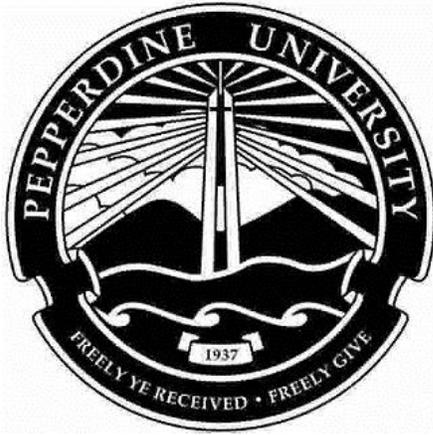




KORN FERRY



Position Specification

Pepperdine University

Dean, Graziadio School of Business and Management

October 2014

POSITION SPECIFICATION

Position	Dean, Graziadio School of Business and Management
Company	Pepperdine University
Location	Malibu, CA
Reporting Relationship	Provost
Website	www.pepperdine.edu

INSTITUTION BACKGROUND/CULTURE

Pepperdine University

Pepperdine University is an independent university enrolling approximately 7,700 students in five colleges and schools: Seaver College, the School of Law, the Graduate School of Education and Psychology, the Graziadio School of Business and Management, and the School of Public Policy. Pepperdine's primary location is on an 830-acre campus overlooking the Pacific Ocean in Malibu. Courses are taught in Malibu, at four graduate campuses in Southern California, permanent program facilities in Washington, D.C., and at international campuses in Germany, England, Italy, Switzerland, Argentina, and China.

Pepperdine University was founded in 1937 by George Pepperdine, a businessman who founded the Western Auto Supply Company. For the first 30 years of its life, the institution was a small, mostly undergraduate college. University status was achieved in 1970 as the institution added graduate and professional schools. In 1972, the University opened its new campus in Malibu.

As its mission statement forthrightly states, Pepperdine embraces its faith orientation while remaining committed to academic excellence. Pepperdine views Christian values and academic excellence as complementary. To that end, in 1999 the University created the Center for Faith and Learning, which seeks to assist faculty in integrating their faith into teaching, scholarship, and service.

Pepperdine University is religiously affiliated with Churches of Christ, of which Mr. Pepperdine was a lifelong member. Faculty, administrators and members of the Board of Regents represent many religious backgrounds, and students of all races and faiths are welcomed. It is the purpose of Pepperdine University to pursue the very highest academic standards within a context that celebrates and extends the spiritual and ethical ideals of the Christian faith.

Pepperdine expresses its Christian principles through all aspects of academic life and administrative policy. Pepperdine draws no separations between the "sacred and the secular" in daily life and conduct, and there are many ways in which the University encourages and accentuates the Christian way of life in the Pepperdine community.

The George L. Graziadio School of Business and Management

For more than 40 years, the George L. Graziadio School of Business and Management has been developing values-centered leaders and advancing responsible business practice. As a

top-ranked, private university, Graziadio offers a wide range of business programs for every stage of students' professional development.

The mission of the Graziadio School of Business and Management is to develop values-centered leaders and advance responsible business practice through education that is entrepreneurial in spirit, ethical in focus, and global in orientation. As a professional school growing out of the tradition of a Christian University, Graziadio seeks to impact positively both society at large, and the organizations and communities in which its students and graduates are members. Therefore, the School ascribes to a higher purpose for business practice than the exclusive pursuit of shareholder wealth. The School believes that successful management seeks collective good along with individual profit. The Graziadio School is anchored in core values of integrity, stewardship, courage, and compassion.

Graziadio has a strong history of having a teaching focus and—more recently—applied, research. Graziadio's portfolio includes ten MBA programs, four master's programs, and a bachelor's completion program. The Graziadio School offers its degree programs at six locations throughout California, including the main Malibu campus; West LA; Irvine; Encino; Westlake Village; and in the Bay Area. The School has 95 faculty, including 48 tenured and tenure-track.

MBA Programs

Fully Employed MBA: Part-time program held evenings and weekends or in a flex online/on-campus format for working professionals.

Joint Bachelor's and MBA (MBAJ): Part-time, evening program for graduates of Pepperdine's bachelor's completion program in management.

Online MBA: MBA for working professionals seeking a rigorous graduate degree program with the accessibility of online coursework.

Executive MBA: Part-time Executive MBA program for experienced business managers.

Presidents and Key Executives MBA: Part-time Executive MBA program for senior business executives.

Full-time MBA: Program for students who wish to pursue their degree full time.

International MBA: Full-time program for students who wish to earn an MBA with an emphasis on international business.

JD/MBA: Full-time, joint Juris Doctor/MBA program in conjunction with Pepperdine's School of Law.

MBA/MPP: Full-time, joint MBA/Master's of Public Policy program in conjunction with Pepperdine's School of Public Policy.

5-year BS/MBA: Full-time, joint bachelor's and MBA program in conjunction with Pepperdine's undergraduate Seaver College.

