School of Business Dean
Leadership Statement
February 2022
THE OPPORTUNITY

The College of Charleston cordially invites nominations and applications for the position of Dean of the School of Business. The Dean will collaborate with the Provost and faculty and its engaged volunteer Board of Governors in developing and implementing the School’s strategic plan to achieve institutional goals and objectives; will serve as a key strategic partner in enhancing the profile and prominence of the School; and will oversee the staffing and operation of all units within the School to ensure its effectiveness and efficiency.

It is no longer business as usual in the growing and vibrant city of Charleston! International corporations such as Boeing, Volvo, and Mercedes Benz have established a major presence in the area and the School has developed strong partnerships with BMW and Michelin — both located in South Carolina. Charleston provides a living laboratory of exploration for its students as it boasts one of the largest and busiest ports on the East Coast. The overall business climate in the city and state is one of the most attractive in the country with a booming technology corridor. In addition, the city continues to be one of the most popular tourist destinations in the world, supporting a vibrant hospitality industry. The School offers a global perspective of business and a true appreciation for relationships. The School imbibes personal responsibility in its students, helping them find their confidence to lead from a place of purpose and vision. It is an academic philosophy that develops business leaders focused on positive impact and making profits.

The College of Charleston, founded in 1770, is the oldest university south of Virginia and the 13th oldest in the United States. The College is a public liberal arts and sciences university overseen by a 20-member Board of Trustees, which delegates the administration of the campus to the President.

A state-supported institution, which joined South Carolina’s public university system in 1970, the College of Charleston provides a world-class education in the arts, humanities, sciences, languages, education and business, retaining a strong liberal arts and sciences interdisciplinary undergraduate curriculum. The College is organized into several schools: the School of the Arts; the School of Business; the School of Education, Health and Human Performance; the School of Humanities and Social Sciences; the School of Languages, Cultures, and World Affairs; the School of Sciences and Mathematics; the Honors College; and the Graduate School (also known as the University of Charleston, S.C.). In fall 2020, the College admitted students to a newly established systems engineering program, another example of the College endeavoring to meet the growing educational demands of the state, region and country. With an operating budget of more than $285 million, the College currently has an enrollment of more than 10,000 undergraduate and graduate students. It employs 522 distinguished teacher-scholars and has more than 2,000 total employees.
The College of Charleston is located in the center of Charleston, S.C., one of America’s most beautiful cities, world-renowned for its history, hospitality and cultural life. The population of the Charleston and North Charleston metropolitan area is more than 713,000. In addition to its economic strengths as a port city and tourist destination, Charleston is emerging as a regional center for high-tech manufacturing, the aerospace industry, software development and innovative biomedical research. Collaboration with other universities in Charleston and South Carolina will continue to be essential in meeting the research and educational needs of this growing, dynamic community.

### COLLEGE OF CHARLESTON KEY STATISTICS

#### ACADEMIC QUICK FACTS (FALL 2018)

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
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<tbody>
<tr>
<td>Majors</td>
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<tr>
<td>Minors</td>
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<td>Master’s Programs</td>
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<td>Certificate Programs</td>
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<tr>
<td>Student-Faculty Ratio</td>
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<td>Full-Time Faculty</td>
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#### FINANCIAL NOTES FY19

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<tr>
<th>Category</th>
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<tbody>
<tr>
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<tr>
<td>Annual Operating Budget</td>
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**UG Tuition (19–20)**

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<tr>
<td>Resident</td>
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<tr>
<td>Non-Resident</td>
<td>$32,848*</td>
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</table>

*per year
THE SCHOOL OF BUSINESS

There is a depth and balance to life’s experiences that you get from learning in a place that approaches business a little differently with the belief that pursuing purpose in addition to profit makes business better. The School thrives on collaboration and cultivating connections. It is a Business School grounded in a liberal arts university, where the whole person is developed by embracing diverse perspectives. The School is located in one of America’s oldest cities, consistently named a top small city and place to visit, yet it also boasts one of the fastest growing economies. It’s a city of open doors and small-town appeal and home to global businesses and an influx of tech companies revitalizing the Southeast U.S. This is an outdoor laboratory — the quality of life informs the quality of our business. Students collaborate and lift each other up. Class sizes are purposefully small so faculty can foster personal uncommon connections. An unparalleled network of executives are eager to advise and mentor the students and advance opportunities, internships and employment.

The School of Business offers ten undergraduate majors, an honors program, several interdisciplinary minors, an M.S. in Accountancy and a one-year MBA. Approximately 3,000 undergraduate and graduate students are enrolled in majors or programs within the business school, including our international students who attend from countries including China, Germany, France, and Brazil. The Business Research Guide ranks the School of Business as no. 15 among the top 30 prominent business schools for global business and study abroad programs. This recognition is made possible through the dedication of our faculty in advancing global learning and leading study abroad programs to places such as Honduras, Hong Kong, Brazil, and China.

