



## Dean of the College of Business, Security & Intelligence

### Position Specification

Embry-Riddle Aeronautical University seeks a collaborative and accomplished leader to serve as the first dean of the new College of Business, Security & Intelligence (CBSI) and invites nominations and applications. In response to enrollment growth and evolving demands of industry, Embry-Riddle's Prescott, Arizona, campus has merged the College of Security & Intelligence and the School of Business, to form the CBSI. The dean will join the Embry-Riddle community as it builds on current momentum and continues to elevate itself to a place of true distinction.

#### EMBRY-RIDDLE AERONAUTICAL UNIVERSITY: AN OVERVIEW

Embry-Riddle Aeronautical University is the world's leader in aviation and aerospace higher education. Its mission is to teach the science, practice, and business necessary to prepare students for productive careers and leadership roles in business, government agencies, and the military.

The University was founded on December 17, 1925, exactly 22 years after the Wright Brothers' first flight, when T. Higbee Embry and John Paul Riddle formed the Embry-Riddle Company at Lunken Airport in Cincinnati, Ohio. The following spring the company opened the Embry-Riddle Flying School.

In 1939, Riddle joined John and Isabel McKay to establish the Embry-Riddle School of Aviation. They partnered with the University of Miami to provide flight training under the Civilian Pilot Training Program. Embry-Riddle experienced a period of decline in the 1930s but was revitalized with the outbreak of World War II in Europe and an increased demand for aviators and mechanics. Allied nations sent more than 25,000 people to Embry-Riddle's Florida centers to become pilots and aviation technicians.

Following World War II, the Embry-Riddle Aeronautical Institute (ERAi) continued to train pilots. The first president of ERAi, Jack R. Hunt, was named in 1963. In 1965, he consolidated Embry-Riddle's flight training, ground school, and technical training programs and moved the campus to Daytona Beach, Florida., signaling the rebirth of Embry-Riddle and the start of its journey to world-class status. Within three years of the move, the institution was accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Two years later, in 1970, Embry-Riddle gained university status and was renamed Embry-Riddle Aeronautical University.

Today, the university is dedicated to education, outreach and engagement, and knowledge discovery across a wide range of academic disciplines. Embry-Riddle is committed to teaching excellence that reflects creative thought and innovation, giving its students the knowledge and experience for personal

fulfillment and professional success. Like the aviation and aerospace industries it serves, Embry-Riddle is dynamic, constantly evolving to serve the educational needs of those who will be future industry, academic, and policy leaders.

The university is an independent, nonprofit, culturally diverse institution committed to providing quality education on residential campuses in Florida and Arizona and Singapore. A network of more than 135 centers throughout North America, Europe, Asia, and South America deliver top-ranked, online programs.

Embry-Riddle offers more than 100 undergraduate and graduate degrees in its colleges of Aeronautics, Arts & Sciences, Aviation, Business, Security and Intelligence, and Engineering.

Embry-Riddle continues to pioneer industry-responsive degree programs and specialized courses, such as undergraduate degrees in spaceflight operations, unmanned aircraft systems and aerospace physiology. The university grants an MBA and Ph.D. in aviation. It is the first in the country to offer a course in hybrid and urban air mobility.

The university offers advanced degrees in multiple areas including all aspects of aviation, unmanned systems, cybersecurity engineering and management, business, human factors, project management and occupational safety management.

Unifying and defining students, faculty, administration, and alumni is a shared passion for aviation and aerospace. The global reach and increasing complexity of these industries put Embry-Riddle in an enviable position, poised for growth and increased capacity for sponsored research. Nearly 90 percent of students engage in research, an internship or in a capstone project that provides hands-on experience and an opportunity to apply what they learn in classrooms, labs, and on the flight line.

Embry-Riddle is also a research center, developing solutions to real-world problems in partnership with the aerospace industry, other universities, and government agencies. Faculty members conduct research and mentor student-researchers in all colleges. Signature research focuses on aviation cybersecurity, aviation data science and business analytics, flight research, unmanned aerial systems, and autonomous systems.

## STRATEGIC PLAN

Through a 10-month collaboration between students, faculty, staff, administration, and community stakeholders, Embry-Riddle created a [Strategic Plan \(2018-2023\)](#) that will help the institution stay true to its mission, advance its vision, and honor its values.

