POSITION ANNOUNCEMENT

DEAN for

INTERNATIONAL EDUCATION

New York, New York

THE UNIVERSITY IS BEING ASSISTED IN THIS SEARCH BY

TOM WYLY AND EARL KELLOGG OF

STRATEGIC CONSULTING

THE WYLY/KELLOGG INTERNATIONAL GROUP

Preferred Application Deadline: Friday, January 27, 2014

Please See the Final Pages of this Prospectus for Application Instructions

Preliminary Interviews Available at the Annual AIEA Conference,
I. SUMMARY OF THE OPPORTUNITY

The Fashion Institute of Technology (FIT) in New York City, a member of the State University of New York (SUNY) System, is already deeply international in character and recognized globally as a premier institution specializing in the diverse disciplines of design, fashion, and business. FIT has now made a strategic, mission-level decision to advance the importance of international education in all of its academic programs and related activities. With the assistance of Strategic Consulting: The Wyly/Kellogg International Group, FIT has conducted a preliminary review of its international commitments, and has decided to elevate the position of Senior International Officer from the level of “Director of International Programs” to “Dean for International Education,” reporting directly to its Vice President for Academic Affairs. The institution announces a national search to appoint a Dean who will bring new vision to bear in capitalizing on FIT’s existing international commitments and lead a process to create a new international plan for the future. The new Dean will be expected to provide comprehensive intellectual, administrative, and financial leadership: he or she will be charged to review the current International Affairs organization; to integrate international programming with FIT’s other key strategic priorities; to collaborate with School Deans, faculty, the Division of Enrollment Management and Student Services, and the Director of Institutional Research to help strengthen the international dimensions of academic programs and faculty development; to expand international opportunities for students; and to help mainstream international considerations in enrollment management, fund raising, and alumni relations. The new Dean need not be a specialist in a design-related academic discipline, but he or she should have a record of significant, comprehensive accomplishment in international affairs, and the capability to provide campus-wide leadership and to serve as a catalyst for significant institutional change. He or she will also need to thrive in an environment characterized by unusual creativity, entrepreneurship, and innovation. The new Dean should also lead the way in helping FIT capitalize fully on the extraordinary international resources of New York City, America’s most international city and the fashion and financial capital of the nation and the world.
II. **AN INTRODUCTION TO FIT**

Founded in 1944 and a highly competitive and distinctive member of the State University of New York (SUNY) system, the Fashion Institute of Technology is a dominantly undergraduate, master’s-level, professionally-oriented college that has long enjoyed world-wide preeminence in design, fashion, art, communications, and business. FIT’s mission is “to prepare students for professional excellence in design, fashion, and business, by providing a premier educational experience that fosters creativity, career focus, and a global perspective.”

Hallmarks of an FIT education include: (i) the integration of theory and practice; (ii) a curriculum that combines the timeless knowledge and critical skills acquired through the study of the liberal arts with exposure to current issues and best practices in corporate offices, studios, and showrooms around the world; (iii) instruction and mentoring by faculty who are leaders in both academic life and in industry; (iv) extensive experiential learning opportunities, provided through internships, guest lectureships, and industry-sponsored projects; (v) diverse international education opportunities; (vi) a commitment to the use of technology in teaching, learning, research, and outreach, with forty-six computer and specialty labs on campus; (vii) excellent student development programs and support services; and (viii) an institution-wide focus on capitalizing on the unparalleled cultural richness and extraordinary educational and career opportunities afforded by New York City.

FIT enrolls approximately 10,400 students in Associate, Baccalaureate, Master’s, and Continuing Education programs, and offers three different undergraduate and three graduate degrees: the Associate of Applied Science, Bachelor of Science, and Bachelor of Fine Arts; and the Master of Professional Studies, Master of Arts, and the Master of Fine Arts. Forty-seven major programs of study and eight certificates are offered through five schools: Art and Design; the Baker School of Business and Technology; Liberal Arts; Graduate Studies; and Continuing and Professional Studies.

