



MERRIMACK COLLEGE

Dean, Girard School of Business

Merrimack College invites applications and nominations for the position of Dean of the Girard School of Business. Merrimack College seeks an exceptional leader with a strong record of academic and/or professional accomplishment, as well as engagement with the business community, to serve in this key leadership position. The new Dean will have the opportunity to develop and advance a vision of entrepreneurial business education at the Girard School in collaboration with a dynamic faculty and staff and a supportive administration. This position represents an opportunity to help define a new future for the Girard School with a focus on creating a self-supporting entrepreneurial academic enterprise which focuses on resource creation, program development, and growth, as well as launching new delivery modalities and new external relationships to enhance and expand student experiential learning and career placement.

ABOUT THE COLLEGE

The only Catholic, Augustinian institution of higher education in New England, Merrimack College is a private, independent, and coeducational college nestled in the Boston suburbs of Andover and North Andover, Mass. and is an institution with great upward momentum. In the 2022 *U.S. News & World Report* rankings, Merrimack ranked 3 for Most Innovative Schools making improvements in curriculum, faculty, students, campus life, technology, or facilities. U.S. news also ranked the College at 34 in the Regional Universities North category and 41 for Best Value Schools.

Founded in 1947 by the Archbishop of Boston and the Order of St. Augustine, Merrimack strives to cultivate global citizens who are prepared to lead in today's diverse and changing environment. Merrimack offers graduate programs and nearly 100 undergraduate programs in liberal arts, science and engineering, business, health sciences, and education and social policy.

The College has over 4,000 undergraduate and 1,400 graduate students from 40 states and 38 countries who form an engaged community of thinkers, learners, and achievers integrated into an academic culture of excellence. In the last five years, undergraduate enrollment has increased approximately 20 percent, and graduate enrollment has increased 55 percent, and Merrimack has hired more than 80 new faculty in that same time.

At Merrimack, dedication to the Augustinian values of hospitality, community, and the pursuit of truth allows students to feel at home. They explore the world and gain experiences through strong cooperative education programs, study abroad, internships, and career services programs. Of the class

of 2018, 96 percent reported being employed, in graduate school, or completing a year of service nine months post-graduation. Approximately 74 percent of these students participated in co-ops or internships while attending Merrimack and 29 percent of these internships and co-ops led to full-time job offers. At Merrimack, 70 percent of students reside in college housing and enjoy more than 60 student clubs and activities. Merrimack offers a 24-hour fitness facility and more than 65 percent of the students participate in club sports, intramurals, and/or varsity athletics. Merrimack College has recently moved all of its intercollegiate athletic teams to NCAA Division 1.

The 220-acre campus has some 40 buildings that are clustered around tree-lined walking paths, open spaces, and courtyards. The Moseley Wrought Iron Arch Bridge, a National Civil Engineering Historic Landmark that once carried foot traffic over a canal of the Merrimack River, crosses a reflecting pool in a campus courtyard; a labyrinth for contemplation and outdoor sculptures grace other areas. The College recently opened a 14,000 square-foot Nursing facility, a 50,000 square-foot academic building and home of the Girard School of Business, the 16,000 square-foot Arcidi Center, repurposed space for the new School of Health Sciences, and a renovated Academic Success Center. Merrimack has also expanded food services and opened a new Athletic District that includes a stadium, track, and multi-sport field. The College recently announced plans for a new Innovation Center, funding for which will be part of the current campaign.

Mission Statement:

Merrimack College is a Catholic Augustinian institution of higher education committed to building a culturally and racially diverse community. Our mission is to enlighten minds, engage hearts and empower lives and is inspired by our Catholic faith and the Augustinian tradition of seeking truth through inquiry and dialogue.

Merrimack College seeks candidates who understand, respect and can contribute to Merrimack's [Augustinian mission and values](#) and advance our work in the area of diversity, equity, and inclusion. We strongly encourage applications from members of underrepresented groups. All candidates should describe in their application previous experience related to equity, diversity, and inclusion, as well as how they will engage in fostering a culture that supports our Augustinian mission, our Catholic faith and our values of diversity, equity, and inclusion.

