Mercyhurst University

EXECUTIVE SEARCH PROFILE

DEAN, WALKER COLLEGE OF BUSINESS
The Opportunity

The Mercyhurst University community seeks a dean to create and implement a shared strategic vision for a college that is poised for positive and substantive growth.
Overview

Mercyhurst University is a fully accredited, Catholic, comprehensive institution founded in 1926 by the Sisters of Mercy. With campuses in Erie and North East, Pennsylvania, and satellite locations in downtown Erie and Corry, Pennsylvania, Mercyhurst is an academic community of nearly 4,000 students and over 500 dedicated faculty, administrators and staff. The university educates students for purposeful lives and careers through academic programs of national and international distinction, unique cultural, extra-curricular and athletic programs, and opportunities for service. In keeping with its liberal arts heritage, Mercyhurst emphasizes the dignity of each person and is committed to an examination of values as well as to quality academic, professional and career training, all within a climate of inquiry, collegiality, diversity and achievement. For additional information, please review these Fast Facts.
Vision

Mercyhurst aspires to be a leading higher educational institution that integrates excellence in the liberal arts, professional and career-path programs and service to regional and world communities.

Mission Statement

Consistent with its Catholic identity and Mercy heritage, Mercyhurst University educates women and men in a culture where faith and reason flourish together, where the beauty and power of the liberal arts combine with an appreciation for the dignity of work and a commitment to serving others. Confident in the strength of its student-faculty bonds, the university community is inspired by the image of students whose choices, in life and work, will enable them to realize the human and spiritual values embedded in everyday realities and to exercise leadership in service toward a just world.
The Erie Campus

From its farmland origins on the bluffs overlooking Lake Erie to Mercyhurst’s modern campus in Erie, the university has undergone dynamic change since its founding in 1926. Today Mercyhurst is the largest piece of unbroken real estate in Erie, encompassing 81 buildings on 75 acres. More importantly, Mercyhurst has emerged as a major force in the educational landscape of the region.

The university began as Mercyhurst College, a residential institution for women founded by the Sisters of Mercy of the Erie Catholic Diocese, who were led by Mother M. Borgia Egan, first president of Mercyhurst. In 1969, a strong movement toward diversity and co-education resulted in the Mercyhurst Board of Trustees voting to admit men to the college. The co-educational Erie campus grew and flourished in meeting the higher educational needs of the region, while building signature academic programs of international acclaim.

In recent years, Mercyhurst has emerged as one of the leading regional universities in the North and continues to achieve top-tier recognition in U.S. News & World Report’s annual college rankings.

The North East Campus

In 1991, Mercyhurst purchased the 100-year-old Redemptorist Seminary and its 84-acre grounds in North East, Pennsylvania, to create a second campus, which now serves as the principal home of the university’s North East campus. Mercyhurst North East is the university’s mission-driven “opportunity and career” college, catering to adult learners and non-traditional students as well as high school graduates seeking primarily one-year certificate and two-year programs.

Located in the heart of downtown North East, only a short 25-minute drive from the Erie campus, Mercyhurst North East is a two-year branch campus. It offers 34 academic programs, including 26 associate degrees, four certificates and two allied health bachelor’s degrees: health care science and an RN to BSN completion program. Enrolling nearly 1,200 students, including roughly 300 living on campus, Mercyhurst North East is proud to compete in 15 NJCAA sports and supports more than 20 clubs and organizations.

At the North East campus, as well as at Mercyhurst’s satellite locations in Corry and in downtown Erie at the Booker T. Washington Center, the mission and values of the university are focused on serving the underserved by providing students with greater access to unique academic offerings and by educating students in fields that provide direct service to others. This breadth gives the university the ability to educate, build cross-disciplinary academic opportunities and address complex issues.
Mercyhurst University features a diverse, high-quality curricular profile, with strengths in the sciences, pre-professional and career programs, and a commitment to the liberal arts. Students engage in the life of the mind in the context of service to the world, hands-on learning and practical experience. Class sizes across the university are small to foster collegial relationships among faculty, students and peers. The university enrolls roughly 4,000 students and offers over 50 undergraduate majors, 67 concentrations and pre-professional tracks, eight graduate programs and 30 associate degree programs.

