



## **Position Specification**

Dean, Austin W. Marxe School of Public and International Affairs  
Baruch College

Private and Confidential

### Baruch College

Baruch College is a dynamic community of scholars and distinguished professionals who educate one of the most diverse student populations in the United States. The College dates back to the founding, in 1847, of the Free Academy, the first free public college in the nation, and has carried on a tradition of academic excellence, accessibility, and opportunity for students from every corner of New York City, the metropolitan region, and around the world. Baruch is ranked among the region's and nation's top colleges by *U.S. News & World Report*, *Forbes*, *Princeton Review*, and others. The Baruch community is a true reflection of its location in the heart of New York City. The campus is located near Gramercy Park and the Flatiron District, in the vibrant Park Avenue South section of Manhattan. It is within easy reach of Wall Street, City Hall, Midtown and the theater district, the United Nations, numerous embassies, and Museum Mile. The College's prime location provides a valuable service: students are near the global headquarters of major companies and non-profits, as well as arts and governmental organizations, giving them internship, career, and networking opportunities that they would not have elsewhere.

In fact, Baruch College is proud to have been recognized multiple times as one of the most ethnically diverse campuses in the northeast by *U.S. News & World Report* and the *Wall Street Journal/Times Higher Education*. The U.S. News Diversity Index places Baruch in the 97th percentile for ethnic diversity among the 150 schools listed in the northeast.

Baruch College is also respected throughout the U.S. for making rigorous academic programs affordable for students who have been historically under-served by higher education. Combining excellence and access, Baruch is a recognized leader in advancing student, social, and economic mobility. For the sixth year in a row, CollegeNET ranked Baruch #1 out of more than 1,400 U.S. colleges on its annual Social Mobility Index, which analyzes "how effectively they enroll students from low-income backgrounds and graduate them into well-paying jobs." *Washington Monthly* ranked the College #2 for "Best Bang for the Buck" in the northeast, and *U.S. News & World Report* placed Baruch #3 for "Least Amount of Debt at Graduation" among regional universities in the north.

A Baruch education is a financially accessible and powerful catalyst for the social, cultural, and economic mobility of students and a strong foundation for lifelong learning and community impact. The College's distinguished undergraduate and graduate academic programs offer extraordinary value; its diverse and outstanding faculty and staff are themselves lifelong learners, who continue to develop their expertise as teachers and administrators, augment their success as scholars and practitioners and facilitators of student success.

For generations, Baruch's graduates at all levels have gone on to distinguished careers that range from the arts to academia to finance to public service. Many regularly come back to campus to share their expertise with current students. Notable alumni include Executive Director of New York Cares, Gary Bagley; CEO of Paul Stuart, Paulette Garafalo; President of the American Association of State Colleges and Universities, Mildred Garcia; New York State Assembly Speaker Carl Heastie; co-founder of United We Dream, Cristina Jiménez Moreta, who is also a MacArthur Fellow and Time magazine Most Influential Person (2018); Chair and CEO of Deloitte, Lara Abrash; Chairman and CEO of The Interpublic Group, Michael I. Roth; Chairman Emeritus and Founder of Simon Property Group, Herbert Simon; and CEO of Virgin Atlantic, Shai Weiss. Baruch is the top source of talent for Morgan Stanley and boasts 400+ alumni currently working at Morgan Stanley, J.P. Morgan, Citi, EY, Deloitte, and PwC.

An educational powerhouse, Baruch enrolls more than 19,700 students and boasts 29 undergraduate majors, 60 minors, 56 graduate-level specializations, and two doctoral specializations. Students can participate in more than 130 clubs and organizations—including cultural, political, recreational, service, multifaith, and pre-professional groups, as well as honor societies—and the College’s growing athletics program now hosts 13 varsity NCAA Division III sports teams, including the CUNY Athletic Conference title-winning women’s tennis team and men’s baseball team, which recently reached the NCAA Tournament for the first time in program history.