HISTORY AND DEVELOPMENT

The Augustinians established the College as a direct response to the needs and aspirations of local servicemen returning home from World War II. Women first enrolled as day-school students in fall 1950 and graduated seven women in the class of 1954. The College grew significantly in the 1950s and 1960s and continued primarily as a commuter school throughout the 1970s and 1980s. The academic excellence that had always been a priority of the Augustinian educational tradition inspired the first college-wide curriculum revision in the early 1980s, and the growth of a student life division responsible for co-curricular programs. In the mid-1990s, Merrimack focused strategically on becoming a residential college, and by the end of the decade, residential students accounted for more than 75 percent of the population. Further revisions to the curriculum in the early 2000s reflected Merrimack's strategic intention to emulate aspirant institutions. There has been significant growth in programs and student population in the past decade, under President Hopey's leadership including a larger emphasis on

graduate education, online learning, professional programs, alumni relations, fundraising, and a nascent and rapidly growing sponsored research enterprise. Methodically, the college has increased its rankings, its fundraising, its faculty, and its footprint to support the college's aggressive ambitions.

MERRIMACK'S STRATEGIC PLAN

Merrimack College's strategic plan, [Agenda for the Future](#), provides a road map for the next chapter in Merrimack College's history. The plan embraces our Augustinian Catholic mission while recognizing the challenges the College faces. It is bold, ambitious, and aspirational and is designed to be successful, inclusive, and transformative.

The Agenda for the Future is framed by three overarching strategic directions: [Growth](#), [Mission](#), and [Impact](#). In turn, each strategic direction has three strategic initiatives and includes multiple five-year aspirational outcomes

ACADEMICS AND STUDENT LIFE

Merrimack's community embraces scholarship and service to others, and provides students with opportunities to develop intellectually, spiritually, socially, and ethically, guided by its tradition and mission to "Enlighten Minds, Engage Hearts, Empower Lives." The College is committed to the liberal arts and offers undergraduate and graduate programs in five Schools.

Girard School of Business

[The Girard School of Business](#) empowers and inspires students to do well and to do good by building their intellect, capabilities, and social awareness through experiential learning, creative pedagogy, and relevant faculty research. The school is composed of three academic departments: accounting and finance, management, and marketing and sport management. Students earn a Bachelor of Science in business administration (B.S.B.A.) and can choose from nine concentrations: accounting, corporate finance and investments, financial planning, global management, hospitality management, human resource management, management, marketing, and sport management. Beginning fall 2021, the school launched a new concentration in entrepreneurship/small business management. In addition, the school offers a variety of minors to complement the skills gained by students majoring in disciplines in the other schools. The school also offers online master's programs in management, accounting, and business analytics as well as a certificate in business analytics. The Girard School will continue growing new graduate and certificate-based programs, while forming partnerships with industry partners that will provide new revenue streams and continue to provide direct opportunities for students.

Winston School of Education and Social Policy

[The Winston School of Education and Social Policy](#) prepare students to engage with communities by linking theory, research, and practice. With a focus on ethics and professionalism, the school mentors students to be reflective and engaged educators, practitioners and advocates for the common good. The Winston School was recently named based on a gift from Judith Teehan and Robert Winston. The school has four departments and offers undergraduate majors in education, STEM education, human development and human services, and criminology and criminal justice. Within the teacher licensure programs, students can gain licensure in early childhood education, elementary education, moderate disabilities, and middle school and high school education licenses in biology, chemistry, English, history, mathematics, and physics. At the graduate level, the school offers both an on-ground and online

master's in teacher education that leads to licensure in the above areas as well as English as a second language. The school also offers master's programs in community engagement, criminology and criminal justice, higher education, and school counseling, plus graduate certificates in Catholic school leadership, community-based nonprofit leadership, educational leadership, and independent school leadership. The new Police Academy and the Master of Social Work launched in fall 2021.