The university is organized into four colleges: the Hafenmaier College for Humanities, Arts & Social Sciences, the Ridge College of Intelligence Studies & Applied Sciences, the Walker College of Business and the Zurn College of Natural & Health Sciences.

There are 216 full-time faculty members at the university, 168 at the Erie campus and another 48 at the North East campus. On the Erie campus, 115 are tenured or on the tenure track (with tenure: 74; on tenure track: 41); 68 percent hold the doctoral degree or its equivalent. Mercyhurst’s programs at Corry and the Booker T. Washington Center are operated under the auspices of Mercyhurst North East and staffed by adjunct faculty. Mercyhurst also maintains a flourishing academic center in Erie’s Sister City of Dungarvan, Ireland, where students can pursue semester-long study.

Besides attracting and retaining a dedicated and highly qualified faculty committed to teaching and invigorated by research, Mercyhurst draws faculty who demonstrate a genuine concern for their students. In fact, graduates of Mercyhurst frequently point to the quality of the faculty and the personal attention they received as the most memorable feature of their university experience.

Since 2002, the faculty has grown both in size and quality as the university has expanded in enrollment across two campuses and several locations. Along with this growth, the university has raised its expectation that faculty members engage in their fields and undertake active research agendas, ideally involving students.

Mercyhurst University is fully accredited by the Middle States Commission on Higher Education and numerous disciplines hold specialized accreditation.
Consistent with the Mercy tradition of honoring the whole person, Mercyhurst provides its students with an environment that supports their intellectual, spiritual and social development. The university offers meaningful opportunities for student engagement in service, work, study abroad, extracurricular activities and non-academic experiences.

The Mercyhurst University student body, totaling approximately 4,000, is racially and ethnically diverse. In 2014, the university enrolled the largest international class in its history with 80 students from 25 countries. According to U.S. News & World Report’s 2015 rankings of America’s Best Colleges, Mercyhurst tied for 11th among the more than 180 colleges and universities in its region for “Most International Students.”

Mercyhurst continues to invest in the student residential experience, constructing a state-of-the-art 300-bed freshman residence hall and improving existing facilities, renovating dining facilities, expanding food service options, creating dedicated student spaces, and offering innovative programming. Mercyhurst is currently building a $30 million sophomore housing facility on its Erie campus. Mercyhurst maintains some of the most sophisticated science labs in the country, and its cultural hub – the Mary D’Angelo Performing Arts Center – is both a professional performance setting and a lab for students to learn everything from arts programming to mainstage production.

Mercyhurst’s Erie campus supports 24 varsity athletic teams (12 male and 12 female), with the Lakers competing at the NCAA Division I and II levels. Twelve varsity sports are offered at its North East campus, where the Saints play in the National Junior College Athletic Association and the Western New York Athletic Conference.

With more than 600 students participating in intercollegiate athletics on the Erie campus, student-athletes account for 26% of traditional undergraduate enrollment. Ninety-three percent of Mercyhurst’s student-athletes cite intercollegiate athletics as a top factor in selecting the university and 88 percent of the student-athletes graduate, a figure that is one of the highest rates among all Division II institutions.
Mercyhurst’s Erie campus, where its primary administrative offices are situated, occupies an idyllic suburban setting in Erie, Pennsylvania’s fourth-largest city. A major Great Lakes port city situated only two hours from Buffalo, Cleveland and Pittsburgh, Erie benefits from its rich history as a transportation and tourism hub. Erie also boasts numerous professional, cultural, philanthropic and recreational opportunities. While once known primarily for its significant contributions to manufacturing, Erie’s economy has evolved to incorporate a diverse mix of manufacturing, health care, higher education, insurance, service and tourism employers. Erie’s largest employers include GE Transportation Systems, UPMC Hamot, Lake Erie College of Osteopathic Medicine, Allegheny Health Network Saint Vincent Hospital and Erie Insurance Exchange.

