

POSITION AND CANDIDATE SPECIFICATION

TUCK SCHOOL OF BUSINESS DEAN



Founded in 1900 as the first graduate school of management, the Tuck School of Business at Dartmouth has long been recognized among the leading business schools in the world. Tuck combines human scale with global reach, thought leadership with great teaching, rigorous coursework with collaboration, and valued traditions with innovation. Ask anyone at Tuck and they will tell you that this is a special place—a place with a unique culture that permeates the school and creates an environment conducive to learning, community and teamwork. Most students live on or near campus in the picturesque town of Hanover, NH, and the faculty, students, staff and alums of Tuck develop a great affinity for the school and the enduring friendships that are perhaps its greatest legacy.

Tuck offers only one degree—the full-time MBA—and a select array of other programs, including executive education, joint programs, and some undergraduate teaching. This focus and scale (280 MBA students per class and 53 full-time tenure and tenure-track faculty) enable an adaptable and creative community that values learning, collaboration, and sharing. Tuck has achieved an enviable environment of outstanding academics within a warm, supportive community. Tuck faculty are known for balancing a commitment to scholarship with an appreciation for the value of teaching; faculty are prized for their research excellence as well as their dedication to student learning. Access by students to Tuck’s thought-leading faculty, as exemplified by the School’s portfolio of Research to Practice seminars, is a key element of its strategy. Tuck students are carefully screened for leadership potential, knowledge, education, and diversity of life and business experiences. They enter with among the very highest demonstrated academic achievement and GMAT scores relative to other business schools and they leave with close to the highest starting salaries. The combination of high-performing students with leading scholars in a collaborative, supportive environment gives Tuck students an unmatched, transformational experience and distinguishes Tuck from other top business schools.

MISSION STATEMENT

Tuck’s mission is to provide the world’s best educational preparation for a career of business leadership and to have a faculty of acknowledged thought leaders who are outstanding teachers.

While the two-year MBA program is the heart of the School, Tuck continues to explore ways to connect with faculty and students across Dartmouth and to develop select programs for targeted audiences. These other programs support the core MBA, both strategically and financially. In the past decade, Tuck has increasingly partnered with faculty from the Geisel School of Medicine, the Thayer School of Engineering, and the

undergraduate college to offer Dartmouth degrees such as the Master in Health Care Delivery Science, a Master in Engineering Management, as well as joint MD/MBA, MPH/MBA, and PhD/MBA. In addition to serving graduate and professional students, Tuck faculty teach courses to Dartmouth students and offer the Tuck Business Bridge program to undergraduate liberal arts students interested in gaining a comprehensive foundation of essential business knowledge and skills. In addition, Tuck's research centers and initiatives collaborate with colleagues across Dartmouth on events, research projects, and student programming.



The tight-knit community at Tuck translates to an alumni network that is a major reason for Tuck's continuing success. More than 70 percent of Tuck alumni support the School's annual fund, nearly three times the rate of peer schools. In addition, Tuck alums help in the admissions process, advise student project teams, participate in class sessions as visiting executives, and help launch graduates into their careers. Alumni also provide faculty with ideas for research projects, access to research data and contacts, consulting relationships, and a reality check for new theories and concepts.

For additional information about Tuck, please visit: www.tuck.dartmouth.edu

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ABOUT DARTMOUTH COLLEGE

Founded in 1769 and located in bucolic New Hampshire, Dartmouth pioneered the collegiate tradition of the liberal arts and remains fully committed to the power of a broad-based undergraduate liberal-arts education combined with focused graduate programs in medicine, business, the sciences, and engineering. A founding member of the Ivy League, Dartmouth is consistently counted among the country's finest research institutions, with a deep scholarly tradition. It educates 4,200 undergraduates and 1,950 graduate students in the arts and sciences and its three outstanding professional schools: the Geisel School of Medicine, the Thayer School of Engineering, and the Tuck School of Business.

Dartmouth is led by President Phillip Hanlon '77, who assumed the presidency June 10, 2013, after serving as the provost and executive vice president for academic affairs at the University of Michigan. On July 1, 2014, Dartmouth welcomed incoming Provost Carolyn Dever, formerly dean of the college of arts and sciences at Vanderbilt University.

For additional information about Dartmouth College, please visit: www.dartmouth.edu

POSITION SUMMARY

Reporting to the provost, the dean of the Tuck School of Business is Tuck's academic, strategic, and community leader and an integral member of the College's leadership team.

Major Responsibilities

- Develop, articulate, and promote—in conjunction with the faculty and College leadership—a compelling vision for Tuck that consolidates the gains of the recent past but also builds on the School's strengths, to ensure that Tuck remains in the very top echelon of business schools worldwide.
- Lead the recruitment, retention, promotion and tenure processes to ensure that the next generation of faculty brings exceptional scholarship and a deep commitment to excellence in teaching.



