About the Institution

Cornell University

Cornell University is a remarkable community of scholars, educators, students and staff with deep roots in tradition and a set of cherished founding principles; a world-class research institution known for the breadth and rigor of its curricula; and an academy dedicated to influencing young people to be well-educated, thoughtful citizens of the world. Cornell attracts faculty and students who are motivated by a belief in the importance of knowledge and its power to improve the human condition and solve societal problems locally, nationally and globally.

Cornell University consists of 15 schools and colleges, four of which have a special relationship with New York State. In addition to the Ithaca campus and Weill Cornell Medical College’s campuses in New York City and Qatar, Cornell has broad presences in New York City, maintains extension offices across New York State and offers undergraduate programs in Rome and Washington, D.C. Overall, the University enrolls more than 14,400 undergraduates and 7,700 graduate and professional school students. Cornell employs some 12,300 people in Ithaca, including 1,600 professorial faculty, and an additional 5,800 employees in New York City, including 1,300 faculty members at the Medical College and small but growing contingents of faculty, students and staff at the Cornell Tech campus, currently in temporary facilities but moving to a new campus on Roosevelt Island in 2017.

Cornell’s financial condition is sound, with a balanced operating budget, a growing endowment and an enviable history of attracting research funds. The operating budget is approximately $3.6 billion, of which 58 percent supports the Ithaca campus and 42 percent supports Weill Cornell Medical College. The University’s investment portfolio was valued at $6.1 billion as of September 2014. New York State provides direct funding of approximately $140 million a year, as well as other substantial support, for the statutory colleges, an amount that would require an endowment principal of almost $2.8 billion to produce each year. In 2013-14, Cornell received over $650 million in sponsored research funding, of which $415 million supported research on the Ithaca campus and $235 million at Weill Cornell.

Cornell’s 250,000 living alumni are among its strongest assets. They demonstrate their appreciation and ongoing interest in Cornell’s continued success by giving generously and maintaining close ties to the University through clubs, homecoming and reunions. Cornell is in the last year of its Cornell Now capital campaign; to date, the University has raised over $5.5 billion dollars, which ranks among the largest fundraising efforts in higher education.

The School of Hotel Administration

Founded in 1922, Cornell University’s School of Hotel Administration (SHA) is a multidisciplinary research and educational institution focused on hospitality management and is regarded as the world leader in its field. SHA is accredited by the Association to Advance Collegiate Schools of Business
The School offers a combination of inspired classroom teaching and innovative practical experiences. As the only Ivy League business-management program focused on hospitality, the School actively prepares students to be leaders in a dynamic global industry. SHA is an independent academic unit within Cornell University, giving it the ability to adjust its curriculum and services to keep pace with changes in the industry. Four academic programs are currently offered: Bachelor of Science in Hotel Administration, Master of Management in Hospitality (MMH), and MS and PhD Degrees in Hotel Administration.

The School’s 918 undergraduates and 94 graduate students learn from 71 full-time faculty members in 14 academic disciplines: Accounting, Finance, Food & Beverage Management, Human Resources Management, Information Systems, Law, Management Communication, Management & Organizational Behavior, Properties Development and Management, Real Estate, Real Estate (Baker Program), Services Marketing, Services Operations Management, and Strategy. Learning takes place in state-of-the-art classrooms, in the on-campus Statler hotel, and in varied industry settings around the world. SHA actively influences the global hospitality industry through its executive education programs, both online and classroom-based, as well as through its centers and institutes. Annually over 100,000 individuals from 180+ countries interact with SHA as a result of these non-degree academic outreach efforts.

As of June 2015, the School’s operating budget is $95 million with a dedicated endowment of $130 million. There are 12,000 alumni around the world; known as “Hotelies for Life,” they are strategic and operating leaders at every major hospitality company in the world as well as non-hospitality industries and sectors in the for- and not-for-profit worlds. Alumni of the School are passionate supporters and key contributors to the life of the institution.

ABOUT THE SEARCH

The Search for the Dean of the School of Hotel Administration

The Dean of SHA is the academic, administrative, and community leader of the School. The next dean will be responsible for further developing the capacity of the School and moving associated programs forward in reputation, distinction, and influence. S/he will be expected to expand the intellectual, financial, and human assets of SHA and serve as a critical member of the senior leadership team of Cornell University.

Major Responsibilities

• Engage SHA constituencies to advance a compelling vision for the School, promote that vision internally and externally, and use it strategically to build on an existing foundation of excellence;

• Lead the academic enterprise and demonstrate commitment to understanding hospitality as an academic discipline and exploring, creating, and supporting programs to guide and impact the hospitality industry in the future;

• Recruit, retain, and develop world-class faculty and graduate students;

• Collaborate with other senior academic leaders at the University;
• Foster a strong sense of community within SHA and enhance relationships with other units across Cornell, enriching the intellectual environment for faculty, staff, and students, and creating world-class programs within the School’s interdisciplinary dimensions of undergraduate education, graduate education, graduate training, and advanced research;

• Continue to improve and refine SHA’s financial sustainability to ensure it has the resources to compete successfully for talented faculty and students, support high quality research and teaching, and deliver innovative, high quality programs;

• Build diversity and multiculturalism among the faculty, staff, and student populations; and,

• Serve as an effective spokesperson and compelling advocate for SHA at the University, state, national, and international levels and meaningfully engage with established and emerging national and global hospitality companies.

Ideal Experience

Candidates for Dean may come from a variety of backgrounds and will combine widely recognized academic achievement with demonstrated administrative leadership skills. Candidates should have a record that includes:

• Achieving academic distinction with an overall record consistent with the award of tenure in one of SHA’s disciplines;

• Recruiting, retaining, and developing academic talent;

• Forging strong internal and external relationships and working effectively in a multi-constituency environment where a high degree of sustained collaboration is critical to success; and,

• Attracting financial support and effectively mobilizing institutional assets.

Critical Competencies for Success

**Strategic Thinker:** bring a forward-looking perspective to the School, collaborating with stakeholders to articulate and implement a long-range vision for the future which continues the global preeminence of the School by pursuing strategic priorities, encouraging innovation and risk-taking, and effectively utilizing available resources.

**Academic Leader:** maintain the School’s position as the preeminent institution of hospitality business management and continue to drive improvements in institutional quality, distinctiveness, and relevance by exploring emerging areas of related scholarship, ensuring the ongoing relevance of programmatic offerings, and recruiting, developing, and inspiring the School’s world-class faculty; enhance the School’s existing culture of respect in daily activities and ongoing initiatives; and ensure successful execution of plans and initiatives by providing appropriate resources, information, and authority.
External Representative: build and strengthen the reputation of the School by maintaining critical connections in the hospitality and related sectors, serving as a compelling spokesperson, developing successful marketing initiatives to support the School’s positioning, and building strong philanthropic relationships with a wide range of current and potential supporters.

To apply for the position, please send a current CV and statement of interest to cornellsha@spencerstuart.com. All inquiries will be held in confidence. Applications and nominations will be reviewed beginning in July 2015 and will be accepted until the position is filled.