



Invites Applications and Nominations for the
Position of:

President

Greenwood/Asher
& ASSOCIATES, LLC

About Dean College

Dean College is a private, residential New England college grounded in a culture and tradition that all students deserve the opportunity to discover and exceed their greatest aspirations. A personal and transformative community since 1865, Dean tirelessly inspires our students to unimagined heights through personalized support and integrated delivery of academic, co-curricular and experiential learning.

Recognized as a Top Regional College by U.S. News and World Report for eleven consecutive years and named a *College of Distinction* for five consecutive years, Dean serves approximately 1,200 full-time students and 400 part-time students and offers more than 50 combined bachelor's and associate degree programs and specializations, as well as a robust schedule of continuing studies, EMT and certificate programs throughout the year.

Dean College is situated in Franklin, Massachusetts, which is conveniently located between Boston and Providence, Rhode Island and is accessible to Boston by commuter rail. The Dean College/Franklin station is only a five-minute walk from campus.

Dean provides a highly supportive academic and student-life environment where students thrive on hands-on engagement and exceptional teaching. This community-wide commitment of always going the extra mile for students is known as **The Dean Difference**.

The Dean Difference isn't any one thing. It's not a program or a professor. It's not a single class or a club. It's the way our academics, support networks and community overlap, interweave and magnify each other. Our difference unites us. It's our secret formula. It's the nucleus around which we orbit. It isn't one thing. It's everything.

Approximately 90 percent of the College's student population resides on campus. Outside of the classroom, students participate in 16 NCAA Division III athletic teams, numerous performing arts opportunities, and more than 30 on-campus clubs and organizations.

Ninety-six percent of the College's bachelor's degree students are employed or enrolled in graduate school within 12 months of graduation. Alumni are hard at work in top-ranked graduate programs and are employed by organizations such as Universal Studios, Dell Technologies, Liberty Mutual, Kraft Sports + Entertainment, the Boston Ballet, and more.

Student facts:

- > 1,200 full-time students
- > 400+ part-time students
- > 51% of students from out-of-state
- > Students from 13 countries and 36 states
- > 93% of students enrolled in bachelor's degree programs
- > 17:1 student-to-faculty ratio
- > 95% of students receive financial assistance
- > \$25M merit-based aid awarded
- > 100% of bachelor's degree students participate in at least one internship

College facts:

- > Dean R. Sanders '47 School of Business
- > Joan Phelps Palladino School of Dance
- > School of the Arts
- > School of Liberal Arts
- > School of Continuing Studies
- > \$70M+ endowment
- > Financial surplus 25 of past 26 years
- > Over \$65M in campus improvements in past 10 years
- > #5 in Best Undergraduate Teaching (*U.S. News & World Report*)
- > *College of Distinction*

Dean College Mission Statement

Dean College is a private, residential New England college grounded in a culture and tradition that all students deserve the opportunity to discover and exceed their greatest aspirations. A personal and transformative community since 1865, Dean tirelessly inspires our students to unimagined heights through personalized support and integrated delivery of academic, cocurricular, and experiential learning. Our graduates are lifetime learners who thrive in their careers, embrace social responsibility, and demonstrate leadership. This is **The Dean Difference**.

The Role of the President

The President is the Chief Executive Officer of the College and is responsible for working with the Board of Trustees and the Senior Management Team to set the strategic goals and objectives for the College. Dean is seeking a President who can provide strategic leadership; relate well to students, faculty, staff, alumni and families; is comfortable in the role of friendraiser and fundraiser; understands the higher education landscape; and is able to help develop programs that are responsive to the needs of the market. The next President will be a mission-driven, entrepreneurial leader who will be able to advance innovation, while embracing the rich heritage and values of the institution and continuing the spirit of community and family that abounds on campus. The President must be capable of transitioning the College to its next phase of academic excellence and relevancy in a continuously and rapidly evolving market for higher education, alumni, faculty and staff. The Dean Community will look to the President for empowerment, collaboration, and visionary leadership to take advantage of opportunities to strengthen the institution and position it for long-term success. It is expected that the new President will foster and promote a strong sense of community on campus and within the local community.