Following a series of internal assessments, analysis of best practices, and review of current opportunities, core teams proposed various strategic focuses and critical tasks aligned with five key pillars. All University stakeholders were invited to provide feedback through open forums and digital response platforms. The plan was endorsed by Embry-Riddle's Board of Trustees in March 2018.

Each of the five key pillars is supported by a Strategic Implementation Team (SIT), tasked with the ongoing identification of best practices, key goals, success metrics, and next steps. These teams remain responsible for implementing these goals within the timelines and budgets they established.

## LEADERSHIP

In 2017, **Dr. P. Barry Butler** became the sixth president of Embry-Riddle Aeronautical University. Under his presidency, Embry-Riddle continues to expand discovery-driven degree programs and its research park is home to new aerospace innovation labs, technology transfer projects and startups. Dr. Butler has encouraged collaboration with industry, resulting in expedited hiring initiatives with leading aviation and aerospace industries. He is expanding the university's interest in aviation cybersecurity, aviation data analytics and autonomous vehicles. The university also created new partnerships to prime the aviation/aerospace pipeline.

Previously, Dr. Butler was executive vice president and provost of the University of Iowa. He was responsible for more than 100 academic programs in 11 colleges. For ten years, he served as dean of the College of Engineering. Dr. Butler is on the board of the Hoover Presidential Foundation and The Wings Club. He is a member of The Civic League of the Halifax Area. He is a private and glider pilot. He earned three degrees from the University of Illinois at Urbana-Champaign: a bachelor's in aeronautical engineering, a master's in astronautical engineering, and a Ph.D. in mechanical engineering.

**Dr. Anette M. Karlsson**, a mechanical and aerospace engineer and a highly accomplished academic leader, became the chancellor of Embry-Riddle's Prescott campus in 2019. Previously, Dr. Karlsson served as a professor and dean of the Washkewicz College of Engineering at Cleveland State University.

A Fellow of the American Society of Mechanical Engineering, Dr. Karlsson earned her Ph.D. in mechanical and aerospace engineering at Rutgers University, within the area of applied mechanics. She completed her bachelor's and master's degrees at Linköping University in Sweden.

Dr. Karlsson conducted postdoctoral research at Princeton University before joining the University of Delaware, where she later became chair of the Department of Mechanical Engineering. Earlier in her career, she worked as a research/design engineer for Saab Missiles and Saab Aerospace, and as a technical attaché for Sweden's Embassy in the United States.

Her research interests focus on the thermo-mechanical properties of advanced materials with an emphasis on the durability of materials used in clean energy production. Dr. Karlsson has published more than 80 peer-reviewed international journal articles and she has been the primary adviser for more than 15 doctoral and master's degree students.

Dr. Karlsson's many honors and awards have included the U.S. Office of Naval Research Young Investigator Award, the University of Delaware's E.A. Trabant Award for Women's Equity as well as the Young Scholars Award of the Francis Alison Society and membership in the engineering honor society, Tau Beta Pi.

**Dr. Kathleen B. Lustyk** is the Prescott campus' vice chancellor and associate chief academic officer. Dr. Lustyk was previously dean of the College of Arts & Sciences.

Prior to arriving at Embry-Riddle in 2017, Dr. Lustyk was a professor of psychology at Seattle Pacific University, where she was the chair of the Department of Psychology. Her professional affiliations include the Western Psychological Association, the Society for Women's Health Research, and the Society for

Psychophysiology Research. She holds a Ph.D. in physiological psychology with a specialization in endocrinology from the University of Washington, Seattle.

In addition to supporting the chancellor and academic affairs with respect to the academic mission of the university and the Prescott campus, Dr. Lustyk provides leadership, oversight, and guidance to the academic deans and their colleges and programs as well as academic support functions such as the registrar's office, career services, college advising, Undergraduate Research Institute (URI), and the Hazy Library. Dr. Lustyk also serves as acting chancellor when the chancellor is on leave or professional travel.

Dr. Lustyk received the Outstanding Research Article from the Society of Gastroenterology Nurses and Associates in 2002, and the Faculty Advisor Appreciation Award from Psi Chi, the International Honor Society in Psychology in 1998, 1999, 2000, and 2015. She was named Professor of the Year for the School of Psychology, Family, and Community at Seattle Pacific University in 2009 and 2010. Dr. Lustyk also received a K18 Senior Scholar Career Award from the National Institutes of Health to study nuclear physics at the University of Washington and receive training in magnetic resonance imaging at Yale University.