### **Austin W. Marxe School of Public and International Affairs**

The mission of the Austin W. Marxe School of Public and International Affairs is to empower the next generation of public and nonprofit leaders, advance knowledge about public life and policy, and engage communities across the city, nation, and world to foster effective, inclusive institutions and societies.

The Marxe School offers a bachelor of science degree in public affairs (BSPA); a NASPAA- accredited master of public administration (MPA) and executive MPA; a master of international affairs (MIA) with four concentrations; and a master of science in education in higher education administration. The MIA offers the following areas of focus: international nongovernmental organizations, trade policy and global economic governance, western hemisphere affairs, as well as self-designed special concentrations. About 80 percent of Marxe students are pursuing graduate degrees, with 20 percent in the BSPA program.

Marxe consistently earns strong rankings. Most recently, *U.S. News & World Report* named it among the Best Graduate Schools for 2022. Its MPA program ranked #1 in New York City and #2 in New York State among public institutions, and in areas of sub-specialization—such as Public Policy Analysis, Public Management and Leadership, Urban Policy, and Nonprofit Management—also ranked #1 in New York City and #1 or #2 in New York State among public institutions.

In 2016, the School received a historic \$30 million gift from Baruch alumnus, Austin W. Marxe and changed its name in his honor. The gift—the largest in Baruch’s history—has enabled an increase in scholarships and study abroad programs for students; significant faculty support; and the development of public policy programming (Marxe Talks, Global Insights, Marxe Issues) that convenes thought leaders for critical discussions on vital topics of the day. The School offers faculty ample resources and support for research, and faculty members have produced groundbreaking research in the areas of climate, race, public health, nonprofits, and more.

Serving as a research engine for governmental and nonprofit entities at the local, state, and national levels, the Marxe School houses four renowned research centers and institutes that produce critical reports, survey results, and data on a variety of topics relevant to public policy. These include Center for Nonprofit Strategy and Management, CUNY Institute for Demographic Research, New York Federal Statistical Research Data Center, and the Howard J. Samuels State and City Policy Center.

More than 8,000 Marxe alumni can attest that there is no better place to study public affairs and administration, international affairs, or higher education administration; and no better place to pursue an educational experience built on the principles of rigor, access, and value than Baruch College’s nationally recognized Austin W. Marxe School of Public and International Affairs. New York City is home

to the United Nations; global businesses and foundations; thousands of nonprofits; and more non-governmental and international non-governmental organizations than any other American city.

Students are supported throughout their educational journey and beyond. The Marxe Career Services office has earned awards for innovation, partnerships, and community collaboration from the Career Services Association of CUNY. As of Summer 2020, 92 percent of the School's 2018-19 graduates were employed, with the vast majority—nearly two-thirds—earning above \$60,000 a year.

### The Role of the Dean

Baruch College seeks a forward-looking, entrepreneurial, and collaborative dean for the Austin W. Marxe School of Public and International Affairs who embraces the College's mission to provide students with an inclusive, transformational education.

Reporting directly to the Provost and Senior Vice President for Academic Affairs, the Dean of the Marxe School is the School's chief academic and administrative leader and serves as an essential member of College leadership. As the strategic and intellectual leader of the School, the Dean will shape the School's vision and top priorities as well as manage its academic and administrative responsibilities. The Dean will advance the mission and operations of the School through collaborative and considered personnel decisions, general administration and management, strategic budgeting, fundraising, and academic program support. The Dean will support the scholarship and research of the faculty and promote excellence in undergraduate and graduate education, including the development of multidisciplinary collaborations across the College.

Candidates for the deanship will be leaders in public and/or international affairs with credible experience bridging academic preparation and practical experience for effective management of the school. The ideal candidate will have experience engaging nonprofits, public agencies, and communities to forge mutually beneficial relationships and experiential learning opportunities for students.

