Augustine, Merrimack strives to cultivate global citizens who are prepared to lead in today’s diverse and changing environment. Merrimack offers nearly 100 undergraduate programs in liberal arts, science and engineering, business, health sciences, and education and social policy. Additionally, the College offers graduate programs in education, criminology, management, accounting, computer science, health sciences, public affairs, and engineering and is planning to launch more graduate degrees next fall.

The College's 3,500 undergraduate and 580 graduate students come from 35 states and 36 countries to form an engaged community of thinkers, learners and achievers integrated in an academic culture of excellence, diversity and stature. Undergraduate enrollment has increased approximately 58% in the last five years and Merrimack has hired more than 100 new faculty in that same time period. The implementation of the College's ten-year strategic plan, the ***Agenda for Distinction***, has led to renewed energy and sense of community, combined with growth of the faculty and student body.

At Merrimack, dedication to the Augustinian values of hospitality, community, and the pursuit of truth allows students to feel right at home. They explore the world and gain experiences through strong cooperative education programs, study abroad, internships and career services programs. 97% of the class of 2016 reported being employed, in graduate school, or completing a year of service nine months post-graduation. Approximately 65% of these students participated in co-ops or internships while attending Merrimack, resulting in 29% of these internships and co-ops leading to full time job offers. The median starting salary of a Merrimack undergraduate is \$55,900, well above the national average. 75% of students reside on campus and enjoy more than 60 student clubs and activities. Merrimack offers a 24-hour fitness facility and more than 65% of the students participate in club sports, intramurals and/or varsity athletics. An NCAA Division 1 school in men's and women's ice hockey, the college is on track to move all of its intercollegiate athletic teams into Division 1 in coming years.

The 220-acre campus has more than 30 buildings that are clustered around tree-lined walkways and courtyards. An historic iron bridge, which once carried foot traffic over a canal of the Merrimack River, crosses a reflecting pool in a campus courtyard; a labyrinth for contemplation and outdoor sculptures grace other areas. This fall the College will open a new 50,000 sq. foot academic building (home of the Girard School of Business), new renovated health sciences space including psychology labs, renovated Academic Success Center, expanded food services, relocated and renovated Communications and Media, Psychology, and Visual and Performing Arts spaces, and a new Athletic District to include a stadium, track, upgraded baseball field and multi-sport field.



## College Leadership



**Dr. Christopher E. Hopey, President:** [Dr. Hopey](#) was named the eighth president of Merrimack College on July 1, 2010. Dr. Hopey is an experienced higher education leader who has brought to Merrimack a strong academic and entrepreneurial background. He has more than twenty years of comprehensive leadership experience within very complex and highly decentralized colleges and research universities. He holds a Ph.D. from the University of Pennsylvania and bachelor's and master's degrees from Northeastern University.



**Dr. Allan Weatherwax, Provost and Senior Vice President for Academic Affairs:** [Dr. Weatherwax](#) became Provost and Senior Vice President for Academic Affairs at Merrimack in January 2017. Dr. Weatherwax is an internationally recognized teaching-scholar who has spent two decades contributing to fundamental research in space plasma physics, geophysics and space weather. He holds a Ph.D. in Physics from Dartmouth College and a Bachelor of Science in Physics from Binghamton University.

For more about College governance, see <http://www.merrimack.edu/about/leadership/>

**History:** The Augustinians established the College as a direct response to the needs and aspirations of local servicemen returning home from World War II. Day-school females first enrolled in fall 1950 (class of 1954 — seven graduated). The College grew significantly in the 1950s and 1960s. With a student population of 2,000, the College continued primarily as a commuter school throughout the 1970s and 1980s. The academic excellence that had always been a priority of the Augustinian educational tradition inspired the first college-wide curriculum revision in the early 1980s, and the growth of a student life division responsible for co-curricular programs. In the mid-1990s, Merrimack focused strategically on becoming a residential college, and by the end of the decade, residential students accounted for more than 75% of the population. Further revisions to the curriculum in the early 2000s reflected Merrimack's strategic intention to emulate aspirant institutions. There has been significant growth in programs and student population in the past 5 years, under President Hopey's leadership.