## EMBRY-RIDDLE'S PRESCOTT, ARIZONA CAMPUS

Located approximately 100 miles north of Phoenix, the University's western residential campus currently serves approximately 3,000 students distributed among four colleges. Established in 1978, the campus is an integral part of the Prescott community and has quickly gained a reputation as one of Arizona's top STEM universities. The campus has a rolling, long-term strategic plan that aligns with and supports the university's five-year plan. The Prescott campus has roughly 122 full time equivalent faculty.

Geographically, the campus covers more than 500 acres of scenic western terrain. Campus life is centered in a one-square-mile area that centralizes academic, residential, and recreational resources.

The Prescott campus has experienced significant growth and record enrollment over the past ten years. The average class size is 22. The average GPA and standardized test scores for its incoming class are among the highest of any institution in Arizona. Women now account for 26 percent of the student body, a number that has grown significantly in recent years. Each year, representatives from companies from near and far visit campus in order to recruit graduating students.

State-of-the-art resources on the Prescott campus include the only planetarium in Northern Arizona and a new STEM education building that features 20 labs dedicated to biological science and chemistry, computing, 3-D printing, and robotics. Also on campus are an Aerospace Experimentation and Fabrication Building, the Global Security and Intelligence Studies Operation Center, and the Robertson Aviation Safety Center Accident Investigation Lab—the only university-level forensic lab of its kind in the country. The fleet of fixed-wing and rotary-wing aircraft used for flight training are hangared at nearby Prescott Love Field Municipal Airport.

The campus has a thriving residential life and recently opened two state-of-the-art residence halls. Almost half of the student body lives on campus. Students compete in more than 40 club, intramural, and recreational sports.

Intercollegiate athletes compete in the National Association of Intercollegiate Athletics (NAIA) and are members of the California Pacific (Cal Pac) Conference. Scholar-athletes currently participate in 14 intercollegiate sports and the campus is projected to add additional sports in the coming years. Scholar-athletes carry an impressive 3.508 cumulative GPA.

### **Additional Points of Pride**

- In 2020, for the fourth year in a row, *U.S. News & World Report* ranked Embry-Riddle's Prescott campus #1 among undergraduate aerospace/aeronautical/astronautical engineering programs (where a doctorate is not offered).
- The university was selected by Delta Air Lines to participate in the Propel program, which provides student pilots with a career path to becoming captains in as little as 42 months after graduation.
- Five Embry-Riddle faculty and student researchers were among the contributing researchers to LIGO, the Laser Interferometer Gravitational-Wave Observatory, which received the 2017 Nobel Prize in Physics.
- Engineering students launched EagleSat-1, a cube satellite, as a secondary payload aboard a Delta II rocket. Its mission was to study the satellite orbital decay and demonstrate the use of super capacitors for power rather than traditional rechargeable batteries. EagleSat-2 is now in development.
- Under a National Institute of Justice grant, researchers are conducting a multidisciplinary evaluation of school security technologies.
- The Golden Eagle Flight Team has long dominated the National Intercollegiate Flying Association (NIFA) Safety and Flight Evaluation Conference (SAFECON) competition, with 13 national wins.
- Embry-Riddle earned five conference championships in 2018-2019, competing in the championship round of all conference tournaments. The campus collected four Cal Pac Commissioner Cup titles in the past four years. Coaches have secured seven of eight conference Coach of the Year awards.
- *Military Times* ranks all three Embry-Riddle campuses among the best for military students and veterans. The Prescott campus offers Air Force and Army ROTC programs, and a Marine Corps Platoon Leaders Course.
- In 2021, the Aviation Accreditation Board International (AABI) re-accredited three Embry-Riddle's Prescott programs for five more years: B.S. Aeronautical Science-Fixed Wing, B.S. Aviation Business Administration, and M.S. Safety Science programs.

### **STUDENTS**

The Prescott campus has approximately 3,000 students distributed among the four colleges with roughly 20 percent of those students earning degrees from disciplines that will be part of the new CBSI.