They should have a strong desire to nurture the excellence of the faculty and staff, to recruit and support promising students, and to promote diversity, equity, and inclusion within the School. The candidates should be action-oriented leaders whose leadership hallmarks include sustainable strategies for academic excellence, transparency, inclusive decision-making, and strong communication skills. Candidates must have a strong administrative background with demonstrated capacity to work alongside faculty, staff, and peer deans. They should be highly strategic thinkers and creative problem solvers, and they must have the skills and demonstrated experience to raise funds externally and interact with alumni and other supporters of the Marxe School. The strongest candidates will be able to effectively communicate the vision and value of the Marxe School to internal and external audiences. They will have demonstrated impact in the areas of diversity, equity, and inclusion with particular strength in recruiting, nurturing, and retaining top talent.

Key Priorities for the Dean:

- Develop and articulate an innovative strategic vision that promotes inclusive, diverse, and creative thinking within the Marxe School;

- Support the growth and development of existing programs, including the unique BSPA and explore the potential for new programs such as an executive Ed.D. in higher education administration, online and non-degree options, and certificates;
- Elevate the School's profile and visibility in New York City and across the United States;
- Recruit and retain excellent faculty and staff, enhance their opportunities for career development, and empower them to achieve excellence in teaching and research;
- Build relationships across the College and with external partners to promote interdisciplinary and collaborative opportunities for students and faculty;
- Establish a robust network of connections and external partnerships with nonprofits, public agencies, and community organizations to create job opportunities, fellowships, internships, and other meaningful intellectual and experiential exchanges;
- Build, sustain, and champion the cultural and ethnic diversity of the faculty, staff, and students, and promote a climate of equity and inclusion;
- Enhance research infrastructure and productivity as well as funded research; and
- Increase the financial resources available to the School through fundraising, sponsored research, and the continued creation of revenue streams.

### **Characteristics of the successful candidate will include:**

#### Leadership:

- A record of strategic vision and creativity in institutional advancement; capable of articulating an entrepreneurial vision for how to propel the Marxe School, building on the School's strengths in teaching and research and its dynamic institutes and programs.
- Evidence of transparent and collaborative leadership supporting shared governance.
- Ability to represent the academic research of Marxe faculty from a variety of disciplinary backgrounds in tenure and promotion discussions at the College level.
- Experience leading staff, including providing growth opportunities and professional development.
- An energetic, flexible, and resilient leader who recovers from setbacks and works well in complex systems.

#### Academic Background:

- Professional prominence within the public and/or international affairs community, with a Ph.D. in public affairs or a related discipline or equivalent.
- A significant record of intellectual achievement for appointment as a full professor.

#### Focus on Student Success:

- A visible, engaging leader who prioritizes in interacting with students.

- A leader who understands the importance of providing undergraduate and graduate students with the highest-quality educational experience.
- A leader who demonstrates sustained and ongoing commitment to sustaining a diverse student body and investing the retention and support of all students, with an emphasis on mechanisms effective for students from traditionally underrepresented groups.

### Financial Management Experience and Fundraising:

- Strong financial acumen and record of operational leadership and fiscal management.
- Genuine appetite and aptitude for engaging in fundraising. Ideally possessing experience obtaining philanthropic support from individuals, foundations, and corporations to address key priorities
- Commitment to diversifying revenue streams and also to building the School's endowment.

### Personal Qualities:

- The highest standards of personal and academic integrity.
- Strong interpersonal, verbal, and written communication skills with a focus on openness and transparency.
- High ethical standards and integrity demonstrated by articulation and modeling of ethical behavior in public and international affairs.
- Intellectual, inspirational, and empathetic leadership combined with well-developed interpersonal skills.
- Ability to embrace and further leverage the distinctiveness of the School and its culture and promote a collegial and respectful work and educational environment.
- A track record of creating strategies to advance diversity, equity, and inclusion.

## Nomination and Application Procedure

Inquiries, nominations, and applications are invited. Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to the College's consultants at Russell Reynolds at [Baruch.Marxe@russellreynolds.com](mailto:Baruch.Marxe@russellreynolds.com).

**For fullest consideration, materials should be received as soon as possible and preferably by  
Monday, January 3, 2022.**

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