**The Vision, Mission, and Values:** Merrimack College continually seeks to embody its core principles and aspirations:

- **Strategic Vision** - Merrimack College's vision is to be a highly ranked, internationally respected, selective master's comprehensive Catholic college, which is residential, student-centered, professionally focused, and rigorous in the liberal arts, sciences, engineering, business, and education. The College will advance this vision through excellence in classroom teaching and scholarship, diversity and globalization, development of professionally oriented graduate programs, investment in faculty, enhancement of student life and experiential learning, expansion of athletics, and refocusing our values on our Catholic roots and the teachings and principles of St. Augustine.
- **College Mission** - Merrimack College embraces its mission to enlighten minds, engage hearts, and empower lives. Faithful to its Catholic, Augustinian tradition, this mission calls us to actively engage the passion and emotion of our hearts with the discipline provided by intellect and reason.

- **Fundamental Values** - The College is committed to these core values in carrying out its mission and realizing its vision:
  - **Leadership:** To prepare students to adapt creatively to tomorrow’s realities through excellence in the liberal arts, sciences, and the professions.
  - **Community:** To build a community of scholars that welcomes and respects a diversity of backgrounds, experiences, beliefs, and perspectives.
  - **Awareness:** To cultivate the intellectual, moral, spiritual, physical, and personal awareness needed to make wise choices for life, career, and service.
  - **Scholarship:** To encourage and support scholarly work that contributes to the wisdom on which society bases its decisions.
  - **Service:** To engage other educational institutions, industry, and agencies of social change in collaborative efforts to foster a just, peaceful, and sustainable world.

**The Academic Program:** Merrimack’s community embraces scholarship and service to others, and provides students with opportunities to develop intellectually, spiritually, socially and ethically, guided by its tradition and mission to “Enlighten Minds, Engage Hearts, Empower Lives.” The College is committed to the liberal arts and offers undergraduate and graduate programs in four Schools. Degrees offered include:

- Bachelor of Arts
- Bachelor of Science
- Bachelor of Science in Business Administration

#### Master of Science

- Accounting
- Business Analytics
- Civil Engineering
- Community Health Education
- Exercise and Sport Science
- Health and Wellness Management
- Management
- Mechanical Engineering
- Clinical Mental Health Counseling
- Computer Science
- Community Health Education
- Criminology and Criminal

#### Master of Public Affairs

#### Master of Education

- Community Engagement
- Curriculum and Instruction (General Studies)
- Higher Education
- School Counseling
- Teacher Education

At the undergraduate level, a new liberal studies core curriculum was implemented in fall 2012. In keeping with Merrimack’s commitment to its rich Catholic, Augustinian intellectual heritage, this curriculum teaches students to value and practice critical inquiry, social responsibility, and ethical judgment in the academic, social, and personal dimensions of their lives and to develop the

capacity for lifelong learning. Additionally, the expanding Honors Program offers students with strong academic credentials, class standing, and leadership qualities the opportunity to study with other exceptional students in smaller and more challenging classes.

**Academic Support and Co-Curricular Centers:** Merrimack College provides a wide range of academic enrichment and support services. These centers work collaboratively with faculty and the Division of Campus Life to contribute to the holistic success of all students. In addition to academic programs, the curricular and co-curricular centers serve as intersections between the College and the larger community. These centers include: Center for Academic Enrichment; Mathematics Center; Writing Center; Center for Excellence in Teaching and Learning; Compass Program; Writers House; O'Brien Center for Career Development; and the Promise Program.

**Faculty:** Merrimack College's emphasis on a community of teaching scholars and an integrated education attracts faculty members that are committed both to students' intellectual and moral development and their own scholarship. The College's 192 full-time faculty members and 214 part-time faculty members provide a full-time equivalent student-faculty ratio of 13:1. Of the full-time faculty, 90% hold the terminal degree in their fields; 52% are male and 48% female.

**Staff:** Merrimack College's dedicated staff plays an important role in supporting the mission and values of the College and in enhancing the educational experience of students. The College's staff includes 388 full-time members and 86 part-time members. Of the full-time staff, 61% are female and 39% male.



**Students:** Merrimack College has 3,500 undergraduate and 580 graduate students from 35 states and 36 countries. Women constitute 51% of the undergraduate student body and 68% of the graduate student body. Approximately 92% of students receive financial aid. The strengths of Merrimack's academic, co-curricular, and student activity programs result in a retention rate of 83% of freshman for the sophomore year, and a six-year rate of 69%.

**Library:** The McQuade Library, located in the center of campus, provides facilities for both individual and group study and houses the Center for Academic Enrichment, the Mathematics Center, the Writing Center, the Welcome Center, and the Information Technology Center. It is open 24 hours a day on weekdays and holds a collection of approximately 236,000 items.

