



Dean of the School of Business

George Mason University (Mason) invites applications and nominations for the position of dean of the School of Business. The next dean will have the extraordinary opportunity to lead the future of business education at Mason, which is globally AACSB-accredited, and its five centers housed within the School of Business. Mason seeks a dean who demonstrates a collaborative, innovative, entrepreneurial, and strategic mindset, and who is dedicated to continuing the elevation of the reputation of a business school, which is part of the fastest growing public research institution in the Commonwealth of Virginia. The next dean will be a forward-thinking visionary, leading the School of Business by engaging, growing, and leveraging the extensive business industry and research opportunities within the regional, national, and global community. The School of Business will thrive best with a dean who is committed to fundraising, accelerating the momentum of the current building campaign, and devoted to expanding the brand and reputation of the School of Business and George Mason University.

George Mason University: About Mason

Founded in 1972, Mason is Virginia's fastest-growing public research institution and nationally recognized as an innovative university. Today, Mason is setting the benchmark for a bold, transformative learning experience through an experiential and global education that serves the needs of students and communities.

George Mason, for whom the University is named, was one of the greatest of the founding fathers of the United States. George Mason drafted the Virginia Declaration of Rights, which became a model for the first ten amendments to the U.S. Constitution, known as the Bill of Rights. George Mason University is committed to access and excellence, and it defines success by the number of opportunities provided to students, alumni, faculty, staff, and the community. The institution is proud that 35 percent of its graduates are the first members of their family to earn a four-year degree. Mason is one of the 131 universities in the highest research tier of the Carnegie Classification of Institutions of Higher Education (R1: doctoral university - very high research activity), and one of only four institutions in Virginia with this distinction. The University is committed to graduating engaged citizens and well-rounded scholars who are prepared to act.

Located near Washington, D.C., one of the most important political, economic, and intellectual hubs in the world, the University accepts its responsibility to serve others: to help students succeed, enrich the life of the community, and contribute to solving some of the most complex global problems of our time.

Mason started in a single building with an enrollment of 17 students; today, it is the largest public research university in Virginia with four campuses in Virginia and one in Songdo, Korea. The University has grown to more than 39,000 students from 130 countries and all 50 states, over 6,000 faculty and staff, and 200,000 alumni. The most recent recruitment efforts have yielded the largest, most diverse, and most academically prepared freshman class in the history of the University and the largest incoming class of transfer students. The University's commitment to serving students, community, and the world is having a measurable impact.

In 2016, George Mason University moved into the highest research category (R-1) as determined by the Carnegie Classification of Institutions of Higher Education. As one of the top 300 universities in the Academic Ranking of World Universities – and top 70 in Public Schools in the U.S. – Mason has been named one of the top 50 universities under 50 years old, by Times Higher Education. Over the years, Mason's outstanding faculty has included two Nobel laureates in Economics, Pulitzer Prize winners, Fulbright scholars, IEEE Centennial Medalists, and a Blue Planet Prize winner. *U.S. News & World Report* called Mason the most diverse university in Virginia and named Mason one of the Top 100 "A+ Schools for B Students", a ranking that acknowledges campus environments where spirit and hard work pay off. Most recently, Mason was ranked in the top 20 for "Most Innovative Schools" in the country by *U.S. News & World Report*.

The Campuses: Fairfax, Arlington, Prince William Counties, Songdo Korea

Mason has three campuses in Fairfax, Arlington, and Prince William Counties in Northern Virginia, and an international campus in Songdo, Korea. In addition, Mason operates a site in Loudoun County and has partnered with the Smithsonian Institution to offer a global conservation studies program at the [Smithsonian-Mason School of Conservation](#) in Front Royal, Virginia.

The Fairfax Campus consists of 677 wooded acres and is the principal center for undergraduate residence and life with easy access to the numerous internship and recreational opportunities that the Washington, D.C., area offers. The on-campus residential population is currently more than 6,000 and is expected to grow to 7,000 as new residential units are constructed. The Fairfax Campus is also home to the Center for the Arts and the EagleBank Arena where numerous entertainment and sporting events take place year-round.

The most urban campus is in Arlington, which consists of three main buildings and houses the Antonin Scalia Law School, the Schar School of Policy and Government, and the School for Conflict Analysis and Resolution, and offerings for the School of Business. Most of the programs offered are at the graduate and professional levels. The campus is four miles from the White House, six miles from CIA Headquarters, and is on the Metro line.

