Search for Dean of the
W. Fielding Rubel School of Business

BELLA RMINE UNIVERSITY
Bellarmine University seeks a dynamic, bold, and innovative Dean to lead the W. Fielding Rubel School of Business students, faculty, and staff to new levels of excellence. The current Dean and Faculty have positioned the Rubel School as a high quality, AACSB-accredited school, and the next Dean has an exciting opportunity to work with internal and external partners to accomplish Bellarmine’s Vision 2020. In particular, the Dean’s focus on entrepreneurship with external collaboration will facilitate fundraising for much needed Business School resources including Business School learning/living space, endowment, student recruitment and the growth of quality academic programs.

To facilitate this external focus for the new Dean, the Rubel School of Business has access to many enthusiastic partners within Louisville, the region and the Nation. Industry leaders such as Humana Inc., United Parcel Service (UPS), General Electric (GE), Brown-Forman, Maker’s Mark, Yum! Brands, and Churchill Downs Inc. are vital business icons and key players for robust economic development in the community. National thought leaders in the area of Health Care and Senior Care also thrive within the Louisville market. As a center for logistics and transportation, Louisville benefits from a vast rail, river and trucking network system. A major hospitality industry including spirits, restaurants and farm-to-table food is an integral part of the area’s varied and unique business environment. Banking and manufacturing also play major roles in the Louisville business landscape.
The new Dean of the Rubel School of Business will:

*Celebrate and enthusiastically support* the Bellarmine University Mission and strategic thinking of Vision 2020.

*Initiate change with a sense of urgency* in strategic action and operation by focusing on external activities, partnerships and fundraising activities. One of the greatest needs is the improvement of the Business School’s physical environment. Plans are under way to completely upgrade the Business School space in the new “Centro” building project, and fundraising will be critical to realize this plan.

*Develop a strategic plan* with faculty for the Rubel School of Business with emphasis on Academic Quality and strategies for generating resources to realize the plan. The School Plan will enhance and strengthen the University Strategic Plan and Vision 2020.

*Lead innovation and change* with an entrepreneurial spirit and team orientation. The ability to inspire and motivate colleagues will be an important skill for this change agent leader. The current faculty have identified issues to be addressed to reach the Rubel School’s next level, and they are anxious to further build the school’s resources to address those identified needs.

*Create a symbiotic relationship* with external partners to benefit Bellarmine students with valuable internships and mentorships and assist businesses in solving real world problems. Service is an integral part of the overall strategic plan at Bellarmine, and this “service learning” within the business community will be an expectation for the Dean.

*Work with on-campus partners* to create new programs and degrees. In addition to the external partnership opportunities, integration and intersection with content
areas on campus presents a great opportunity for business programs. Schools of Communication, Education and the Analytics program have all expressed interest in collaborative ventures.

**Engage in superior communication skills** including stimulating, persuasive speaking, clear and concise writing and necessary listening skills. Tell the Bellarmine University and Rubel School of Business story of innovative excellence and superior academic quality with enthusiasm and passion to recruit students, update Alumni, and cultivate donors.

**Exhibit an entrepreneurial spirit** in thinking, decision-making and educational delivery. Practice an assertive and effective leadership style characterized by confidence, collaboration, and making connections. Be energetic and create a pro-active and results-oriented environment.

**Exemplify student-focused leadership** and the desire to engage students on a personal level with participation in a broad range of campus events.

**Be a savvy consumer and role model** in the use of technology with focus on appropriate technology use in the educational enterprise. Bellarmine University has not been involved in online education to this point, but many faculty members have expressed interest in hybrid or online delivery systems.

**Be an advocate** for accreditation and the AACSB experience and have a clear understanding of the standards, expectations and opportunities of this necessary and beneficial indicator of quality.

**Value diversity and pluralism** and be committed to international outreach and globalization of the curricula and student experiences. As part of Vision 2020’s growth plan, our goal to increase the graduate student population will focus, in part, on recruiting additional international students.

**Have a sense of humor.**

As one of the Rubel School’s written values is the expectation of “the highest standards of professionalism and integrity” for all organizational members,” it is foremost that the Dean be a role model in this area.