**Finances:** The College's operating budget is approximately \$150 million, with an endowment currently of nearly \$52 million. Tuition and fees contribute approximately 66.4% of the budget revenues. The College is now conducting efforts to raise monies for identified needs across the campus through philanthropy teams comprised of trustees, faculty, administrators, and the Office of Development and Alumni Relations staff.

**Governance:** The College has a board of up to 35 Trustees appointed up to three three-year terms. The President serves as the chief executive officer of the College and is appointed and accountable to the Board of Trustees. The President is also an Ex-Officio of the Board. The College's system of shared governance is mature and based on the understandings and recommendations regarding collegial governance contained in the *Statement on Government of Colleges and Universities*

jointly formulated by the AAUP, ACE, and AGB. The Faculty Senate is a deliberative body whose membership includes the full-time faculty of all of the College's individual schools, as well as the full-time librarians. The work of the Faculty Senate is carried out through its committee structure. The College Leadership Council is composed of over 60 alumni, parents and friends of the college who are industry and community leaders. In collaboration with the Office of the President, the council builds and leads engagement and philanthropic activities within the Merrimack community. This council represents all the schools and areas of interest within the college community.

**Accreditations:** Merrimack College is accredited by the New England Association of Schools and Colleges, Inc. (NEASC), through its Commission on Institutions of Higher Education. The most recent NEASC accreditation visit was in 2011, with an additional NEASC visit in 2013 as part of the standard approval process following the initial first year of a newly launched graduate program. NEASC granted general approval for existing and future master's programs at the College. Specialized accreditations are held from the Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology, the American Chemical Society, and the Commission on Accreditation of Athletic Training Education. The teacher preparation programs in Elementary, Middle, and Secondary Education as well as Special Education (Moderate Disabilities) have State approval under the Interstate Certification Compact of the National Association of State Directors of Teacher Education and Certification.

**Athletics:** An NCAA Division 1 school in men's and women's ice hockey (Merrimack is the smallest school in the Division I Hockey East Association), the college is on track to move all 24 of its intercollegiate athletic teams into Division 1 in coming years. In addition to men's ice hockey, the men's programs include baseball, basketball, cross country, football, indoor track, lacrosse, soccer and tennis. In addition to women's ice hockey, women's sports include basketball, cross country, field hockey, indoor track, lacrosse, swimming, softball, soccer, tennis, volleyball, golf, and crew.

**Strategic Planning:** Approved in 2011 and updated in 2016, the strategic plan [Advancing Merrimack in the 21st Century: The Agenda for Distinction](#) details a ten-year commitment to make strategic investments in its people, its academic programs, its infrastructure, and the experiences and successes of its students in order to become a highly ranked, internationally respected college that draws students and faculty from around the world. The strategic priorities outlined in the plan include:

- Create a modern, academic enterprise grounded in innovative teaching, learning, and scholarship;
- Develop a contemporary Catholic mission;
- Create an intellectually vibrant, socially engaged, entrepreneurial student experience;
- Inspire and engage our people, culture, and community; and
- Strengthen our value proposition and competitive position.

**Campaign:** Merrimack College's strategic plan is supported by the current campaign, [Together for Good](#). The College has already raised \$40 million toward the campaign's \$50 million goal. These funds will be used to strategically invest Merrimack's future by focusing on infrastructure, academic programs, support services, athletics, student experiences, and scholarships. The four main areas of focus for the campaign are:

- Building for Good
- Competing for Good
- Innovating for Good
- Standing Up for Good



## **The Girard School of Business**



[The Girard School of Business](#) enrolls approximately 1,000 undergraduate and 78 graduate students with 27 tenure and tenure-track faculty members, 1 full time visiting faculty, and approximately 26 part-time faculty. The Girard School was named with a gift in 1999 by Francis E. Girard, a 1962 graduate of Merrimack College, where he earned his Bachelor of Science in Business Administration. Mr. Girard has had a storied career in business, most recently serving as the CEO of a subsidiary of Converse Technology, a

leading supplier to the wireless and wireline network industries. Mr. Girard is a former member of the Merrimack College Board of Trustees and remains active across the College. The Girard School offers students a unique approach to business education that includes a strong foundation in the Liberal Arts and Augustinian values, as well as a solid background in business. This well-rounded education prepares graduates to hit the ground running and pursue successful careers.

Girard School Student profile: approximately 89% of all the School's students come from New England, 7% from out of the region, and 4% are international students. The Girard School has a strong record of student placement, with 97% of graduates employed in a field related to their area of study, in graduate school, or participating in post-graduate service within nine months of graduation.