School of Health Sciences

[The School of Health Sciences](#), the newest school at the College, launched in 2017, prepares students to excel in a wide variety of careers in the health professions and human performance fields. The school offers undergraduate majors in exercise science, health science, nursing, nutritional sciences, public health, and rehabilitation sciences. The B.S. in nursing welcomed its inaugural class of 47 students in fall 2019. To support and enhance the program and its growth, the College opened a state-of-the-art new nursing center facility in January 2020 with high-fidelity simulation manikins, six simulation labs, and equipment used in clinical settings. The school also offers on-ground master's degrees in athletic training, community health education, exercise and sport science, health and wellness management, and an online master's in healthcare analytics.

School of Liberal Arts

[The School of Liberal Arts](#) encompasses the humanities and the social sciences, each of which includes a range of disciplines distinguished by their focus of inquiry and by their perspectives and methodologies. Students may choose from a wide variety of major and minor programs available through the school's 13 departments: communication and media, economics, English, environmental science and sustainability (B.A.), history, philosophy, political science, psychology, religious and theological studies, sociology, world languages and cultural studies, visual and performing arts, and women's and gender studies. Various interdisciplinary majors and minors, and a self-designed major and minor are also available. Minor programs are open to students in other schools. The school also offers an online bachelor's degree completion program called the pathways bachelor degree completion program, in collaboration with professional and continuing studies, in which students earn a B.A. in applied arts and sciences with specializations in business studies, child and family studies, communication studies, health and wellness, leadership studies, and psychology studies. The curricula content and design are managed by a learning council composed of faculty from across the College. The school also offers master's programs in public affairs, clinical mental health counseling, spiritual direction, and spirituality and certificates in interfaith spirituality, and spiritual direction. A master's in communication recently launched in fall 2021.

School of Science and Engineering

The [School of Science and Engineering](#) provides a foundation for graduates to adapt to future changes in their career and personal lives, and to be engaged citizens of the global community. The school offers the Bachelor of Science degree through the departments of biology, chemistry, and biochemistry, civil engineering, computer science, data science, electrical engineering, mathematics, mechanical engineering, and physics. In addition, the school offers a cross-disciplinary degree in environmental studies and sustainability. Students majoring in physics, biology, or biochemistry earn either the Bachelor of Science or arts degree, depending upon the specific curriculum followed. Students majoring in mathematics earn a Bachelor of Arts degree. A STEM education co-major which leads to licensure in elementary education, early childhood, or moderate disabilities is offered in the Winston School. Minor programs open to all Merrimack students are offered through all the non-engineering departments. Additional degree options, including combined majors, double majors,

interdepartmental contract majors, double degree programs, premedical and pre-dental options and several minors make it possible for students to pursue educational programs tailored to their individual interests. The B.S. civil engineering, B.S. electrical engineering, and B.S. mechanical engineering programs are accredited by the Engineering Accreditation Commission of ABET. The department of chemistry and biochemistry offers degrees in chemistry and biochemistry certified by the American Chemical Society. In addition, the school offers master of science degrees in biology, civil engineering, data science, engineering management, and mechanical engineering and two certificates in data science. The School offers students an engaged learning environment with close connection with faculty members in state-of-the-art facilities, highlighted by key investments that will be made to construct a new Engineering building to support the teaching and research needs of student and faculty. The new building will offer enhanced space for computer science, math, life sciences, and engineering programs.

At the undergraduate level, a liberal studies core curriculum was implemented in fall 2012. In keeping with Merrimack's commitment to its rich Catholic, Augustinian intellectual heritage, this curriculum teaches students to value and practice critical inquiry, social responsibility, and ethical judgment in the academic, social, and personal dimensions of their lives and to develop the capacity for lifelong learning. Additionally, the expanding Honors Program offers students with strong academic credentials, class standing, and leadership qualities the opportunity to study with other exceptional students in smaller and more challenging classes.

Academic Support and Co-Curricular Centers: Merrimack College provides a wide range of academic enrichment and support services. These centers work collaboratively with faculty and the Division of Campus Life to contribute to the holistic success of all students. In addition to academic programs, the curricular and co-curricular centers serve as intersections between the College and the larger community. These centers include: Academic Success Center, Tutoring and Math Center, Writing Center, Center for Excellence in Teaching and Learning, Compass Program, Writers House, O'Brien Center for Career Development, and the Promise Program.