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- Champion the deep institutional commitment to faculty research, while ensuring that faculty research enhances the overall curriculum and is accessible to students.
- Strengthen the School's global presence and brand.
- Represent the School to external constituencies and in the media, with particular appreciation for the global nature of business and business education.
- Partner with Tuck and Dartmouth advancement professionals to develop and implement a fundraising plan to support Tuck's aspirations.
- Support the excellence of all Tuck programs, particularly the MBA, through necessary oversight and nurturing of student recruitment, corporate relationships, and career services.
- Lead alumni relationships, further developing that group into an energized and engaged constituency, and steward the School's interaction with its board of overseers and other advisory groups.
- Lead the administrative and operational functions of the School, including oversight of fiscal management and appropriately developing, mentoring, and deploying staff.
- Serve as a key advisor to the provost and president, focusing on the specific needs of Tuck as well as the broader needs of the College, and champion cross-school strategic initiatives that accrue value to the College.

CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience

Top candidates will reflect the values and culture of the Tuck School. The ideal candidate will be an accomplished academic with a strong record of scholarship consistent with holding a tenured faculty position at Tuck and possess significant leadership experience in business schools or other similar academic organizations. Exceptional candidates from outside academe who can demonstrate knowledge and appreciation for research-based scholarship as practiced at top business schools will also be considered.

In addition to a strong appreciation for the value of research, ideal candidates will demonstrate a commitment to excellence in all aspects of pedagogy and teaching; will value the experience of working closely with students and alumni; and will recognize the inherent value of a close-knit, mutually-supportive community.

Candidates should have experience:

- Partnering with faculty and central administration to build consensus around institutional goals and plans.
- Building effective, strategic institutional responses to challenges and opportunities.
- Recruiting, developing, and retaining top faculty, students and staff.
- Developing and executing a strategy to expand the global presence and reputation of an institution or program.
- Developing the strategy and resources needed to recruit and support a diverse, exceptional student body.
- Strengthening relationships with alumni, donors, employers, and other key external constituents, effectively representing an institution in the public sphere, and obtaining external financial support.
- Fostering diversity, broadly defined in the composition of the faculty and student body, the culture, and the programs.
- Serving as an active college citizen.

Critical Competencies for Success

Strategic Leadership: In a rapidly changing environment for graduate business education, partner with the School and College leadership to chart an ambitious course that sustains Tuck's distinctive identity while responding to evolving market conditions.

- Bring an expansive, global, forward-looking perspective to management education.
- With the assumption of excellence in all Tuck efforts, develop cross-institutional programs and collaborations that will bring distinction to the School and College.
- Explore and pursue opportunities for programmatic growth and curricular development that leverage the strengths of Tuck and anticipate the future of business education.
- Bring an informed perspective on contemporary teaching-learning methods with specific emphasis on the use of educational technology in an increasingly digital environment.
- Develop and implement faculty recruitment, retention, and development plans that ensure a talented, diverse generation of Tuck faculty who are exceptional scholars and teachers committed to the culture cherished by School constituencies.
- Invest in strong partnerships with the president, provost, and other College deans, acting as a trusted adviser, institutional citizen, and collaborative partner.

Profile Raising: In an increasingly global world, with significant competition for top students and faculty, build and strengthen the reputation of the Tuck School of Business.

- Motivate and inspire faculty to continue to invest in opportunities to raise the Tuck brand and the intellectual reputation of the School across the globe.
- Create the systems, functions, policies, and partnerships necessary to support a global footprint for admissions, faculty recruitment, and fundraising.
- Serve as a compelling spokesperson for the School with a wide range of external constituencies.
- Develop and drive successful marketing initiatives that reinforce Tuck's distinctiveness.

Organizational Capacity Building: In a well-managed organization where the sense of community and ownership is deep, continue to strengthen internal and external relationships to ensure on-going strength and support.

- Create a strong sense of intellectual energy and nurture the noteworthy sense of community.
- Develop and execute ambitious goals in concert with the advancement team and central administration.
- Build, lead, and mentor a cohesive, high-performing staff, encouraging collaborative working relationships and continuing to make Tuck the employer of choice at Dartmouth and in the Hanover area.
- Clearly set priorities and expectations, identify opportunities for operational improvement, address weaknesses and inefficiencies, and measure performance and progress.



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Dartmouth College is an equal-opportunity employer. Minority candidates and women are encouraged to apply.

Expressions of interest, nominations, applications and advice for the search committee are welcome. Please forward to: TuckDean@spencerstuart.com