Special features of the institution include the Presidential Scholars Honors Program, which has a strong international focus; a comprehensive Career and Internship Center, which serves both students and alumni; and the innovative and award-winning Museum at FIT, accredited by the American Alliance of Museums and one of the premier fashion museums in the world, which houses more than 50,000 garments, accommodates 100,000 visitors each year, and is the only such museum in the City of New York. The FIT Library is also a unique educational resource: its collection of 138,000 bound volumes is complemented by special collections and design-related services, files, and periodicals that are generally unavailable in the conventional academic libraries of far larger institutions.

There are approximately 250 full-time faculty at FIT, and a distinguished cadre of 750 part-time professional faculty, who are typically practicing industry experts in their respective fields, for a combined, full-time equivalent faculty of just under 500. The student-faculty ratio is 17:1, with 40% of classes enrolling 19 or fewer students and virtually no classes having over 29 students. FIT awards approximately 3,500 undergraduate and graduate degrees each academic year. The annual operating budget is over $160 million; the endowment is $32.5 million; and there are 100,000 living alumni. The institution is governed by a board of sixteen trustees: seven are appointed by the New York City Panel for Education Policy, eight by the Governor of the State of New York, and one student trustees chosen by FIT’s student body.
Seventy percent of FIT’s student body is full-time. Over 90% are undergraduates, and over 80% are women. The Institute attracts students from diverse socioeconomic backgrounds. Forty percent of FIT’s students come from New York City; another 23% from elsewhere in New York State; and approximately 27% from other states. More than 10% of FIT’s students enroll from other nations, with the largest representations coming from South Korea, Canada, China, Japan, and India. About 55% of the student body is white; approximately 10% Black; 18% Hispanic; 12% Asian; and 4% identify themselves as multi-racial. The largest Schools are Business and Technology, with over 4,300 students, and Art and Design, with over 3,600. Two-thirds of the student body are age 24 or under. The institution offers admission to only 39% of first-time freshman applicants, yields a very high 64%, and retains a remarkable 87% of its students. Approximately 450 students study abroad each year in 37 programs, with Italy, UK, France, Australia, and China as the most popular destinations. FIT graduates are eagerly sought after by leading fashion, design, and related businesses. FIT is accredited by the Commission on Higher Education of the Middle States Association, and by the National Association of Schools of Art and Design and the Council for Interior Design Accreditation.

As its name implies, FIT was created to serve the fashion industry, and fashion design remains the institution’s principal “calling card;” yet the institution’s mission and programs have continually expanded to serve all of the creative industries through an increasing variety of design, fine and applied arts, and business and technology programs. “Creativity” is the term that perhaps best describes FIT’s academic and managerial culture, and the institution strives to practice what it teaches. The institution’s unmistakable creative spirit helps shape the dual values of individual development and collegial teamwork which make FIT such a rewarding place to teach, work, and study.

FIT’s constituent schools are as follows:

- **The School of Art and Design**, serving over 3,600 students, offers 17 majors in fashion, art, and a wide range of design fields, taught by over 500 full- and part-time faculties. Programs of study are available in: Accessories Design; Advertising Design; Communication Design; Computer Animation and Interactive Media; Fabric Styling; Fashion Design; Fine Arts; Graphic Design; Illustration; Interior Design; Jewelry Design; Menswear; Packaging Design; Photography; Textile/Surface Design; Toy Design; and Visual Presentation and Exhibition Design.

- **The Jay and Patty Baker School of Business and Technology** serves over 4,000 students in 10 different majors with a focus on business in fashion and related professions. All Baker programs emphasize excellence in communications skills, creative problem-solving, advanced technology, and preparation for the global marketplace. The School’s curricula have been developed in consultation with industry leaders, and continually evolve to reflect cutting-edge developments in the professions. Students in the Baker School become connected to top-level fashion and cosmetics companies, manufacturing firms, advertising agencies, showrooms, and retail stores, and enjoy study abroad opportunities that help develop their personal international networks. Majors are available in Advertising and Marketing Communications; Cosmetics and Fragrance Marketing; Direct and Interactive Marketing; Entrepreneurship for the Fashion and Design Industries; Fashion Merchandising Management; Home Products Development; International Trade and Marketing for the
The School of Liberal Arts plays several roles at FIT. It provides a liberal arts foundation for undergraduate students and serves as home to FIT’s Presidential Scholars Honors Program. Instruction is offered in Art History and Museum Professions; English and Speech; Health, Physical Education, and Dance; History of Art and Civilization; Modern Languages and Cultures; Science and Mathematics; and Social Sciences. The School is also home to seven minor courses of study. Foreign language instruction is offered in French, Italian, Spanish, Japanese, and Mandarin Chinese. The Presidential Scholars Honors Program offers advanced courses that can substitute for various liberal arts requirements. A number of Honors courses have a particular international focus, such as Contemporary Chinese Cinema, Asian Literature, Greek Mythology, Art and Patronage in the Italian Renaissance, Politics in the Middle East, Global Finance, and Twenty-First Century International Conflicts.