Faculty: Merrimack College's growing faculty are highly accomplished teachers, researchers, and scholars. Drawing from some of the most prestigious universities across the country, the College's 220 full-time faculty members and 215 part-time faculty members provide a full-time equivalent student-faculty ratio of 16:1. Of the full-time faculty, 90 percent hold the terminal degree in their fields.

Administrators & Staff: Merrimack College's dedicated administrators and staff play an important role in supporting the mission and values of the College and in enhancing the educational experience of students. The College has recruited administration and staff from some of the country's best colleges and universities who have established a dynamic and entrepreneurial academic enterprise that is student center, residential and success focused.

Students: Of Merrimack College's 5,450 plus undergraduate and graduate students, women constitute 52 percent of the undergraduate student body and 68 percent of the graduate student body. Approximately 92 percent of students receive financial aid.

Library: McQuade Library, located in the center of campus, provides facilities for both individual and group study and houses the Academic Success Center, the Tutoring and Math Center, the Writing Center, and the Information Technology Center. The Library holds a collection of approximately

490,000 physical and digital items.

Finances: The College's gross revenue is approximately \$266 million with a financial aid budget of \$99 million and an operating budget of approximately \$162 million. The endowment currently sits at approximately \$75 million. Tuition and fees contribute approximately 67 percent of the budget revenues. The College is averaging approximately \$10 million a year in fundraising and just ended a very successful four year, \$63.5 million (on a goal of \$50 million) fundraising campaign called *Together for Good: A Campaign for Merrimack*. The college is planning to launch a new comprehensive fundraising campaign by 2024.

Governance: The College has a current board of 28 Trustees appointed to three-year terms. The President serves as the chief executive of the College and is appointed and accountable to the Board of Trustees. The President is also an ex-officio member of the Board. The College's system of shared governance is mature and based on the understandings and recommendations regarding collegial governance contained in the *Statement on Government of Colleges and Universities* jointly formulated by the AAUP, ACE, and AGB. The Faculty Senate is a deliberative body whose membership includes the full-time faculty of all of the College's individual schools. The work of the Faculty Senate is carried out through its committee structure. The College Leadership Council is composed of over 60 alumni, parents and friends of the college who are industry and community leaders. In collaboration with the Office of the President, the council builds and leads engagement and philanthropic activities within the Merrimack community. This council represents all the schools and areas of interest within the college community.

Accreditations: Merrimack College is accredited by The New England Commission of Higher Education (NECHE). The most recent NECHE accreditation visit was in 2011, with an additional visit in 2013 as part of the standard approval process following the initial first year of a newly launched graduate program. NECHE granted general approval for existing and future master's programs at the College.

Athletics: Historically an NCAA powerhouse school in men's and women's ice hockey, Merrimack's 24 intercollegiate athletic teams compete at the NCAA Division 1 level. The college is a member of the Northeast Conference (NEC) and Hockey East.

DIVERSITY, EQUITY, AND INCLUSION

Merrimack College's founding values of teaching, learning, and serving inform the institution's unwavering commitment to diversity, equity, and inclusion (DEI). We work on building and nurturing a culturally, racially diverse community, anchored in intersectional justice and respect for all identities and differences. Strengthening the College's focus on DEI is a strategic institutional priority for Merrimack. The College strives to integrate DEI into all aspects of campus life; facilitate coordination and collaboration among all perspectives on campus; provide ongoing education and training for faculty, staff, and students; focus on DEI in recruiting, hiring, and retention of faculty, staff, and students; and enhance support for students, faculty, and staff from underrepresented groups.

THE POSITION

The first initiative in Merrimack's strategic plan is growth. The next Dean of the Girard School has the opportunity to be a leader in helping the College achieve this goal. This position is highlighted by the

opportunity to increase enrollments, develop new programs, hire new faculty, and develop new partnerships to continue expanding the Merrimack brand and market share in the highly competitive New England region. The School has been a very nimble engine for growth for Merrimack over recent years and will need to continue being highly responsive to the changing needs of industry partners and creative in developing programs to prepare the workforce of the future. The Girard School of Business enrolls approximately 1,230 undergraduate and 200 graduate students with 28 full-time faculty (tenured, tenure-track, and non-tenure-track) and approximately 26 part-time faculty.