In addition to the above characteristics and desired qualifications, the successful candidate will be an innovative, proven leader with a stellar record of achievement. The candidate must understand and facilitate excellence in teaching, scholarship, research and service within the University setting. Although exemplary leaders from business and not-for-profit organizations may be considered, it is highly desirable that the Dean have experience in a mission-driven, higher education business school.
The vision of Bellarmine University is that, by the year 2020, the institution will be the premier independent Catholic university in the South, and thereby, the leading private university in the Commonwealth of Kentucky and region—educating with excellence, each student in the knowledge, skills, and values for successful living, work, leadership and service, and to help create a sustainable future for the regional, national, and international communities it serves. This vision is firmly rooted in Bellarmine’s mission, which states: the University is an independent Catholic institution serving the region, nation, and world by educating talented, diverse students of many faiths, ages, nations, and cultures, and with respect for each individual’s intrinsic value and dignity. The University educates its students through undergraduate and graduate programs in the liberal arts and professional studies, within which students develop the intellectual, moral, ethical and professional competencies for successful living, work, leadership, and service to others. The institution achieves its goals in an educational environment committed to excellence, academic freedom, and authentic conversations that are not dominated by particular political or other narrow perspectives. This helps to foster a thoughtful, informed consideration of serious ideas, values, and issues—time-honored and contemporary—across a broad range of compelling concerns that are regional, national and international. By these means, Bellarmine seeks to benefit the public interest, to help create the future and improve the human condition. Thus, the University strives to be worthy of its foundation motto: “In Veritatis Amore,” In the Love of Truth.” Bellarmine’s Vision 2020 is perfectly aligned with and vital to the success of Metro Louisville’s 55,000 Degrees initiative and the Kentucky Council on Post-Secondary Education’s Stronger by Degrees initiative, both of which are designed to increase educational attainment in the region. Since Louisville is the 16th largest city in the nation and is the “Gateway to the South,” Bellarmine has an open field to dominate as “the” Catholic university in the South.
The University was founded by the Archdiocese of Louisville in 1950, by Archbishop John A. Floersh, through the labors of Monsignors Alfred F. Horrigan and Raymond J. Treece. While they were still in office in 1968, the institution became independent by mutual agreement of the archdiocese and the University. Though the Church and University are separately governed entities, they share a very long tradition of faith and educational excellence. The Catholic identity is carried not only in the curriculum and campus ministry, not just in philosophy and theology, but in a pervasive ethos that includes ceremony and liturgy, religious art and Catholic symbolization, community service projects, and social justice awareness opportunities.

**BELLARMINE HISTORY AND STATUS**

The University opened in 1950 as Bellarmine College, a private, Catholic, liberal arts college with 115 freshmen. In 1956, the Southern Association of Colleges and Schools announced regional accreditation for the college after its first graduating class of 42 students. From the opening day, the first president, Monsignor Alfred Horrigan, welcomed students of all faiths and races. Within 10 years the enrollment exceeded 1,000 students and within two decades more than 2,000 students were enrolled. In 1968 Bellarmine merged with Ursuline College and became co-educational with its own independent Board of Trustees. In 1975, the university added graduate education and women's athletic teams. The athletic teams compete in the NCAA Division II as members of the Great Lakes Valley Conference for most sports except men's Lacrosse which plays in the NCAA Division I. In 2011, the men's basketball team won the NCAA Division II basketball championship.

New facilities were added to serve the larger population of students which led to the name change to Bellarmine University in 2000, its 50th anniversary year. The University operates with seven colleges and schools that provide undergraduate and graduate degrees for more than 3400 students. The 135-acre campus set on a hillside in the beautiful Highlands section of Louisville, Kentucky, now houses more than 40 buildings and offers excellent potential for new facilities and growth of enrollment that are currently planned for the next decade.

**ACADEMICS AT BELLARMINE**

The university offers more than 50 majors in the arts and sciences, business, communication, education, nursing, and health sciences. These programs operate within seven colleges and schools: Bellarmine College of Arts and Sciences, Donna and Allan Lansing School of Nursing and Health Sciences, W. Fielding Rubel School of Business, Annslay Frazier Thornton School of Education, School of Communication, School of Environmental Studies, and School of Continuing and Professional Studies. The Institute for Advanced Analytics was approved by the Board of Trustees in April 2014 and will offer the Master of Science in Analytics beginning fall 2014. Study abroad opportunities abound with study options in over 50 countries around the globe. More than 150 partner universities make it possible for 35% of Bellarmine full time students to have an international experience. U.S. News and World Report has recently ranked the University in the top category of southern regional master's level universities and Princeton Review has noted the strength of the University as well. The Rubel School of Business has the distinction of being accredited by the AACSB for the past 10 years.

