



Dean, School of Business

Mercy College invites nominations and applications for the position of Dean, School of Business. The College seeks a forward-thinking and bold leader to enthusiastically embrace its mission and history, while forging a clear vision for the future that maximizes the College's many strengths and enormous potential.

Mercy College is driven by its mission to provide motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high quality learning environments, thus preparing students to embark on rewarding careers, to continue learning throughout their lives, and to act ethically and responsibly in a changing world. Many Mercy College students, come from backgrounds where attaining a college education is not a tradition and they are often the first or second generation in their families to earn a college degree. More than six decades of development and outreach has resulted in an undergraduate and graduate college rich in academic program offerings, diversity of student profile (the student body is about equally divided between Hispanic, African American, and Caucasian populations), and an unwavering commitment to keep higher education affordable.

Mercy offers a low tuition and significant grant in aid, both from public and institutional sources. Significant resources are dedicated to individual academic support where needed, for example, personal mentorship through its PACT program. Career-related programs combined with a liberal arts foundation, the use of internships and a strong placement office prepare students for life after graduation. The College's breadth of graduate programs provides the advanced skills students need for professional advancement or to pursue career changing opportunities.

While Mercy has enjoyed substantial success in recent years, the challenge facing the President, Provost, and administrative team is to build on this momentum, finding new and better ways to serve our students.

MERCY COLLEGE: AN OVERVIEW

Mercy College is an independent, nonsectarian, student-centered institution with a clear mission, an engaged student population, a highly competent, experienced, dedicated faculty and staff, and a strong financial position. The new Dean must carry forth the College's mission of transforming lives through liberal arts and professional programs, while working with the entire College community. Guided by a strategic plan, key areas of focus are to provide personalized, high quality learning, lead in transformational education, optimize enrollment, enrich college life and cultivate a thriving philanthropic program.

Mercy College currently enrolls 9,500 undergraduate and graduate students, including 5,055 full-time undergraduates. While the majority of students are New York residents, students represent 45 states and 46 countries. Mercy College offers small class sizes with 92 percent of undergraduate classes having fewer than 30 students and 50 percent having fewer than 20 students. The majority of graduate program classes have 15-20 students. Mercy College offers competitive financial aid and scholarship support and is proud to be ranked as one of the most affordable, not-for-profit, private institutions in the country.

Mercy College's main campus encompasses 55 acres alongside the picturesque Hudson River in Dobbs Ferry, New York, a suburb of Westchester County, 25 miles north of New York City. In January 2016, Mercy College opened the new \$32 million state-of-the-art Hudson Hall housing 350 students, providing a fitness center, Starbucks Café and convenience store on the Dobbs Ferry campus. Hudson Hall was designed to improve living accommodations on campus by creating a more enriched student learning experience. It complements upgrades to Founders Hall, the original campus dormitory. The Manhattan Campus is strategically situated in the heart of Manhattan at Herald Square. The Bronx Campus occupies 125,000 square feet at the Hutchinson Metro Center, a rapidly developing complex of corporate and healthcare organizations and businesses. The campus at Yorktown Heights also houses a significant number of essential administrative units of the College.

In 2012, Mercy College joined 13 Westchester County colleges and universities in signing a historic Memorandum of Understanding to commit to help revitalize Westchester's economy. In doing so, the College led the creation of an online searchable database of all academic programs offered in the county, and helped launch the first-ever collaborative job and internship fair that brought together over 100 employers recruiting for over 1,200 jobs and internships. Mercy College also participated in an economic impact study demonstrating that higher education is a \$1.2 billion engine in Westchester.

Governance

The College is governed by the Board of Trustees led by a Chairman, Vice Chairs, and 25 additional Trustees who serve the College through their work on committees, supporting events and initiatives and by providing expertise, guidance and support.