Serving all of Northern Virginia, the George Mason University Science and Technology Campus in Prince William County primarily focuses on research and academic programs in the life sciences, including bioscience, biotechnology, and bioinformatics. The campus features a state-of-the-art Biomedical Research Laboratory and the recently launched Institute for Advanced Biomedical Research, a multidisciplinary facility that will pursue some of the toughest medical questions facing society. In 2015, Governor Terry McAuliffe announced a strategic partnership between INOVA, the largest health system in Virginia, and Mason to conduct translational research and share resources for the benefit of patients, the

community, and the region. This collaboration will advance INOVA's personalized health vision and is expected to lead to new patient cures and treatments for a variety of diseases and to new diagnostic and therapeutic biomarkers and devices. In addition, the Science and Technology Campus is home to the Hylton Performing Arts Center and the Freedom Aquatic and Fitness Center.

The Smithsonian-Mason School of Conservation is located on the grounds of the Smithsonian Conservation Biology Institute (SBCI) in Front Royal, Virginia. Here, students work directly with Smithsonian scientists and George Mason University professors, learning to save species and their habitats. The SCBI is about an hour's drive west from Washington, D.C., nestled alongside the 196,000-acre Shenandoah National Park. The facility covers 3,200 acres of forest, grassland, and pasture. This active research facility houses a range of endangered mammals, birds, and amphibians, creating an extraordinary hands-on environment for learning about wildlife conservation.

Mason recently opened a campus in Songdo, Korea, with a focus on business and global engagement. Students admitted through [Mason Korea](#) receive the same degree they would earn at one of the U.S. campuses and spend their fourth and fifth semesters at the Fairfax Campus.

George Mason University: Values

Our students come first – Our top priority is to provide students with a transformational learning experience that helps them grow as individuals, scholars, and professionals

Diversity is our strength – We include and embrace a multitude of people and ideas in everything we do and respect differences

Innovation is our tradition – We strive to find new and better ways to deliver on our mission while honoring time-tested academic values

We honor freedom of thought and expression – We protect the freedom of all members of our community to seek truth and express their views

We are careful stewards – We manage the economic and natural resources entrusted to us responsibly and sustainably

We act with integrity – We hold ourselves to the highest ethical standards as educators, scholars, students, and professionals

We thrive together – We nurture a positive and collaborative community that contributes to the well-being and success of every member

Strategic Plan

George Mason University has grown in both size and stature, not only becoming the largest public research university in the Commonwealth, but also gaining prominence in the United States and throughout the world. Mason's location near Washington, D.C., affords the University access to unique opportunities, resources, and audiences, as it strives to be the best university for the world. Mason has

embarked this year on the next round of strategic planning as it prepares for its 50th anniversary; it is a time of reflection on what Mason has become and to set course for the next 50 years. Mason has rolled out a [strategic planning initiative](#) to collect the campus and community feedback to help inform an actionable, five-year strategic plan.

Finances

The total University budget for FY 2022 is projected to be \$1.3 billion, which represents an increase over the total University budget of 4.5 percent from FY 2021. Mason has navigated the unprecedented year of FY 2021 remarkably well—carefully managing spending and costs during the pandemic. This prudent financial stewardship, coupled with \$50 million of Commonwealth and federal stimulus relief funding, prevented Mason from using financial reserves to meet operating expenses, which was originally projected in FY 2021. Given careful financial management during FY 2021, Mason balanced the budget without major layoffs or job loss, and fully restored undertaken FY 2021 budget reductions for all administrative and academic units in FY 2022.

Diversity and Inclusion Excellence

Mason is one of the most diverse universities in the country, and there is no question that has defined and shaped the University's culture. Students are educated with a sense of responsibility to their communities and the world as a whole. Mason students represent all races, ethnicities, nationalities, religions, sexual orientation, and gender identities; Mason Nation brings together many different ideas and perspectives, which contribute to a vibrant and engaging community.

A multicultural education is part of the Mason student experience, and the University supports initiatives that promote diversity and inclusion. The faculty and staff advocate for the many communities present at Mason and provide resources to embrace a variety of voices, perspectives, and narratives, both inside and outside the classroom. Centers, initiatives, and projects make Mason a place where students, faculty, and staff from many backgrounds can make an impact and find their own path to success. The multitude of ideas and perspectives students bring to Mason help to ignite the kinds of discussions that generate different ways of thinking and bring new ideas to light. Ideas that can have an impact on building a freer, more just, world.