Our undergraduate and graduate programs support our school’s mission to prepare socially responsible students for career opportunities around the world. With dual accreditation in business and accounting by the Association to Advance Collegiate Schools of Business International (AACSB), our programs cover the essential business disciplines while teaching students the local, national and international implications of managing and operating a business in the global arena.
The School of Business enjoys the advantages of the thriving economy in the greater Charleston region where our students gain internships at firms that represent the diverse service and manufacturing industries. The Charleston area was recognized as the No. 1 Small U.S. City for the 10th consecutive year by Condé Nast Traveler 2020 Readers’ Choice Awards, which gives our hospitality and tourism management students a distinctive learning experience in and out of the classroom.

ACKNOWLEDGMENTS & ACHIEVEMENTS

- #1 of highest share of female and nonbinary students in the US, by Bloomberg Businessweek (2021-22).
- #7 Accelerated MBA in the USA MBA Central (2019).
- #13 in the US in overall diversity, by Bloomberg Businessweek (2021-22).
- #84 MBA program in the US, by Bloomberg Businessweek.
- Most-affordable accelerated, full-time program in the nation for out-of-state students and South Carolina residents (2019).
- Newsweek Insights included C of C on their list of 2021 USA’s Leading Tourism and Hospitality Management Programs.
- #1 in the world among universities with the most Certified Global Business Professionals (CGBP) on faculty. All CGBP faculty lived, worked, and studied abroad.
- #2 in USA International Business program (Schools.com 2018).
- #5 in USA, Finance Program (Study.com 2019).
- #6 among the nation’s 50 best international business degree programs (Study.com 2020).
- #6 in USA Hospitality and Tourism Management program (Study.com 2019).
- 10th largest undergrad International Business Program among public universities, National Center for Education Statistics.
- 10th in USA among schools offering online bachelor’s degree in organizational management and development concentration, the Bachelor of Professional Studies program (Learn.org 2020).
- #11 of 25 best online bachelor’s degrees in project management, Bachelor of Professional Studies (Bachelor’s Degree Center 2021).
- #13 in list of top 50 USA colleges and universities that offer a bachelor’s program in business (Study.com 2021).
- #15 among the top 30 prominent business schools for global business and study abroad programs. (Business Research Guide).
- #16 Best Business School in the Country (Study.com 2019).

• **Top 100 best affordable** project management degrees, the Bachelor of Professional Studies, concentration in project management (*University HQ* 2021).

• **One of only three** universities to be selected by EXIM Bank of the United States to become an EXIM Bank City-State partner. The EXIM Bank is the official export credit agency whose mission is to assist in financing the export of goods and services to international markets.

• **2021 Recipient of “Innovations That Inspire Award”** from AACSB, recognizing institutions from around the world that serve as champions of change in business education.

THE POSITION

Reporting to the Provost, the Dean is the chief academic and administrative officer of the School of Business. The College is seeking a Dean who will be a visionary leader, dedicated to the success of students and faculty and to the further development of strong partnerships with local, regional and state-wide communities. The ideal candidate will have been a scholarly researcher, have extensive experience in academic administration at the undergraduate and graduate levels, and will have demonstrated effectiveness in advancing diversity, equity and inclusion.

Responsibilities and duties include:

• Working collaboratively with the Provost, faculty, staff and others to develop and implement strategic initiatives that ensure the School's academic enterprise integrates with the College's mission, vision and values. Setting the tone of the School as a unit of intellectual inquiry, study and creative expression and ensuring the continued quality, relevance and effective delivery of the School’s academic programs.

• Fostering a welcoming culture within the School and supporting a variety of student, faculty and staff events. Actively participating in the everyday life of the College. Participating in a wide range of campus-wide committees, initiatives and teams.

• Overseeing the staffing and operation of the School to support quality academic programs and student services and effective and efficient use of resources. Providing leadership in matters of academic policy and administration and ensuring systematic review of academic programs and courses to maintain and enhance the student experience. Supervising Department Chairs.
• Formulating and overseeing the operating budget of the School of Business. Ensuring the ongoing financial strength and sustainability of the School through prudent management of available resources and development of additional financial opportunities through relationships with alumni and donors. Demonstrating effective stewardship of all associated funds.

• Providing leadership and vision in enhancing the diversity of faculty, staff and students. Cultivating and promoting a culture of teamwork and empowerment, recognizing the value of individuals, offices and departments on campus in helping the School achieve its goals of creating an exceptional student experience.

• Supporting academic freedom and scholarly research of a world-class faculty in their continued pursuit of innovative teaching, discovery and dissemination of knowledge. Facilitating faculty in further encouraging student scholarship, self-enrichment and achievement. Supporting faculty, students and staff in their expanding efforts to serve the Business communities and bring additional positive attention to the College. Promoting professional development of faculty and staff.

• Encouraging and nurturing collaborative and interdisciplinary relationships with the College’s schools, programs and divisions as well as with other institutions and community partners. Contributing to a consensus- and team-building environment for the School of Business.