Accreditation

Mercy College is accredited by the Middle States Commission on Higher Education, which reaffirmed the College's accreditation through 2024-25. A self-study process was completed and a site visit conducted in spring 2014. The College was reaccredited in 2015. The College holds professional accreditations with:

- Accreditation Council for Occupational Therapy Education
- Accreditation Review Commission for Physician Assistant
- American Association for Paralegal Education
- American Association of Teacher Education
- American Association of Colleges of Nursing
- American Physical Therapy Association
- American Speech, Language and Hearing Association

- American Veterinary Medical Association
- Commission on Accreditation in Physical Therapy Education
- Commission on Collegiate Nursing Education
- Council on Academic Accreditation in Audiology and Speech-Language Pathology
- Council on Social Work Education

Mercy College is dedicated to personalized attention with its nationally recognized [Personalized Achievement Contract \(PACT\) Program](#), a revolutionary mentoring program that maximizes students' success through a comprehensive collaboration between students and professional mentors, and addresses the national agenda to raise the number of college graduates in America.

Mercy offers a prestigious Honors Program for high achieving students. One of the first in New York State and named as a “smart choice” by *Peterson’s Honors Programs and Colleges Guide*, it offers a unique preparation for talented students through exceptional academic challenges, an enriched learning experience and engaging co-curricular activities.

Finances

Operating revenues, including net tuition and fees, total approximately \$150.0 million while operating expenses are about \$123.3 million. The College endowment stands at approximately \$192.5 million. Standard & Poor’s rates the College with the prestigious distinction of ‘A’ credit rating citing strong annual growth, robust operating results, flourishing enrollment, and innovative leadership.

Advancement

The Advancement team focuses primarily on planned giving, special events, corporate and foundation grants, annual fund and alumni engagement. There are over 57,600 alumni of record who have been awarded more than 54,300 distinct degrees.

Student Engagement

Approximately four percent of Mercy’s undergraduate students participate in intercollegiate athletics. Mercy College sponsors an intramural sports program as well as intercollegiate competition in 10 varsity sports. Varsity teams compete at the Division II level. The College is a member of the National Collegiate Athletic Association (NCAA) and the East Coast Conference (ECC). Varsity men’s programs include baseball, basketball, lacrosse and soccer. Women’s athletic teams compete in basketball, field hockey, lacrosse, soccer, softball and volleyball. The baseball, lacrosse, soccer and field hockey teams, in addition to numerous local community high school and youth groups, play on a new, eco-friendly turf field on the Dobbs Ferry campus, overlooking the Hudson River.

Through the Mercy Gives Back campaign, the College continues to carry on a long tradition of service initiatives that celebrate and promote community service and engagement through international medical missions to Ecuador and Mali, clean-up and recycling projects, reading clinics and crop harvesting for local food pantries. Students partner with a variety of organizations including the American Cancer Society, Big Brothers Big Sisters, the Hearing Loss Association of America, Volunteer Center of the United Way, American Diabetes Association, The Lustgarten Foundation, St. Jude’s Foundation, Sickle Cell Disease Association of America, PolioPlus Fund

IRB Volunteer Income Tax Assistance and Rotary International, along with many other local organizations.

Distinctions

Below is a select list of accolades for Mercy College:

- Mercy College was named as a “competitive” college in the 2015 edition of *Barron’s Profile of American Colleges*, which is considered by many to be the leading directory for college-bound students, parents, and high school guidance counselors.
- *U.S. News & World Report* has consistently ranked Mercy as a leader in online education. Mercy has been ranked as a Best Online Bachelor’s Program, Best Online Graduate Education Program, and one of the top-100 Best Online Graduate Nursing Programs.
- *AffordableCollegesOnline.org*, a top resource for college affordability and financial aid information, ranked Mercy College in the top 15 percent of New York colleges and universities with the greatest lifetime return on investment. The rankings were compiled using authoritative data from the National Center for Education Statistics, IPEDS, Carnegie Classification and Payscale.com.
- "Peterson’s Honors Programs and Colleges Guide" named Mercy's honors program a Smart Choice program. Mercy’s prestigious honors program for high-achieving students, founded in 1971, is one of the longest running honors programs in New York State.
- Mercy's mentoring program, PACT, is featured as a "Best Practice" for retention and career services with the National Association of Colleges and Employers (NACE). PACT pairs each student with a professionally trained mentor to work with from enrollment to graduation. PACT helps students make the most of their college experience. In 2010, the American Council of Education shared PACT with the White House as a select example of innovation in higher education.
- Mercy is one of the top colleges in the nation to produce minority baccalaureate and graduate degrees. The annual "Top 100 Degree Producers" ranking was released by *Diverse: Issues in Higher Education* magazine.
- Mercy is recognized by the U.S. Department of Education as a Hispanic Serving Institution, which is defined as having an enrollment of full-time undergraduates that is at least 25 percent Hispanic students. Only 10 percent of colleges and universities meet this designation. *Hispanic Outlook in Higher Education* named Mercy a top-100 school for undergraduate and graduate students.
- Mercy is consistently recognized as one of the top schools for veterans and their families by *G.I. Jobs* magazine and *Military Advanced Education’s Guide to Colleges and Universities*.
- The White House has distinguished Mercy as a national leader in community service and named Mercy to the President’s Higher Education Community Service Honor Roll by the Corporation for National and Community Service. Mercy is committed to developing engaged citizens and instilling the values contained in the Mercy College seal, “Inserviendo Consumere” (consumed in service).

The History of Mercy College

Founded by the Sisters of Mercy in 1950, Mercy College became a four-year college offering programs leading to the baccalaureate degree in 1961. The College was accredited by the Middle

States Association's Commission on Higher Education in 1968. By 1969, Mercy College had set a course for its future with a series of actions, including declaring itself nonsectarian and co-educational. In addition, it doubled the size of the existing physical plant and initiated the first of many community outreach efforts.

Mercy College's innovative spirit soared in the 1970s when it broadened its outreach through the establishment of extension centers and branch campuses throughout communities in Westchester County and New York City. This expansion enhanced the College's reach to the traditional college market and positioned the College on the leading edge of higher education for those who were the first generation in their families to seek college degrees and the adult student market.

Always seeking ways to expand academic and career opportunities for its students, Mercy College was authorized to offer its first graduate program (in nursing) in 1981. Since then, 30 diverse graduate programs have been introduced, and in 2006, the College was granted authorization to offer its first doctoral program (in physical therapy). Mercy College has become one of the regional leaders in the preparation of health care professions as well as a leading provider of teacher education preparation for the New York City Schools and the surrounding communities.

The College expanded its offerings to include online programs in the 1990s, and was soon granted the ability to offer entire degree programs online. Thousands of Mercy College students take one or all of their courses online through the more than 40 undergraduate and graduate programs offered.

At the heart of Mercy College is its dedication to the motivated student, and the College's commitment to quality, student support, and affordability - as well as innovation - remains as strong today as ever.

ACADEMIC AFFAIRS

The School of Business provides students the opportunity to be mentored by faculty who have gained real world experience. Classes are taught by former executives, CEOs, CFOs, CPAs and entrepreneurs - industry leaders from Wall Street to Main Street - who bring their extraordinary professional experience into the classroom. Students learn through hands-on-experiences giving them the opportunity to work on real projects, for real clients, in the Strategic Consulting Institute. Students invest in an actual trading room that replicates Wall Street with Bloomberg terminals and a stock ticker. Networking opportunities are abundant and aid undergraduate and graduate students in standing out when seeking employment.

The School of Education prepares students to become teachers or school leaders, ready to meet today's education challenges. The School offers master's degrees, certification in chosen areas and teaching experience while working with an outstanding faculty in Mercy College programs, all of which are nationally recognized. There are multiple programs available in the departments of Childhood Education, Secondary Education, Multilingual and Literacy Education, Educational Leadership and Special Education. The School offers innovative, flexible and accessible programs of study, including providing courses at multiple campuses and online. The School is the first institution in the United States to be awarded initial national accreditation by the National Council

for the Accreditation of Teacher Education ([NCATE](#)) and its successor organization, the Council for the Accreditation of Educator Professionals ([CAEP](#)).