Leadership

On July 1, 2020, [Gregory Washington](#) became Mason's eighth president and its first African American president. Prior to Mason, Washington served as dean of Engineering in the Henry Samueli School of Engineering at the University of California, Irvine, and former interim dean of the College of Engineering at The Ohio State University. An accomplished researcher and educator, Washington earned three degrees in mechanical engineering, including his PhD, at North Carolina State University. His research specializes in dynamic systems, with an emphasis in the modeling and control of smart material structures and systems. He is the author of more than 160 technical publications in journals, edited volumes, and conference proceedings. During Washington's first year at Mason, student enrollment grew by 3.5 percent amid an average statewide decline of more than 8 percent. Washington also has established dozens of public-private partnerships, among them the President's Innovation Advisory

Council, which brings together industry, local government, K-12 education, and non-governmental organizations to help plan and establish the [Institute for Digital InnovAtion](#) (IDIA) on the Arlington Campus.

Dr. Mark Ginsberg serves as the Provost and Executive Vice President of Mason as of April 2020. He joined Mason in 2010 as dean of the College of Education and Human Development. Dr. Ginsberg served as the Executive Director and Chief Executive Officer of the National Association for the Education of Young Children (NAEYC) from 1999 until 2010 and earlier as a faculty member and Department Chair at the Johns Hopkins University. Dr. Ginsberg completed his bachelor's degree from the State University of New York at Cortland and his master's and doctoral degrees at The Pennsylvania State University. He also completed a Fellowship in Clinical Psychology at the Yale University School of Medicine. Dr. Ginsberg's career spans more than a 40-year period as a professor, psychologist, and skilled administrator.

George Mason University is governed by its 16-member [Board of Visitors](#), a corporate body serving under the leadership of a rector, vice rector, and secretary. The members of the board are appointed by the governor of Virginia on a rotating basis to serve four-year terms. The Faculty Senate Chair sits on the Board as a nonvoting faculty representative. As a result of their respective elections to the positions of president of the Student Government and president of the Graduate and Professional Student Association, two nonvoting student representatives are appointed by the Board of Visitors each year to serve a one-year term.

Academics

George Mason University has 10 schools and colleges devoted to a variety of areas of study and was also the first university in the country to offer doctoral programs in conflict resolution, information technology, bioinformatics, and computational social science. Below is a listing of Mason's ten schools and colleges.

[Antonin Scalia Law School](#)
[Carter School for Peace and Conflict Resolution](#)
[College of Education and Human Development](#)
[College of Engineering and Computing](#)
[College of Health and Human Services](#)
[College of Humanities and Social Sciences](#)
[College of Science](#)
[College of Visual and Performing Arts](#)
[Schar School of Policy and Government](#)
[School of Business](#)

There are more than 1,400 full-time instructional and research faculty members who are experts in a broad range of fields. They have published and performed widely, contributed to major research findings, and consulted with government and business officials. Drawing prominent scholars from all fields, Mason's outstanding faculty members have received grants and awards from the Guggenheim Foundation, the Templeton Foundation, the National Science Foundation, the National Endowment for the Arts, and the National Endowment for the Humanities. They have won numerous awards such as Fulbright Scholar grants, Pulitzer Prizes, Mellon Fellowships, Institute of Electrical and Electronics

Engineers Centennial Medals, and Nobel Prizes. More than 47 endowed chairs at the University have also brought many internationally renowned artists and scholars to campus.

Of particular interest are the Robinson Professors, outstanding scholars in the liberal arts and sciences who have come to Mason from prestigious positions elsewhere. They are concerned with broad and fundamental intellectual issues and are dedicated to undergraduate teaching and working with Honors College students. In 1984, the first Robinson Professors joined the faculty as the result of a generous bequest from the estate of Clarence J. Robinson.

Mason's Carnegie Tier 1 research designation has resulted in Mason being in even greater demand as a research partner, and research expenditures have increased by 15 percent over the past year. In 2020 alone, Mason garnered more than \$200 million in sponsored research. The distinction and collaboration among faculty in six Mason schools helped lead to the Department of Homeland Security selecting Mason to lead its Center of Excellence in Criminal Investigations and Network Analysis. DHS awarded a 10-year multimillion-dollar grant that is among the largest the University has received. Under the grant, Mason will lead several universities and law enforcement agencies to investigate patterns of criminal activities and forensics and develop strategies to predict and disrupt transnational crime.

