



Dean, The Peter F. Drucker and Masatoshi Ito Graduate School of Management Position Profile

Claremont Graduate University (CGU) invites applications and nominations for the position of Dean of The Peter F. Drucker and Masatoshi Ito Graduate School of Management (Drucker School). CGU seeks an entrepreneurial, innovative, and collaborative leader who will reinforce and strengthen the School's local, national, and international reputation and create a compelling and forward-thinking vision for the future. The new Dean of the Drucker School will have an exciting opportunity to forge new partnerships, promote academic excellence, and strengthen the School's commitment to student success. It is expected that the Dean will make a long-term commitment to the University and work closely with a passionate faculty and staff that are eager to build a dynamic future for the School.

The Peter F. Drucker and Masatoshi Ito Graduate School of Management

As one of seven units at CGU, the Drucker School focuses on an approach to management and organizational effectiveness based on the principles of Peter Drucker, the "father of modern management theory," who taught at the university for more than three decades. The Drucker School prepares leaders with powerful, ethical, and universal management skills, with a focus on being globally minded and socially conscious. Drucker students learn these skills in small classes taught by internationally renowned professors who have extensive professional experience and award-winning academic credentials. The Drucker School offers 10 graduate programs, 9 dual-degree programs, and several certificate and non-degree programs. Drucker's programs are taught at locations in Claremont and Los Angeles, providing an ideal setting for learning about management while still networking with L.A.'s business innovators, creative thinkers, technology leaders, and others.

The Drucker School currently has 14 full-time and 31 adjunct and affiliated faculty, a staff of 19, and annual revenues of \$10 million supporting 250 students. The Drucker School's faculty is comprised of industry leaders and globally recognized scholars who produce high-impact research across a range of topics: strategy, revitalization, leadership, finance, innovation, marketing, mindfulness, and many other areas of management.

The Drucker School is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB) and received a Reaffirmation of its AACSB Accreditation in 2014. In addition to the formal extension of reaccreditation, the School earned strong praise for its "best practices" in, among other things, its excellent faculty-student relationships, its emphasis on the Drucker Difference, and the service orientation of the staff. Additionally, its MBA and Flex MBA academic programs are members and participants in their respective professional associations: the Graduate Management Admissions Council and the Executive MBA Council.

The Drucker School is also a member of PRME (Principles for Responsible Management Education), "an initiative to inspire and champion responsible management education, research and thought leadership globally. The PRME are inspired by internationally accepted values such as the principles of the United Nations Global Compact. They seek to establish a process of continuous improvement among institutions of management education in order to develop a new generation of business leaders capable of managing the complex challenges faced by business and society in the 21st century. In the current academic environment, corporate responsibility and sustainability have entered but not yet become embedded in the mainstream

of business-related education. The PRME are therefore a timely global call for business schools and universities worldwide to gradually adapt their curricula, research, teaching methodologies and institutional strategies to the new business challenges and opportunities.” For more information about the Drucker School, please visit <https://www.cgu.edu/school/drucker-school-of-management/>.

Research at the Drucker School

In keeping with its holistic approach, the Drucker School has formed partnerships with key research centers and institutes housed within Claremont Graduate University as well as with partner institutions including the Art Center College of Design and Southwestern Law School. The goal of these relationships is to broaden academic and professional opportunities for students in all Drucker programs and greatly expand their knowledge base. Key research centers and institutes housed within the Claremont Graduate University community include:

- [Drucker School Global Family Business Institute](#) - The Drucker School Global Family Business Institute addresses the issues and opportunities of family businesses: managing the family name, succession planning, innovation, corporate responsibility, governance, finance, and sustainability.
- [Drucker Customer Lab](#) - The Drucker Customer Lab is working with students, businesses, and entrepreneurs on innovation and best practice in digital, personalized marketing, online sales, and smart products using data science, artificial intelligence, and real-life business experiments.
- [Center for Supply Chain & Logistics](#) - The Center for Supply Chain & Logistics provides management education, training, and research in the rapidly changing field of Supply Chain and Logistics.
- [Executive Mind Leadership Institute](#) - The Executive Mind Leadership Institute (EMiLI) provides trailblazing thought leadership and resources for the practical inner development of executives.
- [Center for the Future of Organization](#) - The Center for the Future of Organization (CFFO) serves as a global hub for applied research and practical discourse on new paradigms of Leadership and Organization with special regard to the role of social media as driver of competitive advantage.