The School of Graduate Studies enrolls approximately 200-250 students each year. Faculty in the Graduate School are experienced art world professionals, such as curators, historians, conservators, artists, designers, and dealers. FIT graduate students supplement their classroom work with practical experiences in galleries, museums, historic homes, conservation labs, auction houses, and artist studios. Graduate programs include the MA in Art Market Principles and Practices, Exhibition Design, Fashion and Textile Studies, and Sustainable Interior Environments; the MFA in Illustration; and the Master of Professional Studies in Cosmetics and Fragrance Marketing and Management and Global Fashion Management. The graduate programs are supported by advisory groups of professionals in the various design fields, often drawn from the Institute’s successful alumni, who provide strategic connections between FIT and the professions it serves.

The School of Continuing and Professional Studies is an invaluable resource to many individuals and student groups in New York City, including career-changers, executives, entrepreneurs and small-business owners, and industry groups. The School offers credit certificates in more than a dozen professional fields, including Haute Couture, Ladies Tailoring, Digital Photography, Millinery, Retail Management, and Sustainable Packaging Design. There are also non-credit certificates in almost twenty fields, such as Creative Enterprise Ownership, Computer Essentials in Fashion Design, Graphic Design and Web Design, E-Commerce and Social Media, Sustainable Design Entrepreneurship, and Wardrobe and Costume Design. The School also provides English Language programs, pre-collegiate programs for high school and middle school students, and short courses for working professionals designed to promote professional development and skill building. In addition, for more than twenty years, the School has operated an Enterprise Center providing instruction, conferences, and various special programs for those whose careers occupy the intersection between art and commerce.

III. FIT’S SENIOR LEADERSHIP

SHORT BIOGRAPHY OF JOYCE F. BROWN, PRESIDENT

Dr. Joyce F. Brown, appointed in 1998, has served as FIT’s sixth President since 1998.
A highly regarded educator and academic administrator, President Brown has had over 30 years of experience in public higher education. She held a number of senior administrative posts at the City University of New York (CUNY) before arriving at FIT, including acting President of Bernard Baruch College and Vice Chancellor of the University. Prior to her appointment at FIT, she was Professor of Clinical Psychology at the Graduate School and University Center of CUNY, where she is currently Professor Emerita. Dr. Brown also served as a New York City Deputy Mayor for Public and Community Affairs during the David Dinkins administration.

Throughout her career, Dr. Brown has been a strong advocate for public higher education and has demonstrated a sophisticated knowledge of the many communities that make up New York. She directed numerous special initiatives for CUNY, including the Urban Summit of Big City Mayors, as well as collaborations between the New York City Board of Education and the University which focused on improving academic preparation and retention in the secondary schools. In addition, she created and directed programs with the government of South Africa, including the Professional Development Program—an effort inspired by Nelson Mandela—designed to prepare black South Africans for key positions in business and industry.

Dr. Brown earned her Doctorate and Master’s degree in Counseling Psychology from New York University and her Bachelor’s Degree from Marymount College in Tarrytown, New York, where she served as a Trustee from 1994 to 2000. She also received a certificate from the Institute for Educational Management at Harvard University.

Active in numerous community, civic, and professional organizations, Dr. Brown also serves as president of The FIT Foundation, an advisory and support body to FIT. She is currently a director of the Ralph Lauren Corporation. In addition, she has served on state-wide commissions and task forces on the black family, child care and domestic violence. She has been honored by numerous educational, cultural and civic organizations, including New York University, Marymount College, Clark Atlantic University, The Town Hall, the Thurgood Marshall College Fund, the Brooklyn Chamber of Commerce, the New York County Supreme Court, and the Staten Island Economic Development Corporation.