The School offers an undergraduate Bachelor of Science degree in Business Administration with concentrations in [Accounting](#), [Finance](#), [International Business](#), [Management](#), [Marketing](#) and [Sport Management](#). The School also offers nine [Business Minors](#) for non-business majors. The School also offers Masters of Science in [Accounting](#) and [Management](#), and an online Master of Science in [Business Analytics](#). The overall budget for the Girard School of Business is approximately \$6.3 million. The Girard School's staff includes one Associate Dean, Department Chairs, Director of Business School Initiatives, Data and Research Coordinator, Business Career Specialist, Assistant Director of Business Programs, Undergraduate Business Student Advisor, Instructional Technologist, Faculty Support Coordinator, Director of the Mucci Capital Markets Lab, Director of the Financial Capability Center, and Senior Administrative Assistant.

The Girard School prides itself on a number of differentiated and niche programs intended to extend students' experiences beyond the classroom. Students at the Girard School benefit from experiential learning opportunities through study abroad programs, service learning opportunities,

internships and co-ops, and through attending conferences with faculty and staff. Students are also supported by a strong [professional student organization](#) program which reinforces student competency in teamwork, leadership, and networking skills.

The Girard School faculty is a community of highly-qualified teacher scholars whose dedication and commitment to the School and its students is one of its most esteemed points of pride. Committed to the highest standards of teaching and research, the Girard faculty foster engagement and close personal interaction with students through small class sizes, one-on-one advising and unique experiential learning opportunities. The emphasis of faculty research in the School is primarily in the areas of business practice and learning, although discipline-based research also is valued and active. Many of the Business faculty have many years of professional experience working in their fields and many have published scholarly, peer-reviewed articles in a variety of journals. True to the College's Augustinian tradition, the business faculty encourage students to be passionate about learning and respectful of diverse views.

### **Crowe Hall**

Merrimack College recently broke ground on Crowe Hall, its most recent [academic building](#), thanks to the generosity of Michael and Kerridan Crowe and the largest gift in the history of Merrimack College. The 50,000-square-foot building will serve as the new home to the Girard School of Business beginning in fall 2017. The facility will include 14 state-of-the-art classrooms; real-world preparatory resources including the [Mucci Capital Markets Lab](#), [Financial Capabilities Center](#), and Applied Project Learning Center; and the [Comprehensive Business Advising Center](#) that offers personalized academic and career advice for business students. With a new building to call its own, the next Dean of the Girard School has the opportunity to continue growing the School, create in-demand academic programs, and establish an innovative vision for the future of business education at Merrimack College.



### **Mission:**

The Girard School of Business develops professionals who think critically, communicate effectively, and excel in productive roles in the community and the globally competitive marketplace. Our faculty are committed to providing students with a strong foundation of business knowledge and skills in an environment having a high degree of student-faculty interaction.



**Vision:**

The Girard School of Business will be recognized as a school of choice for those who seek excellence in business education. We will achieve distinction through scholarship and experiential learning opportunities.

**Learning Goals:**

The Bachelor of Science in Business Administration program has the following four learning goals:

**COMMUNICATE** business concepts in a variety of channels

- Deliver professional presentations
- Write professional documents
- Convey ideas and information persuasively
- Utilize/employ/use/apply a variety of digital platforms and social media

**COLLABORATE** with others to achieve a common goal

- Function effectively in a team as both members and leaders
- Understand and apply collaboration processes
- Identify ways to motivate a team to improve its performance

**ANALYZE** relevant **DATA** to make informed judgments

- Collect data
- Interpret data
- Summarize information

Apply business knowledge to **SOLVE PROBLEMS**

- Identify and define a problem
- Develop creative alternatives to address a problem
- Develop a reasoned argument to support a recommendation
- Identify the key and relevant issues in implementing a recommendation

**OPPORTUNITIES AND CHALLENGES**

Merrimack College has reached a moment where goals are being accomplished and this exciting period of growth provides both challenges and opportunities to move forward and advance the next phase of the Agenda for Distinction. These opportunities call for collaborative leadership and essential contributions from the new Dean of the Girard School of Business.

**Building on the Momentum:** The Girard School of Business has experienced positive growth and development over the past five years with the addition of 15 new faculty lines, new undergraduate and graduate programs, and the development of academic initiatives like the Mucci Capital Markets Lab that prepare students for careers in their fields of choice. The School will have a new home on campus in Merrimack’s newest academic building, Crowe Hall, which will present the next Dean with ample opportunities to lead the development of new initiatives and attract and retain high-quality students, faculty, and staff. The next Dean will have the opportunity to develop an innovative and collective vision to effectively position the Girard School to sustain its current momentum, growth, and success.

