



Invites Applications and Nominations for the Position of:
Dean, College of Information Technology



Greenwood/Asher
& ASSOCIATES, LLC

The Opportunity

The newly appointed President of Baker College invites dynamic, thoughtful, and innovative leaders to join the leadership team. The new President's vision is ambitious, forward-thinking, and dedicated to a Student-First philosophy. As a member of the President's Council, the Dean for the College of Information Technology will provide system-wide strategic visionary leadership and foster a culture of inclusion, engagement, and belonging that inspires students, faculty, and staff to flourish.

The Role of the Dean for the College of Information Technology

The Dean for the College of Information Technology, reporting to the Provost, has an exceptional opportunity to reimagine the College of Information Technology at the undergraduate and graduate levels. The Dean will contribute to the overall strategic direction of the College of Information Technology by possessing a cutting-edge, forward thinking intellect that is a champion of academic excellence for not only our students, but the Baker College vision and way forward.

As a strategic thinker, the Dean will identify and evaluate opportunities for growth and efficiencies while ensuring that standards align with academic excellence. The Dean will lead the development and implementation of key performance indicators relative to driving continuous improvement through both assessment processes and curricular efforts. Inheriting a team of content experts, the Dean will be responsible to develop, implement, and maintain a curriculum that allows faculty and staff to prepare students for success and meet the external requirements of specialized accrediting bodies and standards. The Dean must be a transparent, approachable, thoughtful leader skilled at building relationships to represent the College to key constituencies, including various local and state groups, to continually elevate the visibility and image of the College in the community.

Qualifications and Education Requirements

- Doctoral degree in Information Technology, Computer Science, or closely related field **OR** Master's degree in Information Technology, Computer Science, or closely related field and doctoral degree in a supporting discipline.
- Five years of experience in higher education, reflecting increasing levels of responsibility preferred.
- Relevant IT work experience required.
- Three years of experience in a leadership role preferred.

Required Skills

- Lead, achieve, and maintain program compliance with regulatory and specialized program accreditation standards.

- Lead development and implementation of key performance indicators relative to driving continuous improvement through both assessment processes and curricular efforts.
- Ensure compliance and submittals of programmatic annual assessment reports (i.e., Program/College retention; Program/College enrollment; Graduate Employment Percentage; Related Employment Percentage).
- Organize, facilitate, and convene program advisory board committees and maintain/support programmatic community partnerships.
- Teach in the content area of expertise in order to keep current in learning environments.

The full position description is available for your review online - [Dean of Information Technology](#)

About Baker College

Established in 1911, Baker College is the largest independent non-profit college in the state of Michigan with the most focused approach to education and training available. Baker College believes in cultivating a culture of valuing employees and maintaining a progressive brand as an employer. They are committed to build organizational capacity through a diverse, talented, high performing and engaged workforce.

They have the honor, opportunity, and responsibility of changing lives through education and are in the business of helping people achieve their dreams. They accomplish this by taking care and pride in everything that they say and do and by having commitment to processes, procedures, and personal interactions that measure up to the highest standards.

Baker College serves students through campuses and extension sites located throughout Michigan and online, including the newest flagship campus in Royal Oak. Baker College is fully accredited and offers many programs in the fastest growing fields, such as business, health science, nursing, IT, and engineering, with convenient scheduling and 24/7 accessibility online.

Please visit [Baker College Careers Page](#) for more information.

Mission, Vision, and Core Values

Mission Statement

Our mission is our *reason for being* and what we work to accomplish every day as an institution.

#16 in Social Mobility
US News & World Report

#60 Top Online College
News Week

Exemplary Status
Online Learning Consortium

Best College in Michigan
Intelligent.com

The mission of Baker College is to provide an inclusive, innovative, and transformative educational experience which allows students to positively impact their lives and the world around them.

Vision

Our vision is an aspirational outlook on what Baker College will accomplish *now* and in the *future*.

Creating better futures, one student at a time.

Core Values

Our core values influence *everything we do* at Baker College – supporting our vision and defining our institutional culture.

- Integrity
- Caring
- Inclusiveness
- Innovation
- Social Responsibility

Why Work at Baker College

Baker College is committed to helping those who are dedicated to creating a better future for themselves and the world around them. They're looking for individuals who share a similar vision for their own lives. As a Baker College employee, you'll be making a difference every single day by helping the next generation of professionals prepare for great careers. Together, we can make great things happen.

Please visit Baker.edu for more information. [BakerProud!](#)

Our College strives to be exemplars in the practice of diversity, equity, and inclusion by working in communion with multiple levels of professional representation throughout our college system. We are committed to our initiatives to fully understand how we can advance our levels of diversity, equity, and inclusion and create a culture that values student, staff and faculty engagement in addressing issues of diversity and inclusiveness.

Our College is an Equal Opportunity Employer. We seek a workforce with a wide range of perspectives and experiences, we provide opportunities to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information.

BakerProud[®]

Please visit our [DEI Page](#) for more information.

Benefits

Baker College offers a robust health benefits package to its employees. Baker College has gone to great lengths to maintain our reputation of providing affordable health care benefits to their employees even throughout all of the changes in our country.

Baker College offers full-time employees health insurance effective 30 days from the employee's full-time start date. Full-time employees have the opportunity to enroll in an ASR Health Benefits PPO program with no premium charge to the employee for the plan, which includes medical, prescription, hearing, dental, and vision coverage. Baker College also offers the following benefits: term life insurance; short-term and long-term disability insurance, flexible spending account, long term care insurance, pension, annuities, and tuition waiver.

Baker College strongly believes in a health work/life balance for their employees and offers a flexible work policy.

Diversity, Equity, and Inclusion

Baker College encourages and welcomes diversity, recognizing it as a key competitive advantage. By creating a supportive environment that allows everyone to perform to their potential, they achieve success, and that success reflects the quality of their employees.

The value of different backgrounds and perspectives should not be overlooked. Having a diverse workforce assists Baker College in looking at all situations from a variety of angles and coming up with innovative ideas and solutions. Embracing and understanding what each employee's background and perspective is can allow Baker College to progress more quickly than their competitors.

The City of Royal Oak and Metro Detroit

The home of Baker College's newest flagship institution, Royal Oak is conveniently located near several major thoroughfares and the Detroit Metropolitan Airport. It has maintained the appeal of a small town, while affording many of the amenities of a large metropolis.

Named by *TIME* as one of the World's Greatest Places for 2022, the art of the comeback is on full display in Detroit, with a vibrant art and culinary scene, a re-energized entertainment district and rich history on display at destinations including the Detroit Institute of Arts, Motown, and the Henry Ford. Shopping, family attractions, and recreation areas abound in the metro Detroit region.



Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC is assisting Baker 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:

Jeremy Duff, Vice President of Executive Search
jeremyduff@greenwoodsearch.com

Ann Bailey, Senior Executive Search Consultant
annbailey@greenwoodsearch.com



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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 Baker 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.