Position and Candidate Specification

Bryant University

President

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Position Summary

The President of Bryant University will be an outstanding leader who will build on the upward trajectory of a respected and innovative university while setting the course for the university’s next chapter. Since its founding as a school of business in 1863, Bryant University has inspired excellence in an ever-changing world, developing moral and ethical leaders who exemplify a global perspective and embody Bryant’s innovative academic model that integrates business, the liberal arts and the sciences. The next President will have an opportunity to promote an entrepreneurial culture that encourages the exchange of innovative ideas, attract a talented faculty devoted to teaching, and continue to recruit an ambitious, diverse student body. The President will build on Bryant’s commitment to academic excellence and to a diverse and inclusive community. The President will also lead the administrative team of Bryant and serve as the institution’s chief fundraiser.

KEY RELATIONSHIPS

Reports to
The Board of Trustees

Direct reports
Provost and Chief Academic Officer
Vice President for Business Affairs/Treasurer
Vice President for Enrollment Management
Vice President for Human Resources
Vice President for Information Services and Chief Information Officer
Vice President for International Affairs
Vice President for Student Affairs and Dean of Students
Vice President for University Advancement
Director of Athletics
Executive Assistant to the President and Professor of Management
Special Assistant to the President for Inclusive Excellence

Other key relationships
Dean of the College of Arts and Sciences
Dean of the College of Business

KEY RESPONSIBILITIES

- Provide the strategic leadership to ensure Bryant’s position as an outstanding undergraduate university while maintaining its core strength in providing a cross-disciplinary education that uniquely combines business and the liberal arts and ensuring the long-term sustainability of the institution.

- Support the provost, deans, and faculty in strengthening and expanding academic program offerings to continue Bryant’s positioning as the choice for students who want a comprehensive educational experience that prepares them for a successful future professionally and personally.

- Build upon Bryant’s legacy of accomplishment in business and management education integrated with the arts and sciences, experiential learning and career placement.
• Attract, develop, and retain top-tier faculty, staff, and students. Foster collaborative relationships with faculty, staff, and students. Continue to foster and develop a diverse and familial community where all members feel valued, supported and heard.

• Build a nationally and internationally recognized brand for Bryant, bolstering its awareness and appeal beyond New England, placing a special emphasis on the unique integration of business and the liberal arts.

• Lead Bryant’s philanthropic efforts, bearing in mind the challenges facing higher education.

• Strengthen Bryant’s profile with external constituencies. Articulate its narrative and ensure that its story is well-known and accrues value to alumni, current students, faculty and employers.

• Manage the strategic demands of a complex institution and ensure its long-term financial viability in the face of challenges to the higher education financial model.
Candidate Profile

IDEAL EXPERIENCE

- Terminal graduate degree with a meaningful understanding of higher education, its values of teaching and research, and its current challenges.
- Track record of strategic leadership and management of a complex organization, preferably an educational institution.
- Familiarity with the dynamic nature of business, management, and higher education.
- Demonstrated skill at building partnerships and engaging multiple constituencies.
- Demonstrated commitment to promoting diversity, equity, and inclusion.
- Intellectual depth combined with proclivity towards action, accomplishment, and inspiration.
- Strong financial and operating acumen and comfort with the fiduciary responsibility accompanying the oversight of a growing university.
- Proven success (or capacity to be successful) fundraising and building and cultivating relationships that will lead to new sources of funding.
- Experience representing an institution and serving as its key spokesperson.
- Experience working with, or serving on, a board of directors or trustees.
CRITICAL LEADERSHIP CAPABILITIES

Vision and Strategy

In a continually evolving higher education landscape, the President will demonstrate strengths in setting a vision and developing aspirational goals. The President will understand the current higher education and business environment, will anticipate changes in the competitive landscape, and will chart the University’s path forward, ever mindful of the need for a transparent, inclusive process.

Forward-Thinking Intellectual Leadership

In a rapidly changing and competitive global environment, the next President must have exceptional administrative leadership abilities. The President will develop and partner with a strong administrative team, bring robust financial and operating acumen, and establish priorities focused on the short-term needs and long-term health of the institution. The President will share information in order to gain broad understanding and trust regarding decisions.

