THE GRAHAM SCHOOL OF BUSINESS
DEAN SEARCH
SEARCH FOR A DEAN

YORK COLLEGE OF PENNSYLVANIA
GRAHAM SCHOOL OF BUSINESS

York College of Pennsylvania seeks a dynamic, solutions-oriented, visionary to serve as the Dean of the Graham School of Business. The new Dean will report to the Provost and Vice President of Academic Affairs and have the opportunity to develop additional graduate and online programs for the School and for the College.

YORK COLLEGE AND THE GRAHAM SCHOOL OF BUSINESS

Located in a wooded area just south of historic downtown York, PA, York College’s three adjacent campuses provide a safe and friendly environment for learning. The College offers more than 60 undergraduate majors; master’s degrees in nursing, business administration, and education; and a doctoral degree in nursing practice. York College offers its 4,200 undergraduates all the benefits of a liberal arts education combined with focused preparation for future professional employment. The College’s graduates are professionals prepared to enter the workforce and able to think critically and creatively.

The Graham School is housed in the newly-opened Willman Business Center, a $17M state of the art facility that offers specialized teaching spaces (including the College’s NASDAQ Trading Lab), a lecture hall, meeting rooms, and a dramatic event venue overlooking the campus and York City.

The Business Department at York College is accredited by ACBSP and offers graduate programs in the MBA, Leadership, Accounting, Finance and Integrated Marketing Communication, as well as undergraduate majors in Accounting, Business Administration, Computer Information Systems, Economics, Engineering Management, Entrepreneurship, Finance, Integrated Marketing Communication, Management, Marketing, Sport Management, and Supply Chain Operations Management.
Several Fortune 500 companies are headquartered in York, and over 50 companies welcome York College students and faculty for integrated study of business concepts. The school has built close relationships with major corporations in the region, such as Wellspan Health, Johnson Controls, Harley-Davidson, Glatfelter Paper, and Graham Packaging.

The business program was the initial course of study offered at York College. Eighteen percent of the student body still count themselves as business majors. The Graham School of Business serves more than 800 majors pursuing bachelor’s degrees and about 100 students enrolled in the MBA program.

The Graham School employs 25 full-time, tenure-line faculty, 76% of whom hold terminal degrees.

THE POSITION

The Dean of the Graham School is the senior administrative officer of the School and works collaboratively with the faculty of the Graham School as well as with the Deans of the other four Schools at York College.

York College has just finished a reorganization in which eleven departments reported to an Academic Dean to a structure in which there are five Schools, each of which has a Dean reporting to the Provost and Vice President of Academic Affairs. There is also a Division of Graduate and Professional Studies as well as a newly formed Center for Collaborative Innovation (CCI). The CCI has recently received a $6 million grant to help create a Knowledge Park on the campus to link industry, faculty, and students in the creation of new knowledge.

The Dean of the Graham School will be responsible for preparing budgets, serving on the Provost’s and Deans’ Councils, recruiting well-qualified professors, and acting as a spokesperson for the Graham School and liaison with area business leaders. The Dean oversees faculty development to assure the high-quality teaching that is central to York College’s mission.

The appointee will have exemplary academic credentials and demonstrate a clear vision for developing an increasingly strong academic program, to move the School of Business toward AACSB accreditation, and to further enhance the long-standing relationships between York College and the local business community.

The Dean will provide all interested students at the graduate and undergraduate level, majors and non-majors alike, with a supportive and challenging learning environment for the study and application of ethical business practices, practices that have been the hallmark of the Graham School of Business. The successful candidate will teach a course in fall and spring semesters.
LEAD THE GRAHAM SCHOOL OF BUSINESS IN ENVISIONING ITS FUTURE

The Graham School seeks to define itself as a distinctive “school of business.” Facilitating this effort and leading the faculty in this process will be a top priority of the successful candidate.

The new Dean will inherit a collection of quality programs, a talented faculty, and a leading role in YCP’s history. The potential for increased interaction with the local business community is exciting. The Center for Community Engagement and the Graham Innovation Scholars offer institutionalized opportunities to promote the school and its programs. The quest for AACSB accreditation includes an increased emphasis on scholarship and research.

The Graham School possesses many of the tools necessary for a bright future. Achieving enrollment increases and graduating more students are top priorities. So too is the further development of online programs in cooperation with the College’s online provider. The new Dean will also be charged with evaluating the current mix of majors and championing new high potential initiatives.

To accomplish this the new Dean must be viewed as an honest broker by faculty and administration alike, someone who is trusted to listen carefully to department chairs and senior faculty, and who will be seen as fair when decisions are made.