**Path to AACSB:** Because of the positive growth and momentum at the Girard School, many pieces are in place to begin thinking about creating a path to achieving AACSB accreditation. Merrimack College and the Girard School are in a very competitive marketplace, and the well-recognized programs within the school will be further enhanced with AACSB accreditation. The Dean will be expected to lead this process. The next Dean of the Girard School will have strong support in

achieving this goal from both administration, faculty, and staff.

**Building Relationships:** Merrimack College is a caring community of faculty, students, staff and administrators, working together in an atmosphere of respect and common purpose. It is expected that the new Dean of the Girard School will provide a style of leadership that recognizes the central importance of consensus building and teamwork. Effective communication by the Dean of the Girard School is a key to ensuring that the School's commitment to community is realized. Inherent in this effort is the need for the Dean to share information, facilitate communication among others, and ensure effective and timely decision making and action. The Dean works closely with business leaders and alumni drawn from a wide range of banking, manufacturing, finance, marketing, distribution, and technology industries who are committed to the Girard School's excellence. In addition, the School continues to be committed to developing strong strategic relationships with the business community, to enhance its values-based undergraduate and graduate curriculums and to place students in internships and career positions.

**Working Successfully with the Leadership Team and College Community:** Merrimack's success is in part due to a dynamic leadership team and strong faculty involvement. The Dean will need to work closely with the President, the Provost, the senior leadership, other Deans, and faculty to advance the needs of the Girard School and the College. A strong team player and coordination are essential for the goals of the Girard School to be achieved.

**Articulating the Identity of the College:** The next Dean of the Girard School must partner with the senior leadership of the College to play a major role in publicizing the strength of programs and services of the College and the School. Externally, the Girard School's Dean must promulgate its unique qualities and identity to potential students and parents at the undergraduate and graduate levels, engage community leaders and alumni to harness their strategic and financial capabilities to support the School, and continue to engage the regional business community with the School to establish win-win opportunities for students and the Merrimack College community. Internally, the Dean will advocate an inclusive vision of excellence and establish a plan to achieve AACSB accreditation to promote excitement and encourage engagement for the School's future initiatives.

**Enhanced Curriculum:** The Girard School operates in a highly competitive marketplace, and the School has been successful in delivering a rigorous business curriculum to its undergraduate and graduate students. Looking to the future, the Girard School will need to maintain its competitive position among its peers by elevating the quality of its current programs and developing new ones to guarantee that students are challenged intellectually and prepared to become future leaders in their field. The next Dean will be expected to lead a collaborative effort with faculty and staff members to refresh the current business curriculum to ensure the development of high-impact programs and an intellectually vibrant learning environment.

**Faculty Recruitment, Development and Support:** The Girard School's innovative and dedicated junior and senior faculty is one of its central strengths. This resource will need to be supported effectively and built strategically, with an eye to the future direction of business education generally, and to the School specifically. The Dean will play a key role in providing guidance and support of scholarship, pedagogy, advising and mentoring of students, and in identifying resources for the further development of faculty, both individually and as a community of teacher scholars. The next Dean will have the opportunity to continue the growth of the School by hiring new faculty who can strengthen current programs and collaborate in the development of new programs. The Dean will also be charged with developing a welcoming and inclusive culture at the Girard School that will both attract and help retain these quality faculty members.

**Supporting the Mission.** The Girard School plays a leading role in supporting the College's

mission as a modern Catholic institution through a variety of programs, including its focus on experiential learning, community outreach, and service learning. There are opportunities for the next Dean to enhance this work, including working with the faculty to help create an ethics-driven curriculum and programs. The Dean will join all members of the Merrimack community in advancing the mission of the *Agenda for Distinction*.

**Resource Generation:** The next Dean will play an essential role in supporting the Together for Good Campaign by effectively engaging alumni, corporations, and other constituencies in support of strategic priorities. The Dean, together with the College as a whole, will need to generate new kinds of support in order to meet critical needs for program and faculty development, facilities, computer and classroom resources, and student scholarships.