Under Dr. Brown’s leadership, FIT instituted an unprecedented multi-year, multi-million dollar initiative coordinating strategic and investment planning to build faculty ranks, increase technology, expand the curriculum and improve student services. Dr. Brown is FIT’s first female and first African-American president.

SHORT BIOGRAPHY OF GIACOMO OLIVA,
VICE PRESIDENT FOR ACADEMIC AFFAIRS

Dr. Giacomo (Jack) Oliva, who joined FIT in 2011, is Vice President for Academic Affairs and a strongly committed internationalist. Previously he was Dean of the Hixson-Lied College of Fine and Performing Arts at the University of Nebraska, Lincoln; Director of the School of Music at the University of Florida; and head of the Department of Music at Mississippi State University. Dr. Oliva earned his Ed.D. in Music Education at New York University and his MA in Applied Music at Montclair State University, where he also received a BA cum laude in Music Education. He has served as chair of the College Music Society’s International Initiatives Committee and is a past president of the International Society for Music Education. In 2007, he
was named National Administrator of the Year by the National Association of Educational Office Professionals.

Biographies of the other members of the President’s Cabinet and of FIT’s academic Deans are available on the institution’s web site, http://www.fitny.edu/.

IV. CHALLENGES AND OPPORTUNITIES IN INTERNATIONAL EDUCATION AT FIT

Over the past year, FIT’s leaders have engaged in a strategic planning process that has further refined its institutional vision and academic goals, integrating FIT’s historic emphasis on creativity and the ever-increasing globalization of the professions and industries it serves. The institution’s new vision statement declares, “FIT will be globally celebrated as the institution where students, scholars, and teachers cross traditional disciplinary boundaries to stimulate innovation, partner with creative industries worldwide, and develop innovative design and business solutions.” To achieve this vision, FIT had identified three main goals for shaping its future: (i) academic and creative excellence; (ii) global innovation and entrepreneurship; and (iii) empowerment of the student community. While the second of these goals refers explicitly to the global character of FIT’s mission, the campus community understands that effective strategy must be conceived and put into effect regarding all three of these priorities.

As an integral component of planning for its future, FIT is embarking on a national search for a broadly experienced international education professional to provide new intellectual and administrative vision and leadership to the Institute’s globalization efforts. While FIT has long been deeply international in character, and continually becomes more so, its objective in elevating the senior international officer appointment to the level of Dean is to secure leadership that will guide the institution in creating a new campus-wide vision and plan for international education, one that will integrate international concerns into virtually all of FIT’s programs and activities. To achieve these ends, the Dean will collaborate with the institution’s faculty and all the members of the senior leadership team, and will be a member of the Deans’ Council.

Among the principal challenges awaiting a new Dean are the following:

- **INTERNATIONAL STRATEGY, PROGRAM GROWTH, AND ORGANIZATIONAL ISSUES**

As international education continues to advance at FIT, organizational and administrative approaches affecting internationalization may need to be reconsidered. One question, for example, is what collaborative approach would be most useful in developing a campus-wide international strategy and plan. Yet another is whether the size of FIT’s international staff, and perhaps particularly the study abroad and international student advising staff, may need gradually to increase--to support additional initiatives, to serve larger numbers of students and faculty, or to provide more comprehensive services. There may also be additional ways for FIT to collaborate with the SUNY System Global Office (which is also located in midtown Manhattan, rather than in Albany), to better support FIT’s expanding international agenda. FIT will look to the new Dean to provide guidance regarding such matters.
PROMOTING THE INTERNATIONAL DIMENSIONS OF CURRICULUM AND ADVISING

There is a general consensus at FIT that a new Dean for International Education, collaborating appropriately with his or her fellow Deans and with faculty, ought to have an important voice regarding curriculum and advising. FIT is well ahead of many other institutions in having developed through its strategic planning process a thoughtful overall concept of “Global Competency,” which it has defined as “The knowledge and skills to comprehend and explain globalization, to integrate information across disciplinary domains, and to prepare students to understand global affairs and events in a multicultural and diverse environment.” The institution has also defined a very clear set of criteria for establishing such competency.

