

Saunders College of Business Dean Search Committee Charge

v: FINAL

September 2011

Purpose and need: In the fall 2011, Dean Ash Rao announced his retirement in June 2012. In order to have a smooth and seamless transition in academic leadership for the Saunders College of Business (SCB), a search will be conducted to find the next dean of the college. This search will be directed by a search committee and assisted by Gale Merseeth from Isaacson & Miller. It is expected that the search will be successful with a new dean appointed to start on July 1, 2012.

Charge: The search committee is charged with conducting a search process for the dean of the SCB following RIT policy and procedures for searches. Specifically, the search committee is charged with the following:

1. Work with the search firm to define the position paper for the search.
2. Work collegially and in an unbiased manner to review and select candidates for consideration.
3. Provide reports on a regular basis to the Provost regarding the process and the pool of candidates.
4. Recommend to the Provost a list of 3 to 5 candidates to be invited to the campus for thorough interviews on campus.
5. Oversee and provide support for the on-campus interview process.
6. Conduct faculty, staff and student input processes to ensure that all constituents have an opportunity to provide feedback about the candidates.
7. The Provost and the search firm will be responsible for reference checking.
8. Submit a final summary of recommendations to the provost about the final candidates. In order to have a successful search, the committee will not submit a ranked list of candidates but rather provide a list of strengths and weaknesses of each candidate. The summary should also include an analysis of the RIT community feedback.
9. Every effort should be made to ensure that the pool of candidates represents a diverse set of candidates and the search committee is strongly encouraged to use the expertise of the Office of Faculty Recruitment. The committee is to provide evidence that every effort was made to recruit a qualified diverse pool of candidates. I will reject a pool of finalists if I cannot be assured that due diligence was made in the effort to recruit a qualified diverse pool.
10. Confidentiality is critical and required of all committee members. Candidates want to be assured that their candidacy will be kept confidential at least until campus visits. In addition, the ability to maintain confidentiality is a reflection of the professionalism of the college.
11. The successful candidate will exhibit a set of skills, values that reflect the mission and vision of RIT. In particular, the successful candidate MUST support the KRAs, the President's Six Pillars, and the five academic priorities.

12. We want to ensure that the pool is as robust as possible and so we will make sure that the search is as wide as possible. The position will be open to non-traditional candidates as long as they are a good fit for RIT and the SCB.

Committee leadership: Dr. Richard DeMartino (co-chair), Dean Sophia Maggelakis (cochair), Linda Jones (support).

Timeline: The work of the committee will culminate in a summary of recommendations, which will be submitted to the Provost. The work is to be completed by March 2012.