Community Building

Understanding Bryant’s close-knit and collegial community, the President will seek and incorporate input from across the institution while setting a vision and leading the University. The President will need to be adaptable and synthesize input from oft-competing key stakeholders in order to identify paths forward that ensure community support and operational traction. An exceptional listener who connects with diverse audiences, the President will be viewed as accessible, inclusive and inspirational, and focused on what is best for the future of Bryant.

Leading Change

Bryant has experienced great growth over the last two decades, including becoming a university, expanding its academic programs beyond business, and adding 22 Division I athletic teams. The President will build a culture of continuous improvement and will encourage the provost, deans, and faculty to be entrepreneurial and explore new ideas for academic programs, technologies, pedagogies, and delivery systems. He/she will invite ideas, debate and discussion that will challenge the status quo, thoughtfully investigate new models, and implement promising approaches. The President will engage a wide range of voices – both internal and beyond – in continuing to define the best approaches to education.

OTHER PERSONAL CHARACTERISTICS

- Integrity and the highest ethical and moral standards.
- Committed to inclusive leadership.
- Innovative and forward-thinking.
- A superior communicator.
- Diplomatic and collaborative.
- Relationship builder.
- Creative.
THE SEARCH PROCESS

Bryant University is being assisted in this process by Spencer Stuart, and welcomes comments, questions, nominations, or expressions of interest. To submit comments, nominations, or expressions of interest, please send an email with any supporting materials to the confidential address: BryantPresident@spencerstuart.com.

Bryant University provides an inclusive and welcoming educational and working environment for all members of its community. Learn more about its ongoing commitment to diversity, equity, and inclusion.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual preference or orientation, gender identity or expression, national origin, age, ethnicity, disability, genetic information, protected veteran or marital status.
Bryant University is a private, independent, nonprofit institution with a 156-year history of graduating students who are real-world ready to drive change and make a difference in businesses, government agencies, nonprofit organizations, and communities around the world. Founded as a school of business in 1863, Bryant has a longstanding tradition of highly regarded academic programs in business disciplines. Bryant’s integrated business and liberal arts curriculum was formalized when Bryant College transitioned to Bryant University in 2004, creating both a College of Business and a College of Arts and Sciences. In 2016, the University established a School of Health Sciences and launched its Master of Science in Physician Assistant Studies program, marking its strategic entry into healthcare education and management.

Today, Bryant is redefining the goal for higher education by delivering a distinctive combination of academic knowledge, character-building learning opportunities including vibrant student life programs and highly competitive NCAA Division I Athletics, coupled with high-touch resources for student success and global awareness. Together, these facets of the Bryant experience provide students with unmatched credentials for professional success.

Bryant has a student-centered culture of continuous innovation with four pillars that drive the university’s distinctive educational philosophy. These pillars are: Academic Excellence, Education of the Whole Person, Collegial Community, and Global and Diverse Perspectives. Through their purposeful integration, Bryant delivers a path-breaking curriculum and transformative co-curricular experience.

**Academic Excellence**

Bryant faculty are dedicated teachers, scholars, and mentors who inspire students to excel through personal attention and abundant opportunity to tailor their learning experience. All courses are taught by members of the Bryant faculty, which includes 170 full-time professors. Eighty-one percent of faculty hold doctorates or the equivalent and these world-class professors possess real-world expertise in their disciplines as well as a dedication to teaching and learning.

All undergraduate students either major in business with a complementary minor in the arts and sciences (75%), or major in the liberal arts with a complementary minor in business (25%), creating the path that is right for them and building distinguishing credentials. More than 50 percent of students complete a dual degree, double major, double minor, and/or triple concentration. Based on a 92 percent knowledge rate, the Class of 2018 reported 99 percent employed and/or enrolled in graduate school within six months of commencement, with a median starting salary of $60,000.

The Bryant academic community embraces a culture of innovation, both teaching and practicing design-thinking and the skills of innovators: empathy, creativity, integrative thinking, perseverance and grit. Immersive learning experiences allow students to apply what they learn in class through group projects, practica, social entrepreneurship, academic competitions, business simulations, internships, and co-curricular activities.