### **THE POSITION, RESPONSIBILITIES, AND QUALIFICATIONS**

The Dean of the Girard School of Business reports directly to the Provost and Senior Vice President of Academic Affairs and serves on the Provost's leadership team alongside the Deans of the School of Liberal Arts, the School of Science and Engineering, the School of Education and Social Policy, the School of Health Sciences, and the Academic Success Center; two Associate Vice Provosts; the Vice Provost for Graduate and Professional Studies; the Dean of Experiential Learning; the Registrar, and the Directors of General Education, the Center for Excellence in Teaching and Learning, McQuade Library, and the Honors Program.

The College seeks an innovative and accomplished academic leader who will be able to harness the excitement of the campus and Merrimack's academic mission as it sets out to achieve the *Agenda for Distinction*. In order to achieve these goals, the College needs a passionate, enthusiastic academic who is inspired by the opportunity to build a distinguished academic community. The Dean serves as the chief academic and administrative officer of the Girard School of Business. Key dimensions of the Dean's position include:

- Guiding and coordinating the School's academic, research, development, and service activities.
- Overseeing the development and strengthening of high-quality baccalaureate and master's degree programs.
- In cooperation with the chairs and faculty, guiding the hiring, evaluation, development, and retention of top-quality full- and part-time faculty members within the School.
- Working with faculty and the College advancement team to identify and obtain sources of revenue to support existing programs and services, and the creation of new ones.
- Establishing and maintaining effective working relationships with the business communities throughout the Northeast corridor.
- Serving as a member of a team of deans and other academic administrators who directly report to the Provost.

#### **Examples of Duties and Responsibilities**

- Promoting excellence in teaching, research, and service.
- Providing leadership and motivating faculty to develop, implement, and assess academic programs, to enhance student learning; and to strengthen their scholarship and service roles.
- Building a strong culture where traditions are valued, and new ideas are embraced to take the School into the future.
- Preparing and managing the School budget and allocating funds among the concentrations and other programs.

- Managing enrollment planning, including recruitment of first-year, graduate, and transfer students.
- Maintaining a collaborative culture conducive to scholarship and professional service which is aligned with the mission of the College.
- Leading a thorough assessment of the Girard School's capacity for AACSB accreditation and develop a plan to achieve AACSB.
- Developing community, industry, and government relationships that support School and College programs, students, faculty, and research.
- Collaborating with chairs and faculty in determining curricular needs and enhancements.
- Supporting the retention of students through maintaining the school's commitment to advisement, experiential learning opportunities, and developing lasting relationships between students and faculty and staff members.
- Supporting the professional development of faculty, administrative, and staff personnel.
- Advancing all aspects of the College's Mission & Vision Statement.

### **Required Qualifications**

The Dean of the Girard School will hold a terminal degree in business or a related field, and will have a record of teaching, scholarship, and service that merits appointment as a tenured full professor.

### **Desired Qualities**

- Significant accomplishments in his/her career, with a background of academic experience and/or professional experience which provides the foundation for strong, credible leadership as a Dean.
- Understanding of and experience with AACSB accreditation.
- A track record of visionary leadership in a dynamic environment.
- Demonstrated ability to manage a complex organization and work effectively with colleagues in the School, College, and community.
- Demonstrated ability to encourage and foster quality teaching and scholarship activities among faculty.
- Demonstrated interest and success in external fundraising and developing alliances with the business community.
- Demonstrated understanding of the role of existing and emerging technologies.
- Substantial fiscal management experience.
- A management style driven by consensus building and teamwork.
- Strong commitment to racial, cultural, and gender diversity and inclusion.
- Strong commitment to high quality education at the undergraduate and graduate levels.
- Experience in curriculum development and assessment, and development of innovative programs.
- Demonstrated commitment to global and international education and relationships.
- Core values that align with the mission and values of the Girard School and Merrimack College.

Additionally, the successful candidate should have the following preferred personal traits and attributes:

- The highest personal integrity.
- The ability to formulate a clear vision.
- Strong communication skills.

- Strong interpersonal skills.
- Fair, firm, and consistent management and decision-making abilities.
- Excellent team building skills.
- Highly motivated team player with a sense of humor.

### INFORMATION FOR CANDIDATES

Review of application materials will begin immediately and will continue until the position is filled. All inquiries, nominations and applications shall be confidential and should be directed electronically to:



executive search consultants

**Steve Leo, Partner**  
**Brian Bustin, Associate**  
**Storbeck/Pimentel & Associates, LP**  
[MCBusinessDean@storbecksearch.com](mailto:MCBusinessDean@storbecksearch.com)  
**(484) 263-5534**

*For more information on Merrimack College and its programs, please consult its website:*

*www.merrimack.edu*

*Merrimack College is an AA/EEO/ADA employer*