Approximately 86 percent of all the School's students come from New England, 13 percent from out of the region, and 1 percent are international students. The Girard School has a strong record of student placement, with 97 percent of graduates employed in a field related to their area of study, in graduate school, or participating in post-graduate service within nine months of graduation. This outstanding record of success comes from the fact that Merrimack has partnerships with top corporations and companies like the Bose Corporation, Fidelity Investments, Raytheon, Ernst & Young, and Deloitte for internships and co-op opportunities for students. The next Dean will be expected to maintain these essential partnerships and develop new ones to ensure that students have ample placement options to help further their career aspirations.

Named by a gift in 1999 by Francis E. Girard, a 1962 graduate of Merrimack College, the Girard School offers an undergraduate Bachelor of Science degree in Business Administration with concentrations in Accounting, Finance, Marketing, Management, Global Management, Hospitality Management, Human Resource Management, Sport Management, and Entrepreneurship and Small Business Management. The School also offers nine business minors for non-business majors. The School offers online and hybrid versions of a Master of Science in Accounting with an option to concentrate in Business Analytics, Forensic Accounting, or Taxation and online and hybrid versions of a Master of Science in Management with an option to concentrate in Business Analytics, Quantitative and Digital Finance, Organizational Leadership, Marketing Management, and Strategic Human Resource Management. The overall budget for the Girard School of Business is approximately \$6.7 million. The Girard School's staff includes the dean, an Assistant Dean of Student Advising and Services, an Assistant Dean and Director of Graduate Programs, Assistant Dean for Finance & Administration, a Senior Administrator for the Dean, a Managing Director for the Mucci Capital Markets Lab, three Department Chairs, and three academic Advisors.

The Girard School prides itself on a number of differentiated and niche programs intended to extend students' experiences beyond the classroom. Students at the Girard School benefit from experiential learning opportunities through study abroad programs, service-learning opportunities, internships and co-ops, and through attending conferences with faculty and staff. Students are also supported by a strong [professional student organization](#) program which reinforces student competency in teamwork, leadership, and networking skills. The [Bouchard Center](#), [Financial Capabilities Center](#), [The Lucey Center for Business Advising](#), and the [Mucci Capital Markets Lab](#) are on-campus resources that play very active roles in helping students get engaged with regional and national corporations where they can engage in experimentation and real-world learning opportunities.

The Girard School faculty is a community of highly qualified teacher-scholars whose dedication and commitment to the School and its students is one of its most esteemed points of pride. Committed to the highest standards of teaching and research, the Girard faculty foster engagement and close personal interaction with students through small class sizes, one-on-one advising and unique

experiential learning opportunities. Faculty also play key roles in advising students and facilitating academic success, career development, and providing holistic support for each student. The emphasis of faculty research in the School is primarily in the areas of applied business practice and learning, although discipline-based research also is valued and active. Many of the business faculty have many years of professional experience working in their fields and have published widely in top scholarly, peer-reviewed journals. True to the College's Augustinian tradition, the business faculty encourage students to be passionate about learning and respectful of diverse views. Merrimack will be making significant investments in hiring additional faculty, and the next Girard School Dean will have an opportunity to be a strong advocate for increasing these faculty lines and recruiting and supporting very high quality and diverse faculty members.

Thanks to the generosity of Michael and Kerridan Crowe, and the largest gift in the history of Merrimack College, the Girard School of Business is housed in Crowe Hall. The 50,000-square-foot state-of-the-art facility includes 14 classrooms and real-world preparatory resources including Mucci Capital Markets Lab, Financial Capability program, and the Lucey Center for Business Advising that offers personalized academic and career advice for business students.

Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean serves as the chief academic and administrative officer of the Girard School of Business. Key dimensions of the Dean's position include:

- Creating a vision that supports an entrepreneurial enterprise that has strong growth and reputational ambitions
- Developing new programs and ideas that generate new financial resources through new and revised undergraduate degree programs, new online graduate degrees and certificates, external grants, and corporate relationships and sponsorships;
- Cooperatively leading the effort to enhance and strengthen a positive, growth-oriented culture that rewards faculty for ideas and productivity;
- 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;
- 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;
- Serving as a member of a team of deans and other academic administrators who directly report to the Provost.

Examples of Duties and Responsibilities

- Developing innovative new programs to increase undergraduate and graduate enrollments both in house and online;
- Promoting excellence in teaching, research, and service;

- Aggressively recruiting new faculty at the adjunct, full-time tenure track, tenured, and non-tenure track practice and executive professor levels;
- Providing leadership and motivating faculty to develop, implement, and assess academic programs; to enhance student learning; and to strengthen their scholarship and service roles;
- Developing relationships with corporate partners to identify areas for group sales initiatives and create internship and co-op opportunities for students;
- Building a strong culture where traditions are valued, and new ideas are embraced to take the School into the future;
- Preparing and managing the School budget and allocating funds among the concentrations and other programs;
- Managing enrollment planning, including recruitment of first-year, graduate, and transfer students;
- Maintaining a collaborative culture conducive to scholarship and professional service which is aligned with the mission of the College;
- Developing community, industry, and government relationships that support School and College programs, students, faculty, and research;
- Improving employee productivity, flexibility, and resource allocation by effectively recognizing and rewarding faculty and staff while investing in their futures at the College;
- Collaborating with chairs and faculty in determining curricular needs and enhancements;
- Supporting the retention of students through maintaining the school's commitment to advisement and experiential learning opportunities;
- Investing in new enterprise systems and business processes that facilitate standardization of data and shared analytics that inform decision-making across the institution and inspire greater ownership, accountability, better decision-making, and improved risk management;
- Supporting the professional development of faculty, administrative, and staff personnel;
- Developing relationships and identifying areas of engagement with alumni and community partners; and,
- Advancing all aspects of the College's Mission & Vision Statement.

OPPORTUNITIES AND CHALLENGES

The School is well positioned for a dynamic, innovative leader who has experience in strengthening an entrepreneurial culture within higher education. The Dean will address several strategic areas, including:

Growing Enrollment & Revenue Significantly to Fund the Girard School's Ambitions and New Dean's Strategic Vision: The next Dean will play an essential role in generating additional resources for the School, self-funding new faculty and initiatives by aggressively developing new and innovative programming to increase enrollment at the undergraduate, graduate levels, and online. To promote the development of these new revenue streams, there will be opportunities for the next Dean to create a strategic vision, a direction for the school, and to propose and establish financial models that allow for responsibility-centered management and more budget autonomy and accountability.

Increased revenue from these new programs and partnerships will lead to increased academic investments to the School to support further growth, expansion and reputational enhancements. Looking to the future, the Girard School will need to maintain its competitive position among its peers by elevating the quality of its current programs and ensuring new programs challenge students intellectually and prepare them to become future leaders in their field. Merrimack is an institution on the move, and the Girard School will need to be a leader that can both create and sustain growth through creativity and imagination.

Corporate Relations and Stewardship: In addition to facilitating growth through the development of new revenues, the Dean will also need to identify opportunities for win-win partnerships with corporate partners. It is expected that the Girard School will be a leader in generating auxiliary revenues through strategic partnerships including corporate training, external grants, and extramurally funded partnerships. It is expected that these corporate partnerships will also deliver essential benefits to the students through internships, hands-on learning opportunities in the summer, and co-op placements that can help lead them to find successful careers and be ready to contribute to their new employers on day one. The next Dean will need to be a growth-oriented leader who is forward-looking and agile in understanding the future needs of the workforce to effectively align industry needs with the academic programs in the Girard School.