Recognized among the country’s top International Business programs (#25) by *U.S. News & World Report* in 2020, Bryant University delivers a path-breaking learning experience with academic excellence at its core.
university’s academic programs have been nationally recognized by organizations including the Davis Educational Foundation and Hanover Research. Bryant is recognized as a leader in international education and regularly receives top rankings from U.S. News & World Report, College Factual, Bloomberg Businessweek, Forbes, and Barron’s. In addition to an impressive #7 ranking in the U.S. News & World Report 2020 Regional Universities North category (representing a 17-place rise in the 16 years since Bryant entered the category), the university’s dedication to academic excellence is also reflected in its #8 ranking among the most Innovative schools in its peer group and #17 ranking for “Best Undergraduate Teaching.” In 2018, the university was recognized by Money as a “Best Value” for educational quality.

Bryant’s peers in higher education consistently rank the university among the best in the country, and its students consistently deliver outstanding performances in academic competitions throughout the United States, including:

- The Institute of Business Forecasting and Planning New England Chapter Case Competition: Won in AY 2018-19
- The National Financial Plan Competition: Won by Victoria Albanese (’18) in 2018
- Fulbright English Teaching Assistant Program Grant: Awarded to Vivian Tejada (’17) in 2018
- Fulbright English Teaching Assistant Program Grant: Awarded to Tiffany Venmahavong (’17) in 2017
- The ARCHIBUS Asset Management Case Competition: Won in AY 2017-18

Bryant has a student body of 3,499 undergraduates and 289 graduate students, and confers Bachelor of Science in Business Administration (BSBA), Bachelor of Science in Data Science (BSDS), Bachelor of Science in International Business (BSIB), Bachelor of Science (BS), Bachelor of Arts (BA), Master of Business Administration (Professional MBA online, two-year MBA, and one-year MBA), Master of Professional Accountancy (MPAc), Master of Arts in Communication (MAComm), and Master of Science in Physician Assistant Studies (MSPAS) degrees. The university also offers Graduate Certificates in Business Analytics, Managerial Communication, Professional Communication, and Public Communication. The Executive Development Center empowers companies and individuals to gain business advantage through professional certification programs.

**Education of the Whole Person**

Bryant University is redefining the goal for higher education today — and is raising the bar. The innovative Bryant experience educates the whole person by building on academic excellence to teach character and values, creativity, collaboration, integrative thinking, resilience, and perseverance. Bryant graduates are in high demand by employers and are recognized as critical thinkers ready to make a difference.

Bryant’s “Character of Success” model prepares students for professional achievement and personal success. The 24/7 Bryant experience is intentional and is designed to promote leadership and ethical, values-driven decision-making. All undergraduate students participate in service learning as they practice real-world problem-solving and develop a strong work ethic. A deeply embedded culture of success and resource centers serve to enhance academic excellence and challenge students to do their best.
Athletics, with an embedded emphasis on teamwork and competition, have historically played a key role in Bryant’s objective to educate the whole person and build character while contributing to a deep sense of school pride and spirit.

Bryant is home to 22 NCAA Division I varsity athletics teams, 13 club sports, and 193 intramural programs, all supported by some of the finest year-round athletic facilities in New England. Sixteen percent of students participate at the varsity level and 30 percent of Bryant students participate in varsity, club, and/or intramural athletics. The university’s student-athletes are high-achievers in the classroom — and on the field and court. They channel their drive and competitive spirit while building exceptional leadership skills and an outstanding work ethic. Bryant is a two-time winner of the Commissioner’s Cup, which is presented annually to the best overall athletics program in the Northeast Conference, and 38 percent of student-athletes are on the Dean’s List.

**Collegial Community**

The student-centered faculty and staff in Bryant’s close-knit community inspire students to reach their full potential and accomplish great things — in class, through engaging campus life, and on their own. Bryant students are highly motivated and competitive, but loyal to each other. Small acts, like holding the door for the next person, have a ripple effect in the collegial community where a deep sense of pride and place forges connections that last a lifetime.

Bryant students represent 38 states and 49 countries. Sixteen percent of undergraduates are first generation college students. The freshman year retention rate is 90 percent and 79 percent of students graduate in four years. Approximately 95 percent of first-year students live on campus, and 83 percent of students choose to live on campus for all four years.