The city’s cultural treasures include the Erie Philharmonic, Erie Art Museum, Watson-Curtze Mansion, a historical house museum; and the Erie Playhouse, one of the oldest and largest community theaters in the nation. The city’s Blasco Memorial Library is the third largest in the Commonwealth of Pennsylvania and connects to the Erie Maritime Museum, home to the U.S. Brig Niagara, which fought in the Battle of Lake Erie. Nearby is Presque Isle State Park, a 3,112-acre Pennsylvania state park on an overarching sandy peninsula that juts into Lake Erie. With its 13 beaches for swimming and facilities for boating, Erie’s peninsula is a summer tourist attraction.
Leadership

President

Michael T. Victor, J.D., LL.D., the 12th president of Mercyhurst University, assumed the office in August of 2015. President Victor is a familiar face at Mercyhurst, where he served as dean of the Walker School of Business (2002-2006). During the following nine years (2006-2015), Victor was president of Lake Erie College in Painesville, Ohio. During his tenure there, he doubled enrollment, raised more than $40 million for the institution, and launched 12 new academic programs, including a master of physician assistant studies in partnership with University Hospitals and an MBA graduate program. In addition, he grew the athletics program from 11 to 19 varsity sports, including a new football team, and made the transition from NCAA Division III to Division II.

However, President Victor never lost touch with his Erie roots and maintained his family home here. Since assuming the presidency of Mercyhurst, the university has had a number of significant accomplishments, including:

- Moving from a $6.5 million deficit to a $1 million net surplus in two years
- Welcoming the largest first-year class in history (728 total)
- Bringing in the largest fundraising amount ever in a given year ($6.5 million)
- Creating the new tradition of Hurst Day, a grand-scale celebration of student life.
- Streamlining its academic (seven schools to four colleges) and administrative functions.
- Revamping the academic calendar to accommodate the needs of a broad cross-section of learners, particularly non-traditional learners who crave more flexibility.

The Provost

Dr. David J. Dausey is the current Provost and Executive Vice President. Prior to his appointment as Provost in 2015, Dr. Dausey was the Dean of the School of Health Professions and Public Health, which eventually grew to become the Zurn College of Natural and Health Sciences. Previously, he was the Founding Chair of the Public Health Department and the Founding Director of the Mercyhurst Institute of Public Health. He maintains his faculty credentials as a full tenured Professor of Public Health. Dausey received his master’s degree in epidemiology and public health from the Yale School of Public Health and his doctoral degree in epidemiology and public health from the Yale Graduate School of Arts and Sciences. He completed post graduate training in higher education management and leadership at the Harvard Kennedy School and the Harvard Graduate School of Education.

Dr. Dausey is an international authority and a trusted voice on health care and public health matters who is regularly consulted by the media for his views on topics ranging from health care reform to infectious diseases. Dr. Dausey was one of the first researchers to develop and quantitatively test measures to assess the performance of US public health agencies. His research on disease surveillance in US public health agencies gained international attention and sparked an ongoing debate about what should be expected of public health agencies when responding to infectious disease outbreaks.
Overview

The Walker College of Business prepares students for leadership roles on the national and international level, to become the entrepreneurs of the future, and to continue their education in graduate and professional schools. With its collegial and supportive culture, the Walker College embraces a rigorous and collaborative approach to learning that inspires informed judgment, decisive action and a global, enterprise perspective. Walker College of Business graduates will embrace Mercyhurst’s core values of respect and tolerance for people and their ideas, and dignity in the treatment of all individuals.

With a total enrollment of approximately 600 undergraduate and graduate students on the Erie campus and North East campus, the Walker College of Business is home to four undergraduate and one graduate department on the Erie Campus and two programs on the North East campus. The Walker College of Business consists of 11 majors: Accounting, Business Economics, Finance, Human Resource Management, International Business, Marketing, Sports Business Management, Fashion Merchandising, Hospitality Management, Interior Architecture & Design, and Management. In addition, the College offers a M.S. in Organizational Leadership. On the North East campus, Associate degree programs are offered in Accounting, Management, Social Media Marketing, Sport Management, and Hospitality Management.