New Leadership

In 2018, the Board of Trustees appointed Dr. Len Jessup, an ambitious and entrepreneurial leader, to define a new and compelling vision for the future of Claremont Graduate University. His history as a transformational leader and an innovative educator has already yielded positive results for the CGU community. Under his leadership, the University is rapidly becoming an institution that is highly nimble and uniquely positioned to address market trends, students’ needs, and employers’ desires. Recent successes in enrollment growth and fundraising efforts are a clear indication that CGU’s future is bright.

Prior to joining CGU, President Jessup served as President of the University of Nevada, Las Vegas where he led a 10-year strategic plan to reinvent the University as an R1 powerhouse and effecting growth across the university’s many departments and disciplines. Prior to UNLV, as Dean of the University of Arizona’s Eller College of Management, President Jessup oversaw that college’s rise in undergraduate and graduate rankings and led the drive for more partnerships, online opportunities, and new programming resulting in Eller’s transformation into a more self-sustained business school. To learn more about President Jessup, please visit <https://www.cgu.edu/people/len-jessup/>.

Claremont Graduate University

Founded in 1925, CGU was established on the premise that education thrives where students and faculty closely engage in scholarship and research on a level that encourages broad-ranging conversation and collaboration. Founding President James Blaisdell was an academic visionary and theologian who saw “great conversation” and intimate intellectual engagement as the heart of the University’s identity.

The University thrives on a mission and tradition of inquiry and research across disciplines to address significant social issues with academic rigor. The University pursues this goal with a human-centered approach in an intimate, student-focused environment that highlights both theoretical and applied learning and research. This pursuit and these tactics are essential to the institution’s goal of preparing a diverse group of outstanding individuals to assume leadership roles through research, teaching, and practice in select fields and to address some of humanity’s thorniest problems.

CGU is home to more than 2,000 students and 128 faculty and is the only research-intensive university in the nation devoted entirely to graduate-level liberal arts education. CGU conducts instruction and research in small classes, seminars, and in the field. The University encourages close scholarly relationships between students and faculty. Recognizing that many contemporary problems require contributions across multiple disciplines, CGU was an early adopter of transdisciplinary education and research. At CGU, transdisciplinarity is defined as working around a complex problem important to society, inclusion of diverse stakeholders working together, and re-framing a resolution of that problem.

Research and scholarly activity at CGU are high, with the University generating a prodigious intellectual footprint relative to its size. Members of the CGU faculty produce and apply knowledge across all of the scholarly disciplines represented in its schools and departments, collaborate with colleagues around the globe, and actively mentor students on research projects. Over the last decade, CGU has averaged \$8 million per year in sponsored research. For more information about CGU, please visit <https://www.cgu.edu/>.

The Claremont Colleges

The Claremont Colleges consortium is modeled after Oxford and Cambridge and is comprised of seven world-class member institutions that form one unique center of learning. The group includes five highly-ranked undergraduate liberal arts colleges and two pathfinding graduate-level institutions with shared institutional support provided by The Claremont Colleges Services. The undergraduate colleges include Claremont McKenna College, Harvey Mudd College, Pitzer College, Pomona College, and Scripps College. The graduate institutions include Claremont Graduate University and Keck Graduate Institute. Each academic institution has its own campus, students, faculty, administration, and distinctive mission. Undergraduate students can register for courses throughout the consortium, with more than 2,000 courses offered each year. Six of the seven campuses are contiguous, with the seventh being only a short distance from the others.

The seven institutions feature rigorous curricula, small classes, distinguished professors, and personalized instruction; the residential college community provides intensive interaction between students and faculty. With 7,700 students and 3,600 faculty and staff located on more than 560 acres of land, the consortium supports a wide variety of intellectual, cultural, and social activities. For more information about The Claremont Colleges, please visit <http://www.claremont.edu/>.

Position Summary

The new Dean will provide strategic direction in developing a compelling and forward-thinking vision for the Drucker School's future—identifying areas for future growth, further enhancing its academic and research portfolio, and supporting its focus on continued excellence. The next Dean will play a pivotal role in serving as a strong and dynamic advocate on behalf of the Drucker School and CGU to internal and external stakeholders. In leading the Drucker School in its external relations and fundraising efforts, the new Dean will serve as its champion and spokesperson focused on building strong relationships with, and generate support amongst, key stakeholders in Southern California, nationally, and internationally.

The new Dean, working closely with the Drucker School's faculty, will serve as a catalyst for innovation and research and will be a tireless leader in the development of curricular offerings that serve the needs of students and inspire faculty and staff. Furthermore, the Dean will lead the Drucker School in fostering key relationships across CGU and other, external academic entities to create new programs and initiatives that will create new revenue generating opportunities and showcase the guiding principles of the Drucker Experience and its impact in the business community and society.