The School of Health & Natural Sciences is dedicated to providing premier health and natural science undergraduate and graduate educational programs to equip students with the intellectual, technical and professional competencies they need to excel and advance as science specialists, health care providers, health promotion experts and science/health educators. More than just focusing on personal careers, the School's goal is to prepare students to use their knowledge and abilities in the health and natural sciences to be compassionate and caring health care providers.

The School of Liberal Arts provides the cornerstone of a rigorous college education. Students are prepared with the skills that will last a lifetime. Problem-solving, critical thinking, effective communication, creative expression, mathematical and computer literacy are the skills that employers are seeking now more than ever, particularly for jobs that do not yet exist in our world of rapidly changing technologies. The values of liberal learning lies in higher-order learning that is essential for real world problem solving. The school also offers a number of professional programs in diverse fields such as Journalism, Cybersecurity and Computer Arts & Design.

The School of Social & Behavioral Sciences provides an education that can lead to a career of caring in an environment of success in our global community. With access to world-renowned faculty and innovative programs, students are prepared to become part of a global environment and make a difference in their communities. With a degree in the Social or Behavioral Sciences, students pursue breakthrough scientific research, study diverse cultures, and prepare for diverse professions including Criminology, Psychology and Social Work. There has been an increase in the number of fields that rely on social and behavioral scientists. For intelligent, hardworking and ambitious students, Mercy College is the perfect place to launch a career.

The Center for Global Engagement furthers Mercy College's mission by establishing programs and initiatives designed to encourage the exchange of knowledge across international boundaries. Students are able to engage in learning about cultural perspectives different from their own.

The Libraries

The Mercy College libraries serve students, faculty, staff and alumni of the College. The main library at the Dobbs Ferry Campus holds the majority of collections and supplements those at three branch campus libraries (Bronx, Manhattan and Yorktown Heights) through a timely shipping and delivery system. All library facilities afford space for collaborative or concentrated learning and easy accessibility to library holdings and services. Librarians are available on-site and online to provide research assistance, consultations and information literacy instruction.

Resources are available in many formats, including a large and expanding collection of e-Books. Desktop computers, laptops and wireless network provide access to the libraries' online catalogs, electronic databases and Internet resources to support the College's on-site and online programs. Users have access to the libraries' online catalogs, e-books and databases through the Mercy College libraries' website.

Faculty and Staff

The experienced and highly-qualified faculty is comprised of 214 full-time members, 93 of whom are tenured or on the tenure track. The 624 part-time faculty members provide a high level of expertise and professionalism. The faculty includes Fulbright Scholars, published authors and national authorities who are dedicated to excellence in teaching. As experts and national and international leaders in their fields, they bring timely, relevant, real-world experience into the classroom, blending theory with practice. The more than 300 staff members are distinguished by their dedication and loyalty to the institution's mission and students.

College Leadership



On May 13, 2014, Timothy L. Hall became the [12th president of Mercy College](#). Since President Hall's arrival at Mercy, the College has been recognized by the White House as a "Bright Spot in Hispanic Education," received reaccreditation from the Middle States Commission on Higher Education, completed construction of a 350-bed residence hall and a new health science wing in Dobbs Ferry, a new student lounge, veterans' center, and business incubation center at the College's Bronx campus, and launched a new brand initiative. In addition, the College has initiated an ambitious program to enhance student success through the implementation of a variety of macro-level strategies referred to as the Mercy Success Toolkit. The