### **FACULTY**

The Prescott campus has roughly 122 Full Time Equivalent (FTE) faculty distributed across the colleges with 25 FTE faculty in disciplines representing the new CBSI and growing.

## OTHER EMBRY-RIDDLE CAMPUSES

### Daytona Beach, FL

Embry-Riddle's eastern residential campus is located along Central Florida's I-4 corridor, a short drive from Orlando and the Space Coast.

Serving more than 6,700 undergraduate and 800 graduate students from 50 states and nearly 100 countries, the Daytona Beach campus is also home to the university's administrative headquarters. Adjacent to Daytona Beach International Airport, the campus offers undergraduate and graduate degrees from four colleges: Arts & Sciences, Aviation, David B. O'Maley College of Business, and Engineering.

The striking new Mori Hosseini Student Union, at the heart of campus, has become an iconic image representing Embry-Riddle's spirit of ingenuity. Daytona Beach is also home to the University's research park, the John Mica Engineering and Aerospace Innovation Complex (MicaPlex). This state-of-the-art building is a 50,000-square foot innovation hub with ten specialized labs and a nearby subsonic wind tunnel.

### Worldwide/Online

Ranked as the #1 online educator by *U. S. News & World Report* for 2021, Embry-Riddle Worldwide was established in 1970 and currently serves more than 23,000 students online and in classrooms globally. More than 130 locations and online courses deliver flexibility to students across the country and the world.

Led by a chancellor, the campus offers more than 50 undergraduate degrees, graduate degrees, and certificate programs. Degree programs include aviation, business, communication, computer science, emergency services, engineering, human factors, management, safety, security, logistics, and unmanned systems.

These diverse and dynamic programs support and connect students in a virtual learning community through web-based support groups and online forums. Embry-Riddle Worldwide also offers professional education programs to ensure the workforce builds critical skills.

## PRESCOTT – “EVERYBODY’S HOMETOWN”

Located two hours north of Phoenix, in the high desert of Northern Arizona, Prescott sits at an elevation of 5,300 feet above sea level, among granite mountains, lakes, streams, and rolling meadows. Residents experience four mild seasons, with an average temperature of 70 degrees.

The natural beauty of the area attracts residents and visitors who enjoy outdoor activities such as rock-climbing, hiking, fishing, canoeing, and kayaking. Popular spots include Prescott National Forest, Watson Lake (a reservoir at the Granite Dells), Lynx Lake Recreation Area, the 2.5-mile Thumb Butte Trail, Goldwater Lake, and the Constellation Trails in the Granite Dells.

In addition to Phoenix, destinations such as Sedona, Flagstaff, the Grand Canyon, and Las Vegas are all within a two-to-three-hour drive.

The [Downtown Historic District](#), Whiskey Row, and the courthouse, is a reminder that Prescott was once the territorial capital of the state. Rough-and-tumble saloons have given way to an entertainment district with restaurants, galleries, and specialty shops. In a nod to its heritage, Prescott is also home to the world's oldest rodeo in the U.S., Prescott Frontier Days.

Performing arts draw audiences to the Elks Opera House Theater and Prescott Center for the Arts, a cultural venue and community center.

The Prescott Farmers Market is an open-air market that offers local produce and handmade and prepared foods that use Arizona products.

The Prescott Unified District serves 4,000 students, offering an early childhood center, three K-4 schools, one 5-6 school, one 7-8 middle school and one 9-12 high school. There are also several charter schools in the area.

According to PayScale, the cost of living in the Prescott Valley area is three percent lower than the national average.

### **City Snapshot**

The Chamber of Commerce reports that national publications have cited Prescott as a:

- “Green” City
- Top retirement destination
- Emerging art scene
- Clean air city
- “Best Place” to live
- Top spot for job growth and economic vitality

## **THE COLLEGE OF BUSINESS, SECURITY & INTELLIGENCE**

The newly formed College of Business, Security & Intelligence is the result of a merger between the School of Business and the College of Security & Intelligence occurring in the fall of 2021.

The College of Security & Intelligence (CSI) was formed in 2013 and was the first comprehensive degree-granting college to create an academic focus in Global Security and Intelligence Studies (GSIS) promoting the graduate employment in “3-letter agencies” (e.g., CIA, DHS, FBI, etc.), and for corporations large and small. Graduates emerge with an understanding of world cultures, foreign policy and law, and prepared for a career in security and intelligence for government or private enterprise. The National Security Agency and the Department of Homeland Security have designated Embry-Riddle a National Center of Academic Excellence in Cyber Defense Education through 2024.