Articulating the Identity of the Girard School: The next Dean of the Girard School must partner with the senior leadership of the College to play a major role in publicizing the strength of programs and services of the College and the School. Externally, the Girard School's Dean must promulgate its unique qualities and identity to potential students and parents at the undergraduate and graduate levels, engage community leaders and alumni to harness their strategic and financial capabilities to support the School. Internally, the Dean will advocate an inclusive vision of excellence to promote excitement and encourage engagement for the School's future initiatives.

Faculty Recruitment, Development and Support: The Girard School's innovative and dedicated faculty is one of its central strengths. This resource will need to be supported effectively and built strategically, with an eye to the future direction of business education generally, and to the School specifically. The Dean will play a key role in providing guidance and support of scholarship, pedagogy, advising and mentoring of students, and in identifying resources for the further development of faculty, both individually and as a community of teacher scholars. The next Dean will have the opportunity to continue the growth of the School by hiring and retaining new faculty who can strengthen current programs and collaborate in the development of new programs. The Dean will also be charged with developing a welcoming and inclusive culture at the Girard School that will both attract and help retain these quality faculty members.

Building Relationships: Merrimack College is a caring community of faculty, students, staff, and administrators, working together in an atmosphere of respect and common purpose. It is expected that the new Dean of the Girard School will provide a style of leadership that recognizes the central importance of consensus building and teamwork. Effective communication by the Dean of the Girard School is a key to ensuring that the School's commitment to community is realized. 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.

Supporting the Mission. The Girard School plays a leading role in supporting the College's mission as a modern Augustinian Catholic institution through a variety of programs, including its focus on experiential learning, community outreach, and service learning. There are opportunities for the next Dean to enhance this work, including working with the faculty to help create an ethics-driven curriculum and programs. The Dean will join all members of the Merrimack community in advancing the mission of the College.

DESIRED QUALIFICATIONS AND CHARACTERISTICS

Required Qualifications

The Dean of the Girard School will hold a terminal degree in business or a related field, and will have a record of teaching, scholarship, and service that merits appointment as (at the minimum) a tenured full/associate professor.

Desired Qualities

- Significant accomplishments in their career, with a background of academic experience and/or professional experience which provides the foundation for strong, credible leadership as a Dean;
- Ability to create and implement a strategic vision aligned with the College's broader strategic goals;
- A track record of successful, proactive, and visionary leadership in a dynamic environment;
- Proven ability to manage a complex organization and work effectively with colleagues in the School, College, and community;
- A determined and strategic relationship builder who understands how to be responsive to the changing needs of corporate partners;
- An ability to encourage and foster quality teaching and scholarship activities among faculty;
- Demonstrated interest and success in external fundraising and developing alliances with the business community;
- Substantial fiscal management experience;
- Demonstrated understanding of the role of existing and emerging technologies;
- An understanding of and experience with business school accreditations;
- A management style driven by consensus building and teamwork;
- Strong commitment to racial, cultural, and gender diversity, equity, and inclusion;
- Experience promoting high quality education at the undergraduate and graduate levels;
- Experience in curriculum development and assessment, and development of innovative programs;
- An understanding of global and international education;
- Core values that align with the mission and values of the Girard School and Merrimack College.

The Girard School Dean search committee will be reviewing materials immediately. Application materials shall include a CV and a cover letter outlining interest; administrative experience; academic

experience; and experience with, and commitment to, our Catholic Augustinian mission, our values, and our desire to be a more diverse, equitable and inclusive institution of higher learning. All applications and nominations will be treated confidentially. For best consideration, please send a cover letter and CV to:



Steve Leo, Managing Director
Brian Bustin, Senior Associate
Storbeck Search
GirardSchoolDean2021@storbecksearch.com
484-263-5534

*For more information on Merrimack College and its programs, please consult its website:
www.merrimack.edu*

Merrimack College is an Equal Opportunity Employer

This position is subject to the successful completion of a criminal background check.

Required Vaccinations & Remote Work: Unless otherwise stated above, this is an on-campus position. This is not a remote or hybrid position as employees are essential in order to provide a fully on-campus, residential college experience for our students and the community. Merrimack College currently has a COVID-19 Vaccination Policy. Students, faculty, and staff are required to be vaccinated for COVID-19.