Toolkit consists of innovative practices such as cohort scheduling, course redesign, and guided pathways to success (GPS). These strategies have seen the College's retention and graduation rates increase significantly since his arrival. President Hall previously served for seven years as president of Austin Peay State University in Clarksville, Tennessee. Under his leadership, Austin Peay experienced significant increases in enrollment and funding, and received distinctions in 2012 and 2013 as on the Honor Roll of the Great Colleges to Work For by The Chronicle of Higher Education. During Hall's years at Austin Peay, both President Barack Obama and Bill Gates praised the university for its innovative use of technology to support student success. President Hall received a Bachelor of Arts in philosophy, summa cum laude, from the University of Houston. He followed this degree with two years of graduate work in the religious studies department at Rice University in Houston, Texas, before attending law school and receiving his juris doctorate, cum laude, from the University of Texas Law School.



Dr. José Herrera was named Mercy College's [Provost and Vice President of Academic Affairs](#) in January 2017. Prior to his appointment at Mercy College, Dr. Herrera was founding Dean of the College of Arts and Sciences and Associate Vice President for Academic Affairs at Western New Mexico University. Previously, he served as a Program Director at the National Science Foundation (NSF) within the Division of Undergraduate Education (DUE) from 2011 until 2013. In this position, he oversaw a diverse portfolio of innovative scientific programs to develop scientific and educational capital at various institutions across the United States. A native of the near Southwest side of Chicago, he graduated from the Chicago Public School system (Whitney Young High School) at 15 before attending Northern Illinois University where

he majored in biology and minored in chemistry, graduating *magna cum laude* in 1988 and completed a master's degree in biology. He earned his doctorate at Kansas State University in 1996, in microbiology. He worked in the Department of Biology at Truman State University where he served as chair of the department from 2009 until 2011. During his career, Dr. Herrera has collaborated with many undergraduate students, publishing several scientific articles characterizing the microbial community structure and function of root-associated fungal endophytes. He is currently PI two active NSF-funded research projects that integrate fungal endophyte projects and educational initiatives at Minority Serving Institutions as well as a Project Director of an HHMI Inclusive Excellence award. In 2017, he was elected chair of the forthcoming (June 2019) Gordon Research Conference on Undergraduate Biology Education Research in Lewistown, ME. He is a lifetime member of SACNAS (Society for the Advancement of Chicanos and Native Americans in Science) and former Senior Editor of *Life Science Education* (LSE) and current Handling Editor of *BioScience*. Dr. Herrera is excited to collaborate with students, faculty, and staff at Mercy College to develop exemplary national models for teaching diverse students in an ever-changing educational landscape.

THE SCHOOL OF BUSINESS

The [School of Business at Mercy College](#) promotes active learning and engages students in experiential learning initiatives and internships to develop well-rounded graduates ready for careers and service. The School of Business offers undergraduate and graduate programs in Accounting, Business Administration, Corporate and Homeland Security, Organizational Management, and Human Resource Management to 1181 undergraduate and 531 graduate students. These programs are delivered face-to-face and online with professional development opportunities for working professionals, such as the School's certification program in Microsoft Excel, and opportunities for adult students seeking to complete their degree.

Active Learning

Mercy School of Business students learn from senior professionals who have had successful careers in their respective fields. Building on classroom lessons connected to real world business issues/challenges, students gain business insight from corporate executives and guest lecturers from global companies such as: Facebook, Johnson & Johnson, IBM, Blackstone, JPMorgan, Eileen Fisher and Estee Lauder. Accounting students have secured positions at EY, Deloitte, PwC, KPMG and Marks Paneth. The College is building more corporate relationships each year, to ensure students have access to world-class professional opportunities and networks. Active learning opportunities at Mercy include:

Consulting

Through the [Strategic Consulting Institute at Mercy College](#), students have the opportunity to work with a real corporation to help solve one of their business challenges. Students are guided by faculty with executive leadership experience and learn essential business skills like teamwork, effective communication, networking, and leadership. The Strategic Consulting Institute at Mercy is the only one of its kind in the area, and it allows students to put real experiences on their resumes before graduation.