As members of Bryant’s vibrant community, students add their voices and talents to a diverse student body that actively shapes campus life through an array of 114 clubs and organizations, leadership opportunities, fraternities and sororities, service opportunities, and special events. First-year students pledge to respect and honor one another as individuals and commit themselves to gaining a greater understanding of the many cultures that are part of campus. The PwC Center for Diversity and Inclusion serves as a resource to empower students, staff, and faculty to be active participants in building a dynamic, diverse, and collectively responsible community.

Bryant University’s beautiful 435-acre campus is located in Smithfield, RI, 15 minutes from Providence, less than an hour from Boston, and three hours from New York City. The contemporary campus was first constructed in 1970, and Bryant moved from Providence, RI, to Smithfield in 1971. Award-winning facilities represent stunning contemporary architecture and are purpose-built to foster excellence both in and outside the classroom. More than $250 million has recently been invested in facilities construction and enhancements. Callahan House, constructed in 2008, serves as the Bryant University President’s official residence. The gracious, shingle style home and large lawn surrounding it provide a welcoming venue for selected campus events.
Bryant University has earned honor roll distinction as one of the best colleges in the nation to work for, recognized in the 2019 Great College to Work For report published in The Chronicle of Higher Education, which highlights Bryant among its peers for practices and policies that excel in a range of widely accepted indicators of excellence including teaching environment, job satisfaction, professional/career development programs, and pride.

Upon graduating, Bryant students become part of, and are supported by, a powerful network of more than 50,000 distinguished alumni around the world. Engaged alumni participate in the College of Business Dean’s Council and support student success through abundant career shadowing and mentorship programs including Smart Women in Finance, The Archway Investment Fund Advisory Board, and The Wall Street Council.

**Global and Diverse Perspectives**

Bryant University believes that today’s world needs leaders who combine real-world skills with global perspectives and lessons learned from the humanities. Bryant is answering the call, delivering a forward-looking learning experience that helps students expand their world view through international study and vibrant campus opportunities to build appreciation for diverse cultures.

Global thinking is purposefully incorporated throughout the Bryant experience, enriching academic and student life initiatives. Students develop a wider perspective through strategic partnerships and programs, including the First-Year Gateway, Sophomore International Experience, and abundant study abroad programs. Nearly half of undergraduates participate in study abroad programs. The student body includes seven percent international students and 16 percent students of color.

The John H. Chafee Center for International Business at Bryant University is a resource for students, businesses, organizations and individuals interested in global trade. The Center’s mission is to foster world trade through collaboration with the University’s academic programs, partnerships with state and federal entities, and outreach to the business community. For over 35 years, the Chafee Center has provided comprehensive international trade services for businesses of all sizes and industries. Services and programs include global market research, corporate training, international trade events and strategic consulting.

China is a cornerstone of Bryant’s international strategy, and for more than a decade Bryant has been home to the U.S.-China Institute. Bryant University established a joint program with the Beijing Institute of Technology on a suburban campus located in Zhuhai, China, near Hong Kong, in Guangdong Province. In June 2019 Bryant awarded degrees to Bryant Zhuhai’s first graduating class of 118 students, capping more than a decade of strategic efforts to establish crucial relationships and build an educational bridge for American and Chinese students between Bryant University’s Smithfield, RI and Bryant Zhuhai campuses.

**Additional Information**

Bryant University is in excellent financial condition as it looks to complete its historic capital campaign, Expanding the World of Opportunity: The Campaign for Bryant’s Bold Future, in December 2019. This capital campaign has generated more than $105 million in philanthropic resources, topping the original goal of $75
million and a stretch goal of $100 million. Under the leadership of Ronald K. Machtley, Bryant’s endowment has increased from $96 million to approximately $180 million.

Bryant has maintained accreditation by the Association to Advance Collegiate Schools of Business (AACSB) for more than 25 years and is also accredited by the New England Commission of Higher Education (NECHE). The College of Business is also a member of the EFMD. The International Business program at Bryant University is a member of the Consortium for Undergraduate International Business Education (CUIBE). The College of Arts and Sciences is a member of AAC+U — The Association of American Colleges and Universities. The ARC-PA has granted Accreditation-Continued status to the Physician Assistant Program.

For more information please visit https://www.bryant.edu/.