The School of Business

Dedicated to excellence in teaching and research, the [School of Business](#) educates future business leaders through world-class academic programs, strategic business partnerships, and participation in innovative scholarship. At locations in Fairfax and Arlington, in the national capital region, and with more than 200 faculty and 90 staff, the School of Business serves over 4,000 undergraduates, 500 graduate students, and 35,000 alumni.

The Mission: We prepare a diverse student body to succeed in a global business environment. We produce outstanding scholarship in business, and work to maximize the impact of our expertise. We strive to instill a strong ethical compass, and a lifelong habit of learning, in our students and stakeholders.

The Business School has six academic areas – Accounting, Business Foundations, Finance, Information Systems and Operations Management, Management, and Marketing – that support an undergraduate BS in Business with concentrations in Accounting, Business Analytics, Finance, Financial Planning and Wealth Management, Management Information Systems, Management, Marketing, and Operations and Supply Chain Management, as well as 10 specialized minor programs. Graduate student offerings include a variety of MS business degrees, MBA, PhD in Business, and nine professional certificate programs. Housed in the School of Business, Mason Executive Development offers organizations and individuals innovative and cutting-edge educational and development solutions that address organizational and professional challenges.

The School of Business has a mix of faculty who are former or current business professionals and are widely published and respected within their areas. They are deeply engaged in the regional, national, and global business communities, acting as consultants to government, business, and nonprofit clients. The School of Business faculty provide a truly global business perspective in the classroom with more than 40 percent of faculty from international origins and 45 percent of faculty speaking more than one language.

The School of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB International). The School of Business is one of only 25 percent of AACSB-accredited business schools, worldwide, accredited in both business and accounting. *U.S. News & World Report* ranks the Mason School of Business among the top 100 undergraduate business school programs, in the top 70 part-time MBA programs, and top 50 in online MSA programs.

The School of Business houses five centers which bridge the educational experience between students and the business community. These centers include the [Business for Better World Center](#), [Center for Government Contracting](#), [Center for Innovation & Entrepreneurship](#), [Center for Real Estate Entrepreneurship](#), and the [Center for Retail Transformation](#). Additionally, Mason School of Business has focused endeavors through their three Initiatives, the [Research Partnerships and Grants Initiative](#), the [Honey Bee Initiative](#), and the Women in Business Initiative ([WIBI](#)).

The School of Business maintains a strong tradition of building business partnerships through the [Dean's Advisory Council](#), which is made up of a variety of business and community leaders who provide strategic guidance, support, and advice across the School's endeavors to the dean. The outreach efforts are further complemented by six additional advisory councils and boards structured around specific areas and initiatives.

The Position: Dean of the School of Business

The dean is the chief administrative, academic, and budgetary officer for the School of Business. Reporting to the provost and executive vice president, the dean provides innovative and strategic leadership for all academic activities, research, resources, and outreach initiatives. The dean serves as a role model of integrity and a champion of diversity and inclusion for the school's faculty, students, staff, and initiatives.

The dean will oversee an extensive leadership team, including academic and programmatic deans, executive directors, directors, area chairs, and staff. The dean will enhance the direction of the school by implementing the vision, defining standards of excellence, and identifying directions for new growth.

The dean will be responsible for determining a strategic and tactical plan for the school that continues its trajectory to reach higher levels of achievement and success in education, research, and outreach. The dean will extend and elevate the School of Business' strong tradition of building business partnerships by developing, leveraging, and enhancing the research and education experiences and learning opportunities within the business arena – regionally, nationally, and internationally.

Opportunities and Challenges

In this time of growth and ambitious strategic initiatives at George Mason University, the next dean of the School of Business will continue to build upon the entrepreneurial spirit and propel the School to stay on the leading edge of business education and engagement. Priorities for the next dean include, but are not limited to, the following:

- **Effectively represent the School to internal and external stakeholders and raise funds to continue to build support and growth of the School.** The dean will be dedicated to securing financial

support through effective fundraising and relationship development to support academic and research initiatives, as well as support for a new building for the School of Business. The dean will have the unique opportunity to lead the current fundraising campaign for a new building, including collaborating across University administration, engaging with a wide range of stakeholders, and expanding the financial reach through strategic development efforts.