Master of Science Programs

M.S. in Applied Finance: Program for full-time students who wish to pursue their degree and launch a career in finance.

M.S. in Global Business: Program for full-time students with limited work experience who wish to learn the fundamentals of international business.

M.S. in Organization Development: Part-time program for experienced organization development professionals.

M.S. in Management and Leadership: Part-time, evening and weekend program for working professionals.

Bachelor's Degree Programs

Bachelor of Science in Management (BSM): Undergraduate degree completion program for working professionals.

Executive Education Programs

Graziadio has developed unique program offerings that enrich executives' knowledge and skills while focusing on current topics and trends that will enable continued success in business. In these short, non-degree courses, participants experience Pepperdine faculty and curriculum while sharpening their business skills in an interactive environment. Many of the programs are based on topics and thought leadership unique to Pepperdine and are taught by both Pepperdine faculty and industry experts.

DEAN OF THE GRAZIADIO SCHOOL OF BUSINESS AND MANAGEMENT

Pepperdine University seeks an individual with a record of distinguished achievement who demonstrates the ability to manage a complex enterprise and provide outstanding leadership to the Graziadio School of Business and Management. The next Dean will be a critical leader in the University's strategic development efforts and will have the unique opportunity to leverage Pepperdine's momentum to bring Graziadio to its next level.

The School has enjoyed a strong reputation in Southern California and beyond, and is known for its leadership-focused curriculum delivered in a number of convenient formats and locations. However, in an increasingly challenging market for business education, the School must more strongly establish its brand and reputation. The next dean will drive an ambitious, School-wide visioning effort to articulate Graziadio's unique value proposition and identity. From this vision, then, the Dean will lead development of a strategy to achieve key goals.

Furthermore, as implementation of a strategy will require resources, the Dean will also serve as the chief fundraiser and ambassador for Graziadio, connecting with alumni and the business community to attract resources and build connectivity.

Reporting to the Provost, the Dean serves as the chief executive officer of Graziadio. In that role, the Dean is primarily responsible for managing and building the school's fiscal resources, including increasing its endowment. Finally, in concert with the faculty, the Dean ensures academic excellence by fostering curriculum development and supporting student learning and achievement.

The successful candidate will have the educational and professional experience required to lead in a premier academic setting; a vision for projecting and advancing the excellence of the school into the future; outstanding collaborative skills; the ability to recruit, retain, and develop excellent and diverse faculty, students and staff; a proven talent for fundraising and strong operational/financial skills commensurate to fulfill the goals and objectives of the school; and professional achievements and/or academic qualifications commensurate with a senior academic appointment.

KEY RESPONSIBILITIES

With its focus on values-centered leadership, collaborative learning and an experience-driven curriculum, Graziadio has a strong foundation for the next dean to navigate the challenges ahead. The increasingly competitive landscape requires a leader with both vision and conviction to help the school forge its path in a challenging world. As such, the next dean of Graziadio will:

- lead the development of a vision for the School, building on its core strengths, and implement a strategy to achieve those goals;
- further establish Graziadio within corporate and organizational spheres in the Southern California region and beyond, so as to better connect the institution to opportunities that leverage its strengths and raise its profile;
- serve as the chief advancement officer for the college, making fundraising a top priority and engaging the college's faculty and staff in the identification, cultivation, solicitation and stewardship of donors;
- be an intellectual leader and a faculty-builder who will strengthen and solidify the school's academic reputation and market share; and
- champion and lead other development efforts to advance the school's academic mission, including new revenue streams.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

In order to meet the challenges that have been set forth, the University seeks an experienced individual who will have many of the following qualifications:

- A record as an entrepreneurial builder and innovator, with an ability to advance Graziadio's existing strengths and to develop new ones.
- Demonstrated success in playing a leadership role in fundraising in a large, complex organization.
- An established record of building alliances and relationships with the business community, industry leaders, government and alumni, both locally and globally.
- Success serving as an advocate and external spokesperson for an organization.
- An ability to inspire, provide vision, organizational and managerial skills, including engaging effectively external constituencies and providing effective internal leadership.
- An ability to understand academia and appreciate its culture.
- A committed passion for business and management education.

- A demonstrated ability to recruit, retain and develop excellent, high-achieving and diverse faculty, staff and students.
- Experience in building and/or managing interdisciplinary programs and initiatives.
- A proclivity for collaboration, and an interest in leveraging strengths of other schools within the University.
- An outstanding record of managerial success.
- A proven ability to engender a culture of shared purpose and mutual respect. Integrity and trust are non-negotiable necessities.
- A demonstrated record of support for ethical practice in all aspects of the enterprise, and an ability to engender integrity and trust.
- An ability to listen to and learn from others within the school and University communities.

EDUCATION

A terminal degree or significant graduate-level education that reflects outstanding academic achievement.

COMPENSATION

A comprehensive compensation package will be offered to the successful candidate.

KORN FERRY CONTACT

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