Moreover, the next Dean of the Drucker School of Management will be responsible for:

1. Collaboratively developing a clear, long-term vision for the Drucker School consistent with its values and its aspirations and establishing goals, objectives, success metrics and timelines for achievement for all programs in the Drucker School.
2. Providing leadership in identifying the best allocation of faculty resources that will result in successful recruitment and retention of the most highly qualified individuals.
3. Taking the lead in working with faculty to generate new programs, both academic and otherwise, to further raise the reputation, reach, and impact of the Drucker School—creating valuable opportunities for partnership with private industry and generating new financial resources for the School.
4. Identifying new opportunities to develop partnerships and collaborations with faculty located within other academic units across CGU.
5. Overseeing the School's fundraising program and further enhancing the culture of philanthropy within the School and amongst its alumni and stakeholders.
6. Overseeing the Drucker School's operations and provide leadership in managing and developing resources to sustain its excellent programs.
7. Representing the Drucker School's interests to the campus and the business community and providing academic vision and support for program development efforts.
8. Identifying and developing new partnerships with industry.
9. Ensuring that the Drucker School meets accreditation standards set by the AACSB and maintains its accreditation.

The Dean serves as the chief academic and administrative officer of the Drucker School and is responsible for the academic leadership of the School and the management of its resources. Specifically, the Dean will oversee revenue generation, budget formulation and execution, and alumni relations. The Dean will work closely with faculty, staff, students, alumni, the business community, and CGU stakeholders to achieve the Drucker School's mission and vision.

Qualifications

As Dean of the Drucker School the successful placement will become a member of a supportive campus community that is led by a strong executive leadership team committed to academic excellence and student success. Thusly, the Dean must be a dynamic leader who will capitalize

on CGU's forward progress and work in collaboration with key Drucker School stakeholders. Candidates for the Dean of the Drucker School of Management at Claremont Graduate University must possess the following qualifications and experience:

- A demonstrable track record of leadership success and evidence of creative leadership and management.
- Experience in budget formulation and execution, including internal and external revenue generation, and success in the management of human and financial resources; experience working in a university environment is preferred.
- A record of successful fundraising and interfacing with university advancement officers to secure external gifts, grants, and funding to support the School's programs.
- Demonstrated ability to work effectively with the business community and other constituents in resource development and advancement of the Drucker School.
- An appreciation for and commitment to the value of diversity in the ranks of faculty, staff, and students.
- Ability to inspire, lead, and further collegiality among faculty members coupled with the ability to attract and recruit world-class faculty.
- An understanding of and appreciation for the breadth of the disciplines within the School and issues faced by those disciplines.
- An earned doctorate in a discipline appropriate to the School is preferred.

Qualities and Characteristics

While the next Dean will join a School and University that both possess a storied history, the successful candidate must be committed to pursuing new opportunities for distinction. The Drucker School seeks to increase its visibility, impact, and national rankings in order to further attract high-quality faculty, students, and staff in its continued pursuit of excellence in teaching and research. The next Dean will play a lead role in the enhancement of the Drucker School's existing brand identity and market presence in order to highlight its unique programs and strengths. The successful candidate will have the following personal qualifications and characteristics:

- A leadership style that emphasizes transparency and encourages openness in dealings with others and acceptance of diverging perspectives.
- A collegial management style that promotes a sense of academic respect and collaboration with faculty, staff, and students in an interdisciplinary environment.
- Energy, enthusiasm, and passion for innovation in pursuing the Drucker School's and CGU's mission.
- Strong interpersonal and communication skills with constituencies both internal and external to the Drucker School and CGU; an effective communicator with a high level of integrity and emotional intelligence.
- The ability to build and foster a collegial working environment throughout all levels of the Drucker School among faculty, staff, and students.
- The skills and the capacity to bring individuals and groups with diverse views to consensus and common action.
- A commitment to shared governance.
- The ability to work effectively with alumni, donors, and members of the business community to cultivate relationships and build a collaborative culture of partnership to advance the Drucker School's priorities and goals.
- A commitment to a student-centered learning environment.
- A demonstrated commitment to the highest ethical standards.

Application Process

The Search Committee will begin reviewing applications on a rolling basis and will continue to accept applications and nominations until the position is filled. Applicants must submit a current resume and a cover letter describing relevant experience and interest in the position. Submission of materials via e-mail is strongly encouraged. Nominations should include the contact information of the nominee. Applications and nominations should be sent to:



Alberto Pimentel, Managing Partner
Salvador Venegas, Principal
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6512 Painter Avenue
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Email: apsearch@storbeckpimentel.com
Refer to code "**CGU-Drucker**" in subject line

Claremont Graduate University is committed to providing equal educational and employment opportunity.