ADVANCE THE CURRICULUM AND QUALITY OF ACADEMIC PROGRAMS

The Graham School prides itself on the quality of its academic programs. From traditional stalwarts such as Accounting to newer additions like Supply Chain Operations Management, students are exposed to state-of-the-art concepts presented in state-of-the-art facilities.

The new Dean will lead the effort to continuously evaluate and improve coursework, develop faculty, and market quality programs that will produce tomorrow’s business leaders.

ADVANCE THE DISCUSSION OF AACSB ACCREDITATION

The administration and the faculty within the Graham School have expressed a strong interest in pursuing AACSB accreditation. Indeed, a consultant has been retained and has provided counsel on the steps that would need to be taken to achieve accreditation. The School and the College are looking forward to the new Dean who will provide the leadership to get the School ready for this next step.
**Serve as an Effective Voice for the Graham School**

The new Dean will serve as the primary public voice of the Graham School in the local and national business community. In that capacity, the Graham School Dean will work with industry partners to offer local, national, and international experiences that prepare York College students for the global marketplace.

Collaborating with other academic departments on campus, the new Dean will work to create a spirit of entrepreneurship in students from all majors, in keeping with the college’s mission.

Collaborating with the College’s advancement team, the new Dean will work to enhance philanthropic support of both the Graham School and the College.

**Address Student Needs**

Business students at York College make up about one-fifth of the student body. They are focused, motivated, highly engaged and pragmatic. At York College, student leaders express strong interest in internships, “clinical” experiences for business majors, and online classes.

The new Graham School Dean will engage student leaders and take their concerns seriously. He/she will act as a conduit to faculty and administration, initiating discussions aimed at supporting innovative approaches to teaching and learning.

**Demonstrate Sound Fiscal and Administrative Judgment**

The new Dean will be an effective champion for the fiscal needs of the Graham School and will also be prepared to live within the final budget allocation. He/she will be prepared to support innovation and creativity while achieving operational efficiencies. Experienced in developing and administering academic budgets, the successful candidate will be an adept manager of human and other resources.

Just as important, the new Dean will see him/herself as a transparent leader, someone who engages and communicates with all college constituencies, demonstrating that the Graham School functions with greatest efficiency for the greater good of the students who aspire to become future leaders of business.

**Work Within Competing Cultures**

The Graham School currently supports 11 undergraduate majors. Scholarship within the school represents several distinct specializations. The new Dean will be prepared to engage a group of teacher-scholars, diverse in experience, ideas, and passions, who truly want what is best for the School and the College. The Dean must be prepared to respect the shared governance process.
The new Dean of the Graham School will possess an earned doctorate in a business-related field, will have a proven record as a scholar and educator, and will bring significant academic and business leadership experience to this position.

**Specific Characteristics include:**

A demonstrable commitment to undergraduate and graduate business education.

An understanding of peer accreditation of business programs. Experience in an AASCB accredited program is highly desired.

Evidence of a clear vision of the future of business education, demonstrated by both leadership and scholarship.

An understanding of technology as it applies to teaching, learning, and business research. Knowledge of active learning and online learning alternatives is important.

A record of successful leadership in a campus setting; evidenced by success in working with both faculty and administration in developing and implementing successful programs that have cross-campus impact.

Demonstrated understanding of the operations of complex organizations and workplace cultures.

The ability to think creatively, to see solutions where others may find only problems. A practical visionary who can demonstrate the capacity to embrace new concepts and carry them out.

The ability to communicate orally and in writing.

The ability to make tough decisions while retaining the respect of all constituencies.

A transparent style that invites engagement and information sharing. The ability to welcome new ideas and graciously accept criticism.

Unquestioned integrity and honesty.
THE APPLICATION PROCESS

The York College Search Committee will begin reviewing and evaluating applications as they are received and will continue to accept and review credentials until a Dean is selected.

To ensure fullest consideration, candidates are advised to submit their materials by January 5, 2021 to:

YCPBusiness2020@agbsearch.com

Dr. Richard A. Wueste of AGB Search is assisting with this search. Nominators and prospective candidates may contact him at:

richard.wueste@agbsearch.com
or (540) 431-5131

The application package should be submitted electronically in Word or PDF format and must include:

• A Letter of Interest that responds to the Leadership Opportunities and the Characteristics of the Dean of the Graham School of Business sections of this profile.

• A current CV or resume.

• The names and contact information (telephone and e-mail) for five references, none of whom will be contacted until a later stage of the search or without the formal permission of the candidate.

All inquiries and applications will be received and evaluated in confidence.

York College of Pennsylvania is an Equal Opportunity Employer.
For a copy of York College’s Annual Security Report, you may contact the Office of Campus Safety or visit the website at:
http://www.ycp.edu/campus-safety/asr