• Representing the School to local, state, national and international audiences, including representing the School in national Business associations and other organizations. Promoting the School and its academic programs to a wide range of audiences, including the local/regional business community, ranking and rating agencies, and the public at large.

PRIORITIES FOR THE DEAN

• Collaborate on, develop and implement a strategic plan that will lead the School into the future, energize the local and regional business community and enhance the School's reputation. Position the School to be at the cutting edge of Business education and innovation so that it develops leaders to live and work in times of unprecedented complexity, interdependence, disruption and change.
• **Provide leadership to support efforts and initiatives promoting student success.** Lead faculty, staff and other partners to achieve the School’s goals of enhanced student success and retention.

• **Enhance diversity through dedication to inclusion.** A high priority on campus is to increase the diversity of the College’s student, staff and faculty populations and strengthen and enhance our inclusive learning and work environment. The Dean must lead by example and be a steadfast advocate of recruiting minority faculty. Support and expand on a curriculum that teaches the value of diversity. Provide opportunities for students to learn how to foster diversity and inclusiveness at the School and College and in their communities and workplaces.

• **Cultivate an environment of trust that builds positive School morale.** Provide leadership, mentorship, direction and inspiration to the faculty and students of the School.

**QUALIFICATIONS, CHARACTERISTICS AND VALUES**

The College is seeking a proven leader, scholar, accomplished administrator and fundraiser who values collaboration, teaching, research and service, and who understands the opportunities and challenges facing Schools and Colleges of Business in the 21st Century. The selected individual will be attentive to supporting student success, dedicated to academic excellence, have an appreciation for a world-class faculty and know how to engage an active business community anxious to develop top talent. She or he will possess vision, integrity, creativity, energy, acumen and diplomatic skills and will understand and appreciate the value of the liberal arts and sciences, professional education and scholarly research. The next Business Dean will need to be a consensus-building and collegial academic leader. The College seeks someone who possesses a majority of the following preferred qualifications, characteristics and values:

• Unquestioned integrity and trustworthiness, the highest ethical standards and sound judgment with a demonstrated respect for transparency, fairness and respect for others.

• Exemplary communication and interpersonal skills, with a strong command of verbal and written communication, great listening skills and an openness to the values and ideas of others; the ability to create relationships with local, state and national political leaders.

• A servant leader with a proven record of developing a pipeline of leadership talent. A leader that daily engages with faculty, staff and students within the School of Business in a transparent fashion.
• Requires an earned doctorate degree.

• Has a distinguished record of teaching and scholarship commensurate with appointment as a tenured professor in an academic department at the College of Charleston.

• Has a proven record of leadership and collaborative experience in higher education, including experience with faculty evaluation, academic program leadership and budget management.

• Entrepreneurial and visionary in exploring new and innovative program opportunities. Demonstrated experience in forming external partnerships with communities, locally regionally, and nationally to benefit the Business academic enterprise.

• An intimate and wide-ranging knowledge of higher education and how colleges and universities work; an understanding of the challenges and key issues confronting higher education today; transformational ideas of how to address these challenges; an understanding of the role of a public liberal arts and sciences institution in the 21st century; and the strategic vision to keep the School of Business and its offerings relevant.

• Ability to focus on strategic priorities and implement strategic plans and execute strategic initiatives.

• Self-confidence and the ability to encourage self-confidence in others by showing trust in direct reports and delegating authority when necessary.

• Collegiality, collaboration and the ability to build consensus and motivate the entire School faculty.

• Strategic skills encompassing the ability to lead the School to a positive future, involving stakeholders in the implementation of a shared vision for the School.

• A compelling record of supporting diversity in all of its varied manifestations, including a demonstrated sensitivity to the unique needs of faculty, students, and staff from under-represented groups and a demonstrated commitment to increasing the numbers of faculty from under-represented groups.

• Exemplary cross-cultural understanding and skills.

• Comfort and skill in all types of fundraising activities and a clear understanding that fundraising is a critical part of the job.

• A visible commitment to and appreciation of the academic life of the College. Enjoys being around faculty, students and staff and attending campus activities.

• An entrepreneurial spirit and a readiness for action to do those things that will benefit the College.
THE APPLICATION PROCESS

Befitting the importance of this Dean search, the College of Charleston has retained the services of R. William Funk & Associates, one of the best-known and most highly regarded search firms operating in the higher-education space, to consult with our Business Dean Search Committee. Nominations, applications and inquiries regarding our Dean search should be submitted to the firm at the address below. While applications and nominations will be accepted until the position is filled, interested parties are encouraged to submit their materials by April 1 to assure optimal consideration. Application materials should include a current résumé and letter of interest.

CofC Business Dean Search
R. William Funk & Associates
2911 Turtle Creek Boulevard, Suite 300
Dallas, TX 75219
Email: krisha.creal@rwilliamfunk.com

~The College of Charleston is an Affirmative Action / Equal Opportunity employer and does not discriminate against any individual or group on the basis of gender, sexual orientation, gender identity or expression, age, race, color, religion, national origin, veteran status, genetic information or disability.~