Entrepreneurship

A key part of the mission for the Business School at Mercy College is to develop socially responsible business leaders. Students are driven to succeed in the business world, but the curriculum is very focused on ethics and service to the community. The social entrepreneurship opportunities at Mercy College showcase these core values by allowing students to operate a student-run business with goals that focus on solving global issues. These student-run businesses are showcased at national competitions like Enactus a global organization that stands for "Entrepreneurial - Action – Us." In 2013, the Mercy College student team was awarded Rookie of the Year after winning Regional Champion honors at the New York Regionals. The 2015 Mercy team finished as a first place finalist.

Investing

The School of Business at Mercy College brings Wall Street to the students in the College's [state-of-the-art trading room](#). Students utilize real-time data from global markets to learn about how capital markets behave in collaboration with faculty members who have direct financial investing experience.



Leadership

The Business School at Mercy College is dedicated to the leadership development of students, in addition to teaching them the foundations of business. Students are inspired and motivated by faculty members who have been or are currently leaders in their field. Faculty utilize their unique experiences and personal stories to motivate, guide, and support each student's professional growth. The School of Business also offers an [Executive Speaker Series](#) where nationally renowned business leaders share their insights and networks with students. Students are given extraordinary opportunities to set master goals, achieve them one step at a time, and understand what it means to succeed as a team.

International Business

With globalization, businesses all over are being forced to rethink their competitive strategies. The business curriculum at Mercy College prepares students to do business globally, perfectly positioning them for the ever-expanding business world. In addition to its proximity to one of the most culturally diverse cities in the world, Mercy College also provides students with [opportunities to travel abroad](#) and gain hands-on experience working and networking with global industries.

Academic Programs

Undergraduate Programs:

- Bachelor's Degree in Business Administration with specializations in [Entrepreneurship](#), [Finance](#), [International Business](#), [Management](#), [Marketing](#), and [Sport Management](#)
- [Bachelor's Degree in Corporate and Homeland Security](#)

- [Bachelor's Degree in General Accounting](#) with specializations in [Computers & Information Systems](#), [Financial Accounting](#) and [Taxation](#)
- [Bachelor's Degree in Management Accounting \(CMA Track\)](#)
- [Bachelor's Degree in Organizational Management \(EDGE\)](#)
- [Bachelor's Degree in Public Accounting \(CPA Track\)](#) – Combined BS/MS program

Graduate Programs:

- [Master's Degree in Business Administration \(MBA\)](#) with areas of concentration in Accounting, Finance, Human Resource Management, International Business, Management, Marketing, and Organizational Leadership.
- [Master's Degree in Human Resource Management](#)
- [Master's Degree in Organizational Leadership](#)
- [Master's Degree in Public Accounting](#)

Faculty

The [faculty members in the School of Business](#) combine their direct experience in various industries with their deep connection to the students and mission of Mercy College. The 26 full-time faculty members in the School have very diverse backgrounds including, former corporate CEO's and senior executives, former and active consultants and entrepreneurs. This cohesive and collaborative team have been successful in their own business endeavors, but all have a passion for giving back to the community, which is what drew them to share their talents with the students at Mercy College. Everyday, these faculty members inspire and develop the next generation of creative and innovative business leaders.

Undergraduate Programs

The School of Business undergraduate programs are currently piloting infusion of the EPIC program (Explore, Prepare, Implement, Career Launch) within the curriculum. This web-based career system embeds milestone activities in a variety of courses supporting students' preparedness for internships and their future career. Engaging students in active/service learning experiences is also a focus of the undergraduate programs. A 5-student team of both undergraduate and graduate students, led by two Accounting Faculty members, took second place in the 2015 national Institute of Management Accountants (IMA) competition. The diversity of the student team led the IMA to feature the Mercy College team in their 2015 annual report, which received global recognition. The Accounting Program partners with the Internal Revenue Service in the IRS' Federal Volunteer Income Tax Assistance (VITA) Program, which provides free tax services to low-income households. Each January, the Accounting Program trains students as certified VITA tax preparers and places them at Mercy College VITA site locations in Dobbs Ferry and the Bronx working under the supervision of certified and qualified site coordinators. Students gain real-world experience in tax software and client interactions through their volunteer/community service.

