



Position Specification

University of Rochester
Dean, Simon Business School

The University

Founded in 1850, the University of Rochester is one of the nation's leading research institutions and one of the top universities in the world for entrepreneurs. It is a member of the Association of American Universities and ranked 49th by *U.S. News & World Report* among national universities and 127th globally by *Times of Higher Education*. University faculty, scholars, artists, alumni, and students have revolutionized their fields, discovering ways to address the world's biggest challenges, earning notable recognitions including Nobel Prizes, Pulitzer Prizes, Grammy Awards, and Guggenheim and MacArthur Fellowships. The University's diverse community includes more than 3,900 full and part-time faculty members and nearly 12,000 students.

As one of the world's leading research universities, the University has a long tradition of breaking boundaries — always pushing and questioning, learning and unlearning. It transforms ideas into enterprises that create value and make the world even better. The University has established bold and transformational goals through its 2030 strategic plan — spanning research, academics, health care, employee success, and financial and operational models — which will guide it toward framing and solving the greatest challenges of the future.

The University is defined by a deep commitment to *Meliora* — ever better. Embedded in that ideal are the values it shares: equity, leadership, integrity, openness, respect, and accountability. Together, the University's community sets the highest standards for how it treats each other to ensure its community is welcoming to all and is a place where all can thrive.

- *Meliora* — striving to be better, for everyone.
- Equity — commitment to nondiscriminatory treatment and equitable access to opportunity and advancement for all.
- Leadership — taking initiative and sharing responsibility for exemplifying excellence.
- Integrity — conducting themselves with honesty, dedication, and fairness.
- Openness — embracing freedom of ideas, inquiry, and expression.
- Respect — valuing their differences, their environment, and their individual and collective contributions.
- Accountability — responsibility for making their community even better, through their actions, their words, and their dealings with others.

The University of Rochester's students (more than 6,000 undergraduate and 5,000 graduate students) hail from around the globe. The University welcomes and embraces diverse perspectives in all aspects of life — in classrooms, labs, and open spaces where people listen, share, and learn. Undergraduate and graduate students pursue their academic goals in an environment designed to inspire, support, and empower them. The University's schools offer students a liberal arts education, research experience, and advanced degrees in music, medicine, business education and beyond.

The University of Rochester's outstanding full and part-time faculty members are active scholars, researchers, healers, and creators who have made significant contributions to the advancement of knowledge and culture for the betterment of society. Many are distinguished by their efforts to combine research and teaching with community engagement. The current faculty boasts 10 members of the National Academy of Medicine, four members of the National Academy of Sciences, and three members of the National Academy of Engineering. University of Rochester alumni and faculty have received 13 Nobel Prizes across a range of categories that include physics, medicine or physiology, and economics.

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The University of Rochester is the largest private employer in Upstate New York. The University and its affiliates employ approximately 38,000 people, which has a profound impact on the region's cultural, social, educational, clinical, and economic strength. With an estimated \$13 billion economic impact across New York State, the University and its affiliates continue to expand their economic impact within New York State. In 2025, the University was responsible for directly and indirectly sustaining nearly 68,000 jobs in the state and in 2020, earned its first Carnegie Community Engagement Classification based on its extensive community-engaged projects and programs; the classification was renewed in 2025.

The School

Simon Business School develops analytical and adaptive problem-solvers who lead ideas and industries forward. The School's top-ranked programs combine quantitative depth with strategic responsiveness, preparing graduates to turn insight into value-driving action. With deep connections across sectors, its global community is transforming the future of business.

- Rigorous problem-solvers — Simon develops critical thinkers and creative problem solvers who drive real business results.
- Adaptive approaches — Simon builds enduring skills and responsive solutions to shape business now and in the future.
- Dynamic connections — Simon's close-knit community connects people across backgrounds, viewpoints, and experiences to foster personal growth, fuel new ideas, and further industries.
- Transformational impact — With a track record of business innovation and value creation, Simon prepares the next generation of leaders to drive transformational careers and impact.

Founded in 1958, Simon offers undergraduate, MBA, specialized master's, executive, online, and doctoral education. Its academic identity is grounded in an economics-based, analytical approach to business and a longstanding commitment to rigorous research.

Simon today offers a broad portfolio of business education spanning the undergraduate through doctoral levels. Its graduate offerings include the Full-Time, Professional, and Executive MBA programs; specialized MS programs in Accountancy, Artificial Intelligence in Business, Business Analytics, Finance, Management, and Marketing Analytics; an MS in Medical Management; online programs; a PhD program and a Doctor of Business Administration. Simon recently forged partnerships with six colleges and universities, enabling students to earn a master's degree in business in just one year after completing their undergraduate studies through the 4+1 Business Master's Pathway program.

Simon is intentionally small and highly personalized. The Full-Time MBA class entering in fall 2026 numbered 84 students representing 21 countries, with an average of five years of professional experience. The School's specialized master's programs add a substantial and globally diverse student population. Simon's alumni community numbers approximately 19,000 and includes senior leaders in business and industry around the world.

The School is entering an important new chapter with undergraduate business education now housed within Simon, thereby creating an opportunity to build a more integrated continuum of undergraduate and graduate business education and to deepen connections across the University of Rochester. Simon is particularly well positioned to leverage the University's strengths in medicine and health care,

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engineering, data science and AI, entrepreneurship, the arts, and the growing innovation economy of Rochester and Western New York.

