

**Conventional Job Description That Typically Results
In the Hiring of an Ineffective Asshole Dean**

BASIC FUNCTION:
Provide dynamic, creative and visionary leadership in the development and implementation of a strategic plan for the College of Business Administration. Work collaboratively and effectively with faculty, staff and students and external constituents in developing, implementing, and advancing the teaching, research and service missions of the college. Effectively oversee and manage the college's financial resources and expand support from public and private sectors. Lead a robust fundraising/advancement effort on behalf of the college and University. Develop and maintain partnerships and effective relationships with external business and academic entities, which further the strategic goals of the college. Serve as the college's principal administrator and leader representing the college in its relations with the University community, its alumni, the business community and the State of Rhode Island. Build upon and increase the reputation of the college, focusing on its unique attributes, distinguishing its brand, and reframing its mission.

ESSENTIAL DUTIES AND RESPONSIBILITIES:
Provide leadership in the development and implementation of a comprehensive College of Business Administration strategic plan, aligned with the University's Academic Plan, the mission of the college, and responsive to significant trends and needs in business education, research, and outreach endeavors.

Lead a robust and extensive college fundraising effort in partnership with the URI Foundation to secure support for teaching, research, program development, student scholarship, internship opportunities, facilities, professional development, and other needs.

Execute strategic and responsible budget and human resource planning and management of University resources as well as state, federal, and private funding. Advance the college's research, outreach and entrepreneurial enterprise, and lead faculty in the generation of external funding.

Effectively manage the overall development, administration, quality, evaluation and direction of the undergraduate, graduate and certificate curricula, advising and research programs on a state, national and international level. Ensure programs are responsive to current and future national and international trends impacting business education.

Provide exemplary higher education administration, leadership and communication to facilitate effective and transparent decision making at all levels within the college and University.

Provide assistance to faculty in developing and implementing academic and professional goals in teaching, scholarship and research while encouraging creativity, innovation, scholarship and collaboration. Promote a climate in which collaboration, excellence and creativity are fostered among students, staff, and faculty, and seek cross college interdisciplinary collaborations relevant to learning, discovery, and outreach.

**Proposed Job Description That Could Finally Result
In the Hiring of an Effective Non-Asshole Dean**

BASIC FUNCTION:
In collaboration with key internal and external stakeholders, develop a one-page strategic plan to advance the teaching, research, and service missions of the college as it evolves over the next decade. Use hoshin kanri to focus activities, improve resource utilization, and [improve the value proposition for students, payers, and employers](#). Identify and deploy resources to achieve annual goals and objectives of the strategic plan. Improve core operating processes such as: course scheduling, academic advising, teaching, student performance, peer evaluation, resource allocation, and program assessment and reporting.

ESSENTIAL DUTIES AND RESPONSIBILITIES:
Lead/facilitate activities to continuously improve academic and administrative processes using kaizen, quality circles, suggestion system, etc. Simplify metrics and reporting requirements.

Reduce operating cost by continuously improving academic and administrative processes and re-deploy financial resources within the college in support of the teaching, research, and service missions of the college.

Simplify CoBA budgeting process, decentralize budget administration, and improve processes for faculty seeking external funding.

Work with faculty to improve the [quality and effectiveness](#) of teaching by [identifying and eliminating common teaching errors](#). Improve academic courses and programs. Narrow and focus degree and non-degree programs to achieve greater relevancy and impact.

Reduce the number of meetings by 25 percent per year. Improve meeting processes. Develop standard work for communicating to internal and external stakeholders. Reduce report page-counts by 80-90 percent. Use visual management.

Improve professional development processes for faculty and staff. Improve faculty search process. Improve teamwork, organizational learning, and responsiveness to changing conditions through engagement in kaizen and other process improvement activities.

<p>Foster an organizational and educational climate that advances and supports diversity, respect, equity, fairness, and the promotion of academic values.</p> <p>Understand and adhere to contracts signed by the Board of Education and University faculty and cultivate and be responsive to the tenets of shared governance at the University.</p> <p>Forge strong and productive partnerships with industry and governmental agencies and represent the college and University on state, national and international levels.</p> <p>Display exceptional communication and public relations skills with faculty, staff, students, University administration, State agencies, private industry and the community.</p> <p>Within area of responsibility, oversee adherence to rules, regulations and procedures mandated and/or recommended by the University and its affiliated organizations.</p> <p>Perform other duties as required.</p>	<p>Continuously improve processes for advancing diversity, fairness, equity, and respect for people.</p> <p>Support and improve contractual relationships between Board of education and faculty.</p> <p>(Item covered above)</p> <p>(Item covered above)</p> <p>Provide recommendations to the Provost and President to improve, simplify, reduce, consolidate rules, regulations and procedures.</p> <p>Focus on "the vital few" to ensure progress towards strategic goals and objectives and reject over-commitment and dilution of efforts.</p>
<p>REQUIRED QUALIFICATIONS:</p> <ol style="list-style-type: none"> 1. An advanced degree in business or a related discipline from an accredited institution; 2. At least 5 years of administrative and managerial experience in an academic and/or business environment; 3. Demonstrated record of leadership and management success, and ability to articulate a clear and strategic vision for the college; 4. Evidence of the potential for success in generating external financial support; 5. Demonstrated personal record of scholarship and/or of significant business achievement; 6. Demonstrated commitment to entrepreneurship and corporate partnerships; 7. Demonstrated experience working with diverse populations; 	<p>REQUIRED QUALIFICATIONS:</p> <ol style="list-style-type: none"> 1. Terminal academic degree from an accredited institution. 2. Five or more years of business experience at a managerial level and 5 or more years of teaching experience, with evidence of continuous improvement as applied to business processes and teaching processes. 3. Experience or commitment to improving leadership processes and work with stakeholders to develop, articulate, and execute a long-term vision for the college. 4. Lead efforts to improve processes to reduce costs. 5. Evidence of scholarship and business achievement. 6. Develop industry partnerships and generate external financial support if needed. 7. (Covered in item 2)
<p>PREFERRED QUALIFICATIONS:</p> <ol style="list-style-type: none"> 1. Ph.D., DBA, or other appropriate terminal degree, in business or a related discipline; 2. Demonstrated knowledge and understanding of the expectations and learning outcomes associated with AACSB accreditation; 3. Demonstrated strong record of teaching and scholarship, or demonstrated exceptional professional experience in business or a related field. 	<p>PREFERRED QUALIFICATIONS:</p> <ol style="list-style-type: none"> 1. Terminal academic degree and ten or more years of business experience. 2. Understanding of AACSB accreditation requirements and accreditation process. Continuously improve CoBA accreditation/renewal process. 3. Evidence of continuous improvement as applied to teaching and administrative processes.
<p>Term: This is a 3-year appointment with anticipated renewal.</p>	<p>Term: This is a 10-year appointment with anticipated renewal.</p>