Current Strategic Goals and Objectives

- › *Strengthen the Brand of the College* - Advance the profile and reputation among all constituencies, highlighting the benefits of **The Dean Difference** to student success.
- › *Strengthen the Financial Position of the College* - Drive enrollment and retention, solid fiscal management, diversified revenue sources, fundraising, and prudent endowment investment to strengthen the financial position and increase resources available to the College.



- › *Create an Equitable Campus Environment for All* - Ensure an equitable and respectful campus environment for all students, faculty, and staff that provides fair access to opportunities for success free from discrimination and harassment, regardless of identifying information, including but not limited to, race, color, national or ethnic origin, religion, gender, gender identity, sexual orientation, disability, veteran status, age, economic status, political belief, neurodiversity or genetic information.
- › *Offer Transformational Learning & Student Support* - Offer competitive academic, co-curricular, and student support programs that create innovative opportunities for transformational learning and career readiness.
- › *Invest in Facilities, Technology, and Human Capital* - Invest in facilities, technology, and human capital to support the strategic direction of the College.
- › *Encourage Relationships with in Internal and External Constituencies* - Foster relationships with internal and external constituencies to create a proud, connected community of students, employees, alumni, families, friends, and strategic partners.

Reporting

The President reports to the Chair of the Board of Trustees.

Key Characteristics & Experience

The ideal candidate should possess the following characteristics and experience:

- › A sincerely held belief in and commitment to the Mission of Dean College
- › A creative and strategic mind able to help review and set strategic goals
- › Excellent collaboration and consensus building abilities to bring together a diverse group of constituents, including a track record of successfully working with groups such as the Board, faculty, staff, students, alumni, families and the larger community, including the Town of Franklin, local, state and regional officials and organizations
- › A strong, proven leader who can develop and empower a competent administrative organization with high-performance teams and staff to ensure effective and efficient management of the College and grow leadership talent



- › An effective leader with clear communication skills to comfortably and confidently interact with and influence both internal and external constituencies
- › Support continued academic excellence and learning support among students, faculty, and staff
- › Demonstrated commitment to diversity and fostering an inclusive community



- › Record of success in promoting a positive work environment and sustaining efforts to attract and retain a highly qualified and diverse faculty, staff, and student body
- › Decisive management skills exemplified by a record of making difficult decisions in an environment with competing demands and limited resources
- › Proven experience in utilizing a transparent, collegial process in decision-making that invites multiple perspectives
- › Record of success as a visionary executive, including the fiscal skills and acumen necessary to facilitate the allocation of financial and human resources effectively and efficiently among competing needs of the College
- › Demonstrated success in generating revenue, fostering new business development, and leading ambitious fundraising efforts, while controlling costs
- › Appreciation for the significance of learning support programs, as well as vibrant athletic and performing arts programs, to the overall enrollment, retention, image, and success of the College
- › Proven success with enrollment and retention strategies during times of uncertain demographics and increased competition

Personal Attributes

- › Leadership experience in a Higher Education (preferred), other non-profit or for-profit organization
- › A terminal degree or similar significant high-level experience in industry, government or military
- › Superior communication skills, especially the ability to be an advocate for Dean College to all audiences

- › Possess attributes including, but not limited to, integrity, honesty, enthusiasm, sense of humor, resilience, and a strong work ethic
- › Willingness to be a presence on campus and develop rapport with existing and prospective members of the Dean Community; reside in the Dean College President's House



- › Commitment to ensuring that diversity, equity, inclusion, and antiracism are woven into the operating norms of the Dean Community

Nomination and Application Process

Salary

Salary and benefits will be commensurate with the experience and background of the candidate and in line with those of similar institutions with a comparable length of service.

How to Apply

Greenwood/Asher & Associates, LLC is assisting Dean College in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher and Associates. For a full application package please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Lauren McCaghren, Senior Executive Search Consultant

E-mail: laurenmccaghren@greenwoodsearch.com

Dean College encourages applications from candidates who are committed to fostering a diverse and inclusive academic community. Dean College is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, gender identity, sexual orientation, pregnancy, status as a parent, national origin, age, disability (physical or mental), family medical history or genetic information, political affiliation, military service, or other protected classifications.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Dean College documents and personal interviews and is believed to be reliable.

While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