**W. FIELDING RUBEL SCHOOL OF BUSINESS**

The mission of the W. Fielding Rubel School of Business is to provide student-centered, quality education in the catholic liberal arts tradition blended with professional studies for undergraduate and graduate students. The Rubel School is enriched by the diverse intellectual perspectives inherent in the overall mission of Bellarmine University. The following values are imbedded in the schools’ mission:

1. Recognize the importance of a liberal arts education and perspective within the professional programs.
2. Undertake discipline specific and inter-disciplinary
scholarship to develop a broad-based competency in current and emerging business fields.

3. Develop in students an entrepreneurial spirit that is responsive to change and continued intellectual exploration.

4. Prepare students for leadership roles, both personally and professionally.

5. Prepare students to be competent and able employees with a strong sense of ethics and social justice.

6. Expect the highest standards of professionalism and integrity for all organizational members.

Bellarmine’s history of educating students in the catholic liberal arts tradition through undergraduate and graduate programs in arts and sciences and professional studies has had a significant impact on the mission and strategic plan for the Rubel School of Business. The school offers four undergraduate programs: accounting, business administration, economics, and finance, and also the MBA and MS Taxation graduate degrees. The mission places primary emphasis on teaching that is enhanced by scholarship, service and professional activities.

The Strategic Plan for the Rubel School ties directly to the University’s Vision 2020 objectives, which include the University becoming the premier independent Catholic university in the South and thereby also becoming the leading private university in Kentucky and the region. Thus the Rubel School’s strategic objectives focus on continual improvement in the quality of its programs, additional facilities and students; enhancing co-curricular opportunities for students; enhancing the school’s reputation; growth of revenues through tuitions and fundraising; growing the school’s student body who are supported by additional well-qualified faculty and a new modern highly visible facility consistent with Vision 2020. The plan also seeks to enrich diversity in the constituencies of the school and broader international opportunities for faculty and students.

The Rubel School is currently located in the center of campus in Horrigan Hall with prominent space which will soon be improved and further developed as the University builds the new Centro facility. Planning is currently underway and a Groundbreaking Event is planned for late fall 2014. This new space will give a new identity and boost the Rubel School to new levels of achievement and student success.

In 1954, the Rubel School graduated 42 pioneer students in accounting and business administration. In 1975 the school added MBA degrees and in 2005, the school achieved initial AACSB accreditation, which is held by only 5% of Business Schools internationally.

The enrollment of the Rubel School grew to more than 600 students in 2008 and these numbers have been sustained at that level as planning for new facilities and overall university growth is absorbed into critical service areas. The next phase of growth will be part of the challenge offered the new leader of the Business school.

STRENGTHS OF THE UNIVERSITY AND RUBEL SCHOOL OF BUSINESS

The student focus of the University since its founding is a hallmark and is commented upon positively by alumni and current students. The faculty and staff are intentional in their commitment to personal education for all students. Almost 20 percent of Bellarmine University enrollment is centered in the Rubel School of Business and as the University grows, Vision 2020 calls for the percentage to be maintained. This offers the Rubel School the opportunity to add new offerings, to acquire new facilities, and to extend its services into the broader business and civic community with enhanced resources. The university has positioned itself for its expanded leadership role.

PROCESS OF CONSIDERATION FOR THE DEAN’S POSITION

Candidates will submit a letter of interest that addresses their qualifications and expectations outlined in the Profile Statement, a comprehensive curriculum vitae, and five references with email and phone numbers (references will be contacted only with the permission of the candidate) to the Chair of the Search Committee, Dr. Doris Tegart, at Bellarmine-deanbusiness@agbsearch.com. The first review of applications will begin for those that apply no later than October 15, 2014, but applications will be received until the position is filled. The search is being assisted by Dr. James A. Davis, Consultant at AGB Search, Inc. He can be reached at jdavis@agbsearch.com or by phone at 540-539-9415. For copies of the Profile and information about the search you may visit www.bellarmine.edu and www.agbsearch.com

Bellarmine University is an affirmative action, equal opportunity institution and requires compliance with all state and federal law.