- **Extend and deepen the School's reputational reach in the D.C. metro area and beyond.** The School of Business benefits tremendously from its location in Fairfax, Virginia and specifically its proximity to the Washington, D.C., metro region. With new industries taking root and businesses expanding, opportunities abound for the next dean to build new and deepen existing relationships with the community. In addition to a commitment to serving the local community, the next dean will have the opportunity to leverage the School's strong educational programs and reputation to raise the School's national and international profile further, ensuring a broad, global experience for its students.
- **Provide strategic vision and innovation for systems and infrastructure of the School.** The next dean will work with faculty to create a strategic vision aligned with Mason's mission. The next dean will need to assess the current infrastructure, system processes, policies and priorities, and lead change to implement innovations and strategic developments to ensure stability, growth, and success for the School of Business.
- **Collaborate on, and contribute to, the growth of the fastest growing comprehensive research university in the Commonwealth of Virginia.** Mason has recently achieved the research R1 designation, and the next dean will have the opportunity to collaborate and contribute to the continued success through the on-going investments in research, interdisciplinary collaboration, and experiential learning of students.
- **Promoting inclusive excellence and building a diverse, supportive community:** Mason serves a racially, economically, ethnically, and culturally diverse community of students, faculty, and staff. By continuing to recruit and retain diverse faculty, students, and staff, the dean will recognize and affirm that the diversity of the College community is not merely an existing feature, but rather an essential ingredient for the learning and knowledge creation that distinguish the School of Business and Mason nationally and internationally.

Desired Qualifications, Experience, and Key Attributes

An earned terminal degree in business, economics, or related discipline is required. The ideal candidate will bring distinguished academic leadership in addition to a record of teaching, research, and service meriting an appointment to the School's tenured faculty as a Full Professor is highly preferred. While candidates with meaningful academic experience are preferred, candidates with substantial knowledge of higher education who have a demonstrated record of success outside of universities will also be considered.

The School of Business seeks to evolve into the model business school of the future – interdisciplinary, industry-connected, and diverse. Succeeding in this endeavor will require a dean who is committed to the University's and School's mission and values. Of critical importance are outstanding relationship-building

skills, fundraising, fiscal and budgetary ability, change management experience, and commitment to shared-governance.

In addition, the next dean of the School of Business will possess many of the following qualities and experiences:

- Deep knowledge of and passion for the possibilities for business education, including a nuanced understanding of the critical challenges facing the field today;
- Successful track record of fundraising and philanthropic development, with an emphasis on engaging with business industry, communities, and stakeholders;
- A partnership builder who is experienced in working with relationship and resource development, with internal and external stakeholders, which will include alumni, donors, leaders, and communities within the business industry;
- Demonstrated ability to showcase, advocate for, and expand the reputation and brand of the School and University;
- Able to articulate the narrative of the School's diverse accomplishments and aspirations with a sense of common purpose and pride;
- Demonstrated leadership in navigating the current enrollment challenges and experience in the business education competitive landscape;
- A commitment to embrace and embody the fostering of equity, diversity, and inclusion within the School, University, organizations, and communities;
- Experience in and dedication to recruiting diverse and under-represented faculty;
- Budgetary and financial management skills sufficient to oversee a large office and a complex organization;
- Familiarity with AACSB accreditation standards and requirements at a high level;
- An entrepreneurial, energetic, and optimistic approach to leadership and a bedrock belief in the power of higher education to positively impact our world;
- A genuine commitment to excellence in teaching and research as a crucial facet of professional business education in order to produce graduates who are optimally prepared to address the world's most complex challenges;
- Experience supporting research and scholarly productivity among faculty;
- A transparent and approachable style of leadership, coupled with the ability to make decisions respectfully and with high levels of integrity; and
- Experience leading an organization toward a shared vision and building consensus among a diverse group of stakeholders.

Nomination and Application Process

The search committee will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, a curriculum vitae, and a list of five professional references. All applications, nominations, and inquiries will remain confidential until finalists are identified for campus interviews. References will not be called until after the first screening of applications and then only after the applicant has given express permission. The committee is reviewing applications as they are received, so please submit materials to the following address:

GMUBusinessDean@StorbeckSearch.com.

George Mason University is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



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For more information on George Mason University please visit <http://www.gmu.edu/>

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