Business Honors Program

The undergraduate Business Honors Program at Mercy College recruits students with a strong desire to increase their career trajectory upon graduation, through professional development and experiential learning opportunities. Students accepted into the program launch their own student businesses, visit on-site with employers, and work on real-world projects and present marketing campaigns to Fortune 500 clients. A key tenant of the Honors Program is building one-on-one relationships both internal and external to the College to foster students' personal and professional development. Career readiness is stressed at every step along the way; including training in business etiquette, internship readiness and attainment, and interview skill coaching. Our Business Honors students have secured internships and full-time roles with: JPMorgan, Bank of America, IBM, Goldman Sachs, SONY, NBCU, Morgan Stanley, ABC, Eileen Fisher, Deloitte, KPMG, PwC, Johnson & Johnson, CIBC and Estee Lauder, Disney, and Google.

Graduate Education

The next Dean of the School of Business will have the opportunity to capitalize on the growth and success of the School's graduate programs and vision of expanding the School's presence in Manhattan. Mercy College's MBA program is one of the fastest growing in the nation, one of the largest MBA programs in the very competitive New York City market, and was highly ranked by Crain's for five consecutive years. The graduate population in the School of Business has grown to over 500 students who represent countries around the world, making the Business School a leader in graduate education for the College. The graduate students at Mercy College will also be hosting a Television program on BronxNet highlighting key attributes and successes of the Business School, but also conducting engaging interviews with College Leadership and Business leaders to discuss key business topics. The next Dean can play an active role in supporting this type of active learning and networking for students. Mercy's MBA program has a very active Advisory Board made up of key business leaders throughout the region who provide essential strategic council to the graduate area at the School of Business. The next Dean will have the opportunity to engage with this group in the development of key graduate programs in the future.

OPPORTUNITIES AND CHALLENGES

Mercy College is a dynamic institution with high-quality academic programs, a caring community culture, highly dedicated faculty and staff, and a tradition of innovation. The opportunities and challenges below particularly relate to the role of Dean.

Supporting the Mission: The School of Business fuels the mission of Mercy College by providing a highly effective, accessible, and professionally-based business education, ingrained in the institution's core values of ethics, service, and community engagement. The School and College take pride in their ability to be nimble in response to changing needs in industry, but also to the changing demographic of their student population. The next Dean will be charged with modeling this mission across the School, by ensuring the quality, accessibility, affordability, and ethical nature of the School's programs.

Leading Growth. The next Dean of the School of Business will have the opportunity to develop a vision of growth and expansion for the School. Building on the success and achievement of the School, the Dean will promote the unique aspects of the school and empower faculty and staff to further enhance programs and the curriculum. The next Dean also has the opportunity to expand the School's influence in one of the world's business epicenters, Manhattan through the expansion of key graduate programs and further enhancing the undergraduate student experience. The College anticipates a major expansion of its Manhattan Campus, and the Dean will be a key player in advancing the School's position in the City. The next Dean will be someone who can be comfortable working in both an urban and suburban environment, and be able to embrace the strategic opportunities available in Dobbs Ferry and the metro campuses. There will be numerous opportunities for expansion for the School in the future, and the Dean will have the opportunity to define and develop a plan for growth.

Program Development. The School of Business offers some of the most in demand, innovative, and flexible programs that successfully serve full-time, part-time, and working professionals. For continued success, the School must sustain and create attractive and academically strong programs that are market responsive and in high demand. There is growing demand at the graduate level for programs that are geared towards the ever-growing number of working professionals, and the Dean can work with an already successful graduate education team at Mercy College to ensure the College proactively responds to changing-market demands. The Dean will work with the Department Chairs and faculty to provide leadership and development of these programs.