The Department of Business was launched in 2004 with one degree and in 2018 the School of Business was formed with four degree programs.

The School of Business (SoB) promotes a mission of graduating students prepared as the next generation of business leaders in the aviation industry and beyond. The SoB creates a student-centered educational experience emphasizing problem-based experiential learning with industry clients and projects leading to high employment rates for business graduates.

By merging the SoB with CSI, the campus will take advantage of multidisciplinary connections with security and business, including (for example): Aviation Business Cybersecurity, Business Analytics and Intelligence, Cybersecurity in Forensic Accounting and Fraud, and Global Security and Supply Chain Digitization. In keeping with the charge from ERAU President Butler to the Business Visioning Committee, this merger will further grow multidisciplinary programs with vertical advancement, through collaborations within the College, Campus, and across the university, while streamlining the ability to build industry and company connections and partnerships. In addition, aligning SoB programs with the principles of cyber security, intelligence, and security will further distinguish the Prescott business education from more general business degrees offered by competing universities.

The new CBSI will comprise eight programs; six undergraduate and two master's degree programs including:

1. [BS Cyber Intelligence & Security \(CIS\)](#)
2. [BS Global Security & Intelligence Studies \(GSIS\)](#)
3. [BS in Aviation Business Administration](#)
4. [BS in Business Administration](#)
5. [BS in Global Business and Supply Chain Management](#)
6. [BS in Forensic Accounting and Fraud Examination](#)
7. [MS in Security & Intelligence Studies \(MSSIS\)](#)
8. [MS in Cyber Intelligence & Security \(MSCIS\)](#)

## **PROGRAM ACCREDITATION**

The BS Cyber Intelligence & Security (CIS) holds programmatic accreditation, which is with the Computing Accreditation Commission of ABET.

The programs in the SoB are accredited by the Accreditation Council for Business Schools and Programs (ACBSP). In addition, the [Aviation Business Administration](#) bachelor degree program is accredited by the Aviation Accreditation Board International (AABI).

## **CBSI POINTS OF PRIDE**

- Winner of prestigious Department of Defense (DoD) Cyber Scholarship (CySP) grant for two consecutive years.
- Developer of the first international aviation cyber security competition (offered at DEFCON, AIAA, and A-ISAC)
- Lead for multi-disciplinary, multi-year Boeing-sponsored capstone projects on securing urban air mobility and AI-based cyber security.
- GSIS faculty have consulted with think tanks (Rand), government agencies, and professional certification committees.
- GSIS faculty have published seven books.



- Members of the GSIS faculty are regularly interviewed by TV, radio, and print media as subject matter experts.
- Two undergraduate students and one graduate student are DoD Cyber Scholarship Program (CySP) scholars.
- Students have created the first virtual aviation cybersecurity competition in the world, offered at AIAA Aviation, DEF CON, and A-ISAC Annual Summit.
- Student Michaela Adams was named one of the 2021 Aviation Week's Twenty20s awardees, leading a cross-disciplinary, cross-campus, Boeing student capstone project on urban air mobility security and artificial intelligence.
- GSIS students research and publish the Eagle Eye Intelligence Report, which is circulated among the U.S. Intelligence Community and private corporations.
- Graduates have gone on to work in every federal "three-letter" intelligence and law enforcement agency, the security departments of Fortune 500 corporations, as well as state and local government agencies.
- Students who complete the project management class have a 100 percent pass rate when going on to take the Certified Associate Project Manager (CAPM) exam. In the past two years more than 50 students have achieved this professional certification.
- Security operations students have consulted with local schools and churches to assess security risks and develop comprehensive security plans to make those facilities safer.
- The ASIS International Eagle Committee is the first student-run committee within ASIS International—the world's largest professional organization for security practitioners.
- The Aviation Accreditation Board International (AABI) voted to reaffirm the Aviation Business Administration program for five years with no interim reports.
- The Aviation Business Administration capstone course provides students the opportunity to serve as business consultants for actual clients, as opposed to reliance on simulations found at traditional business schools, allowing graduates to gain real-world experience.
- The Business Development Consulting program began more than 20 years ago and has now expanded to include multinational companies and foreign firms. In spring 2021, nine of 12 student projects involved companies in Europe, especially the Nordic countries.
- Each year, 10-20 percent of business students are selected for internships with prestigious industry employers.
- Many of the globally focused business students travel to Asia, Europe, South America, and the Middle East for study abroad programs. The most recent study abroad, which involved 25 students, took place in Southern Africa (South Africa, Lesotho, and Eswatini) during winter 2019-2020.
- In 2019, the Phi Beta Lambda (PBL) Business Club wrapped up its 13th consecutive State of Arizona business competition title and dominated by tallying the largest number of first-place finishes (30) and the largest number of total awards (46 first-, second-, and third-place awards).
- The Forensic Accounting and Fraud Examination program is one of the only programs in the nation. The program is designed to meet the requirements of the American Institute of Certified Public Accountants and allows students to sit for the CPA exam. The program is also an