Research is deeply embedded in Simon's history and culture. The School has made important contributions to the fields of finance, accounting, economics, marketing, and organizational decision-making, and its faculty continue to produce influential scholarship across business disciplines. Three leading academic journals — the *Journal of Financial Economics*, *Journal of Accounting & Economics*, and *Journal of Monetary Economics* — were founded at the University of Rochester, reflecting the institution's longstanding influence on modern economic and financial thought.

Simon combines the resources and intellectual ambition of a leading research university with the intimacy of a relatively small business school. Its close-knit community, accessible faculty, highly engaged alumni, and longstanding international orientation have been defining features of the Simon experience. As the School looks to its future, it does so from a position of distinctive academic strength and with an opportunity to reimagine how that heritage can serve the rapidly changing needs of students, employers, and the business sector.

Current rankings and outcomes include the following:

- #26 among U.S. business schools — *Bloomberg Businessweek*, 2026
- #34 among U.S. business schools — *U.S. News & World Report*, 2026
- #29 among U.S. business schools — *Financial Times*, 2026
- #2 in the U.S. for salary growth — *Financial Times*, 2026
- #6 for ROI among top-35 U.S. business schools — *Bloomberg Businessweek*, 2025
- #21 among US business schools and #37 globally in Linked In's 2026 Top MBA Programs
- 88% of job-seeking Full-Time MBA Class of 2025 graduates accepted employment within three months of graduation
- \$162K average starting compensation for the Full-Time MBA Class of 2025

The Role

The Simon Business School Dean reports to the Provost and Chief Academic Officer and is a member of the University Deans' Council and the President's University Cabinet.

The Dean oversees the Simon faculty and the following positions:

- Senior Associate Dean of Faculty and Research
- Senior Associate Dean of Education and Innovation
- Associate Dean of Education and Innovation
- Assistant Dean of Enrollment Management
- Assistant Dean of the Benet Career Management Center
- Assistant Dean of Students
- Assistant Dean of Strategic Partnerships
- Executive Director of Administration
- Finance Director
- Director of Undergraduate Programs
- Engagement and Enrichment Senior Program Manager
- Director of the Ain Center for Entrepreneurship and Innovation

Priorities

The next Dean will have the opportunity to lead Simon's next chapter, inheriting a distinguished research legacy, a strong faculty, an engaged alumni community, an expanded undergraduate mandate, and an opportunity to define a differentiated model for business education at a time of profound change in both higher education and the global economy. As part of a leading private research university, Simon has opportunities to draw more deeply upon the considerable intellectual and institutional resources of the University of Rochester. In addition, the Dean will be expected to focus on the following opportunities:

Provide visionary leadership

- Define a compelling and differentiated strategy for the future of Simon;
- Further enhance Simon's strong reputation as a thought leader in business practice and policy;
- Lead a market-driven strategy to optimize the School's portfolio of programs and enrollment;
- Build a distinctive market position based on historic strengths while responding boldly to changes in business education; and
- Foster a culture of innovation and excellence.

Build organizational capacity

- Encourage the optimal alignment of resources with needs;
- Reposition Simon as an integral, collaborative part of the University and its broader ecosystem;
- Promote academic preeminence; and
- Facilitate interdisciplinary curricular and research initiatives leveraging areas of expertise across Simon and the University.

Raise visibility and resources

- Lead ambitious fundraising efforts to support Simon's mission;
- Further engage Simon's dedicated alumni around the world in the life of the School;
- Articulate Simon's distinctive advantages to a wider audience; and
- Strengthen mutually beneficial corporate partnerships to enhance opportunities for experiential learning, career advancement, and philanthropy.

Qualifications

Academic candidates will be expected to hold credentials for appointment at the level of full professor, including a terminal degree and a record of success in research. Nontraditional candidates should demonstrate a high level of professional success and a deep appreciation of the academic research mission. In addition, strong candidates would excel in most of the following areas:

- Transformational and entrepreneurial leadership;
- Commitment to supporting research excellence;
- Fundraising track record or traits that would suggest high potential in this regard;
- Strong financial and operational acumen;
- High emotional intelligence and exceptional relationship-building skills to foster community, collaboration, and transparency;
- Nuanced understanding of the full spectrum of business education;
- Ability to galvanize an organization around a clear vision;
- Global mindset and international experience;
- Nimbleness in responding to the needs of a diverse student and faculty population in a rapidly changing landscape for business education;

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- A record of commitment to a supportive and respectful environment for faculty, staff, and students;
- High level of personal and professional integrity, including the ability to model ethical, respectful, and collegial conduct;
- Strong communication skills, including active listening, persuasive writing, and inspirational public speaking; and
- A passionate belief in the importance of business education and research.

The City

Rochester, located on the southern shore of Lake Ontario, is a mid-sized city of more than 200,000 people with a metro area of more than 1 million, set amidst the natural beauty of Western New York and the Finger Lakes region. The Rochester area routinely ranks as one of the most livable in the US, with outstanding schools, housing, and cultural life. Rochester offers the amenities of a large metropolitan area with a quality of life not available in many areas of comparable or larger size. The University's extensive engagement with the Rochester community includes cultural opportunities provided by the University of Rochester's Eastman School of Music and Memorial Art Gallery.

Contact

Nominations, inquiries, and expressions of interest should be sent to: simon@russellreynolds.com.

At the University of Rochester, we are committed to fostering, cultivating, and preserving an inclusive and welcoming culture and are united by a strong commitment to be ever better—Meliora. It is an ideal that informs our shared mission to ensure all members of our community feel safe, respected, included, and valued.