Communication. The School's relative size and the diversity of its programs have always been strengths, both internally and externally. In sustaining a close-knit and collaborative environment, it is important for the Dean to be an excellent communicator and continue to play an active, engaged and transparent role with the students, staff, faculty, alumni, and local community.

External Relations and Partnerships. The next Dean will play an essential role in supporting the philanthropic support of the School and Mercy College 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. Nurturing existing and establishing new partnerships with industries in the Greater New York City region and around the world will be necessary to sustain the distinctive educational experience at the School of Business. The School's focus on hands-on active learning is dependent on the internship and co-op opportunities for students with top companies and corporations. The Dean will be charged with establishing these partnerships, while also empowering faculty members to utilize their own global networks to enhance the transformative opportunities for students.

Leading-Edge Education. The School of Business provides students with opportunities in state-of-the-art facilities, like the on-site Trading Room and the Strategic Consulting Institute. These innovative opportunities draw students to the School from across the country and the world. The College is in an extremely competitive market, but has been successful in providing students with a world class and highly distinctive education. To keep the School's leading-edge culture, the Dean

will work collaboratively with faculty and industry partners to ensure that the School's programs are consistently relevant and meet the consistently changing needs of a global business community.

Optimizing Enrollment and Retention. As a tuition-dependent institution, Mercy College's financial future depends on effective and strategic enrollment management. The College must conduct effective marketing, achieve strong admissions, and increase rates of retention. The Dean will advance these efforts by sustaining the supportive culture in the School of Business where students and faculty work closely in an active learning environment.

Actionable Planning. The Dean will implement academic priorities listed in the College's Strategic Plan, engaging all constituencies and bringing new ideas and thoughts to the current plan and developing future planning efforts.

QUALIFICATIONS FOR THE DEAN

Reporting to the Provost and Vice President for Academic Affairs, the Dean serves as the chief academic and administrative officer of the 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;
- Recruiting and retaining student enrollment at both the undergraduate and graduate levels;
- 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; and
- Serving as a member of a team of deans and other academic administrators who directly report to the Provost.

The successful candidate will have an advanced degree in business or a related field and credentials and/or professional experiences which warrant tenure in a department within the School.

Desired attributes for the next dean include:

- an understanding of and deep appreciation for the mission of Mercy College;
- an experienced leader with a record of accomplishments and progressive experience in higher education or business;
- demonstrated ability to manage a complex academic organization; the ability to encourage research and scholarship activities among faculty; an interest in generating new revenue streams through fund-raising and external partnerships;
- outstanding written and oral communication skills;
- experience in marketing and recruiting to maintain enrollment and retention of undergraduate and graduate students;

- a student-centered approach to education with a commitment to active and engaged learning;
- experience in fiscal management to effectively and strategically allocate the School's resources;
- an understanding of the Dean's role in fundraising and friend-raising to identify and diversify revenue streams for the School, engage the school with the communities in which the College serves, and to provide hands-on experiences for students;
- an understanding of curriculum development and assessment at the undergraduate and graduate levels;
- experience in successfully preparing for and developing growth opportunities, including new undergraduate and graduate programs;
- a management style based on consensus building and teamwork;
- an interest and demonstrated success in working with the business community;
- the ability to establish and maintain collaborative, effective working relationships with diverse groups; and
- a strong commitment to supporting a diverse and inclusive learning and working environment.

APPLICATIONS AND NOMINATIONS

For full consideration, interested parties are encouraged to submit a letter of interest and CV as soon as possible. Review of candidates will begin immediately and continue until the position is filled. All nominations, applications and inquiries should be sent in confidence to:



Steve Leo, Partner
Brian Bustin, Associate
Storbeck/Pimentel & Associates, LP
484-263-5534

MercyBusinessDean@storbecksearch.com

For more information on Mercy College and its programs, please visit www.mercy.edu
Mercy College is an AA/EEO/ADA employer.