educational partner with the Association of Certified Fraud Examiners which allows students to gain CFE certification, making them eligible for hire by the FBI, CIA, or many other government agencies.

- The School of Business has a Vibrant Business Industry Advisory Board whose members include JetBlue, The Boeing Company, Las Vegas' McCarran International Airport, and the United Parcel Service.

## ROLE OF THE DEAN

Reporting to the vice chancellor and associate chief academic officer, the dean of the College leads in accordance with ERAU's mission and goals. Among the dean's general responsibilities are to consult with the new College's 25 FTE faculty members to develop curricula and provide leadership for program and other assessments.

The dean administers the College's budget of \$4 million; recruits faculty; takes a leading role in other faculty personnel matters, including tenure, promotion, and renewal; helps the College realize its commitment to diversity; strengthens the College's profile in research and graduate education; promotes interdisciplinary research and teaching; represents the College to external constituencies; and leads College development activities.

The departments will be managed by a department chair for each of the departments and a director will manage the School of Business. Moreover, one staff person is currently assigned to assist the dean.

The new dean will be charged with developing the mission, vision, and values of the new college that align with the university mission.

The dean will develop a comprehensive strategic plan that is based on reasonable enrollments and budget numbers. The plan should be a rolling five-year plan that aligns with the university and campus strategic plans but finds identity to the College. This includes target metrics for enrollment growth and potential faculty growth. Faculty growth will require sustained and increased enrollment.

The dean will engage curriculum improvements, including improvement of curriculum maps with the goal of sufficient course offerings of relevant courses that are provided to students so undergraduate students can graduate in four years. The dean will provide leadership over the master's degree programs to ensure sustainability.

The dean will be charged with forging more industry pathways for employment for graduates and with expanding industry/professional advisory board networks that provide philanthropy and other contributions.

In collaboration with the other deans and senior leadership, the new dean of CBSI will broaden the footprint of ERAU in the business sector in and around Prescott.

## OPPORTUNITIES AND CHALLENGES

The new dean will benefit from the excellent reputation of the programs comprising CBSI, while also facing a number of opportunities and challenges that call for an entrepreneurial mindset and a deep facility with academic management.

**Strategic vision.** Working closely with faculty, staff, and donors, among others, the dean will create an inclusive strategic vision that aligns with the university vision and provides a clear direction for the future of the College and its place within Embry-Riddle and beyond. The dean serves as a key partner in this effort and, as a key public face of the College, must effectively advocate for its work in a variety of internal and external contexts.

The dean must cultivate and maintain strong partnerships locally and nationally and contribute to the dialogue on issues related to the College's disciplines broadly. Working in partnership with the academic and campus leaders, the dean must be an advocate for students, faculty, and alumni of the College, providing opportunities to engage them in important dialogues and highlight where they are already making significant contributions. The dean will work collaboratively with the senior leadership team to enhance the ERAU brand and lead to quality enrollment growth in accordance with the university strategic enrollment plan.

**Faculty development.** CBSI is home to a very strong faculty, representing a diverse range of disciplines and interests. Supporting, recruiting, and retaining the best teachers and scholars and assuring that they are successful is critical. So, too, are decisions about allocation of new positions. The dean will play a key role in identifying resources and strategies for the further development of the College's faculty.