The Walker College of Business is accredited by the International Accreditation Council for Business Education (IACBE).
THE POSITION

The Dean of the Walker College of Business serves as the chief academic officer for the College and, as such, assumes responsibility for strategic leadership and operational management. The Dean reports directly to the Provost & Executive Vice President and oversees the areas of faculty recruitment, development, and evaluation; external relations; budget management and resource allocation; program and curriculum development and assessment; strategic planning; and maintaining regional, state, and national accreditation. Currently reporting to the Dean are: the Associate Dean, the Chairs of the four undergraduate departments (Business, Fashion Merchandising, Hospitality Management and Interior Design), the Chair of the graduate Organizational Leadership program, two Program Directors (Business and Hospitality) on the North East campus, and the Executive Assistant to the Dean.
The significant opportunities for the next Dean of the Walker College of Business include:

- Creation of a shared vision and distinctive identity for the College, consistent with the Mercy Mission, and the will and leadership to bring that vision to reality. This can be done in conjunction with the development a new strategic plan for the University when the current plan draws to conclusion in 2020.

- Development of new niche degree programs such as enhancement of hospitality education, wealth management, and risk management. Graduate and online/hybrid programs in these and other areas are of particular interest.

- Preparation for, and execution of, movement to the next level of specialized accreditation: the Accreditation Council for Collegiate Business Schools and Programs (ACBSP).

- Connecting with businesses, industries, service organizations, and other educational institutions in the Erie region. The Downtown Erie Innovation District grant, secured through the leadership of Mercyhurst University, provides a rich opportunity for the Walker College of Business to serve the community and provide educational experiences for students.

- Formation of partnerships with other colleges and programs in the University, particularly the Ridge College of Intelligence Studies & Applied Sciences.

- Enhancement of the Walker College of Business advisory board and the improvement of relations with the alumni of the College.

- Creating more opportunities for cooperation and synergy among the College’s disparate programs, many of which are not housed in the same facility.
The President, Provost and Walker College of Business community seeks an entrepreneurial, visionary and inspirational leader and manager. This leader will:

- Possess an advanced degree (with a terminal degree preferred, but not required) from an accredited institution of higher education, and/or is an experienced practitioner with substantial applied knowledge in a senior leadership position.

- Be an experienced leader and manager, with a minimum of five years’ academic administrative experience, executive positions in the public or private sector, or equivalent experience.

- Demonstrate a data-driven and collaborative leadership and management style; be transparent and clear with all stakeholders; and have a strong desire to interact with students and work collaboratively with faculty and staff.

- Have an appetite for internal administrative leadership including curricular formation, faculty development, student engagement, improvement of teaching and learning, and the fostering of shared governance.

- Have experience engaging the external (local, regional and national) business and governmental community in the development of mutually beneficial partnerships and/or external resource initiatives.

- Have the proven ability to leverage those partnerships to the benefit both the university and the Walker College (e.g., student internships and employment, fundraising and friend-raising, and organizational growth).

- Have experience with, or an understanding of, issues related to emerging areas of potential programmatic growth as well as assessment and outcomes evaluation for a diverse group of disciplines.

- Have a strong background in, and understanding of, technology and how it drives today’s higher education landscape and global economy. Experience in online education is essential.

- Be a strong communicator; a passionate and articulate advocate, who has excellent interpersonal skills and listens effectively.

- Have an understanding of, and strong affinity for, Mercyhurst’s mission, vision, and values.
Application Process

Applications are due by **November 3rd, 2017**. To ensure full consideration, you will be required to submit:

1. A current resume or CV
2. A cover letter addressing the position; and
3. The contact information for three professional references.

Submit your application securely through our website by clicking [here](#), or at the email address listed below.

For Further Information:

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RH Perry Policy

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Mercyhurst University Policy

Mercyhurst believes that all persons are entitled to equal opportunity in all aspects of involvement with the University. No employee or applicant for employment with the University will be subject to discrimination on the basis of race, color, religion, creed, sex, sexual orientation, age, national origin, ancestry, citizenship status, veteran status, political affiliation, physical or mental disability, marital status, or any other legally protected characteristic or because of an individual's engaging in protected activities.

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