**Recruit, develop, and retain a diverse and talented faculty and staff and ensure a welcoming and inclusive campus climate for all.** The College offers the new dean the opportunity to take full advantage of the impressive quality of its personnel; to advance the creative, entrepreneurial culture that drives research and discovery; and to provide vision and leadership for educational innovation and the services that support that innovation, driving student, faculty, and staff success.

**Communication.** It is important for the new dean to continue to play an active, engaged, and transparent role with the faculty, staff, and students as the College brings together faculty from the SOB and CSI. The dean will need to be an advocate for the entire College, working cooperatively with the other deans and University administrators across multiple campuses.

**Building relationships.** As the CBSI comes together as a new college, it joins a caring group of faculty, students, staff, and administrators, who must work together for a common purpose. It is expected that the dean will provide a style of leadership that recognizes the central importance of working within and strengthening shared governance. 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 to further mutual respect, participation, and cooperation within the College and across the campus.

**Quality and assessment, and reaccreditation.** CBSI and the University have a distinctive set of policies, programs, and services for which the institution has earned a well-deserved reputation for excellence. Like other institutions, Embry-Riddle needs to satisfy both internal and external expectations for strengthened assessment of programs. The new dean will play a central role in these critical efforts.

Related, Embry-Riddle is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACS). The dean will play a key role during a reaffirmation cycle for reaccreditation, providing leadership in helping to maintain a high-quality academic environment that protects and encourages the professional and academic accreditation of the College's academic programs.

**Optimize enrollment and retention.** As Embry-Riddle continues to develop the institution's strategic enrollment plan, the new dean will actively work with College and University leaders to leverage its strengths and develop strategies for growth and strengthening of the student body by effective marketing, recruiting globally representative students, and increasing rates of persistence.

**Understand and effectively communicate the College's budgeting and academic planning model.** The new dean will work closely with the finance team to effectively align the College's resource management model with an increasingly competitive and dynamic higher education marketplace. A clear, robust, and transparent budget and resource management process is vital to long-term competitive viability.

## ABOUT THE POSITION/POSITION REQUIREMENTS

The new dean of CBSI will possess an earned doctorate and a distinguished record in teaching, scholarship, and service that will command the respect of the academic community and merit the rank of full professor in one of the disciplines of the College. The dean will be an innovative academic leader with demonstrated administrative experience and the proven ability to work collaboratively with faculty and senior leadership to advance strategic projects and initiatives. Additionally, the dean must have a strong commitment to education in business, security, or intelligence within the context of Embry-Riddle's strong niche and world-recognized leadership in aerospace and aviation.

Whether or not the new dean is currently affiliated with an academic institution, they must have experience working with, and a deep understanding of, the complexities and nuances of the academic environment.

In addition, the ideal candidate will possess:

- A collaborative management style, an adaptable and flexible leadership style, and a strong philosophy of leading by example;
- Experience in reconciling differing opinions and developing solutions within a shared governance model;
- A record of achievement in furthering inclusive excellence, including a proven ability to recruit, retain, and support diverse faculty, staff, and students;
- A global vision with multi-cultural experiences;
- Analytical skills, especially experience with budgets and prioritizing resource requests;
- Demonstrated experience with strategic planning and program and accreditation assessment;
- An attention to details;
- A commitment to developing philanthropy streams and industry advisory connections;
- A passion for higher education; and,
- An impeccable reputation for integrity and the highest standards of ethical behavior.

## PROCEDURE FOR CANDIDATES

The review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and application materials, including a letter of interest, curriculum vitae, and the names of five professional references should be forwarded in confidence to:



Steve Leo, Managing Director  
Vicki Henderson, Senior Associate  
Storbeck Search  
610-572-4296  
[ERAUDeanCOBSI@storbecksearch.com](mailto:ERAUDeanCOBSI@storbecksearch.com)

For more information about ERAU Prescott please visit: <https://prescott.erau.edu/>

*ERAU is committed to being a global leader in diversity and inclusion in higher education. It continually strives to recognize, respect, and celebrate the differences and cultural identities among individuals as the institution recruits, supports, and embraces its diverse community. ERAU works to provide a safe environment where self-expression is welcome. ERAU strives to create a campus climate free of discrimination so that networks, partnerships, and cultural competency continue to be fostered through leadership, integrity, care and respect.*