One challenge is for the new Dean will be to work with fellow Deans and faculty to assess the degree to which FIT’s curricula have consistently embraced this objective.

Also, FIT is still in the early stages of considering which commitments it might make in the burgeoning area of online education, which is likely to continue to grow in importance in the world of fashion and design. For example, FIT’s may wish to consider whether the new international agenda should include expanding distance education options offered to international student audiences, or doing more in globally networked learning. Opportunities may also exist to collaborate more closely with the SUNY System’s COIL Program (the Center for Online Learning).

All of these issues, moreover, have the potential to impact the international components of FIT’s approaches to student advising regarding international education.

DEEPENING THE INTERNATIONAL DIMENSIONS OF FIT’s APPROACHES TO FACULTY AFFAIRS, PARTNERSHIPS, AND RESEARCH COLLABORATIONS

FIT will look to the new Dean to focus greater attention on international matters across the broad range of faculty affairs, such as faculty recruiting, professional development, and recognition and reward structures. The Dean may also be able to play a role in promoting international research collaborations and other kinds of strategic partnerships.

ADVANCING INTERNATIONAL STUDENT RECRUITMENT AND RETENTION, AND INTERNATIONAL STUDENT AND SCHOLAR SERVICES

FIT is globally recognized for excellence in fashion, design, and business, and thus has long been able to attract a sizable international student enrollment. It also has achieved high international student retention rates. Given FIT’s global reputation, the institution could likely achieve almost any international enrollment goals it desires, but it will look to the Dean, collaborating with the Division of Enrollment Management and Student Services, to bring a more strategic focus to international student recruitment and international services issues. One question before FIT is the degree to which more ambitious international enrollment goals would be compatible with the institution’s historic mission of service to New York City and New York State residents. FIT would also like to do more to promote a truly international campus culture that benefits all students and all members of the FIT community. Further, any new directions should also serve
the objective of earning the loyalty of FIT’s international students, so that they become dedicated alumni interested in serving the institution in a variety of ways.

- **MAINSTREAMING INTERNATIONAL CONSIDERATIONS INTO FUND RAISING, ALUMNI RELATIONS, AND THE FULL RANGE OF EXTERNAL RELATIONS ACTIVITIES**

FIT wishes to bring a deeper international focus not just to academic and student development matters, but also to the many other administrative functions that support the college’s academic mission. FIT’s leadership team is eager to work with the new Dean to develop additional approaches to raising external funds for supporting international initiatives, for example, and to working with the institution’s international alumni. FIT believes an opportunity may exist to secure a position as the nation’s leading globally-oriented higher education institution of fashion and design and related business professions, and to achieve the kind of external support from its stakeholders merited by such preeminence.

**V. REQUIRED AND PREFERRED QUALIFICATIONS**

FIT seeks a broadly experienced international education professional who can provide comprehensive new leadership in creating and executing a strategic vision for the institution’s international future. It wishes to appoint a person who offers both *the intellectual wherewithal* to promote important academic change in international matters in collaboration with Deans and faculty, and *the administrative and financial experience and capabilities* necessary to assure best policies and practices in current and new initiatives, and the campus-wide leveraging of international efforts. As a strategic thinker and creative and entrepreneurial collaborator, the Dean will help FIT create distinctive international approaches that will assure that students receive the finest education possible, and will mentor the international affairs staff and other faculty, administrators, and students. As a seasoned and experienced international affairs administrator, the Dean will oversee all the work of the Office of International Programs (including study abroad, exchanges and partnerships), review FIT’s international organizational structure and policies and practices, promote a truly international campus culture, and help mainstream international concerns into fund raising, alumni relations, and external relations.

The Dean will be the principal officer on campus strategizing, leading, advocating, promoting, developing, and assessing international undertakings. He or she will function as the peer of the Institute’s other Deans, as a member of the Deans’ Council, and as the point person relied on by the President and Academic Vice President regarding the full range of international matters. The Dean will provide indispensable leadership in helping FIT create an international future that will distinguish its graduates in the professions and assure FIT’s earned preeminence as a universally recognized global leader in higher education for design, fashion, and business. In all this work, the Dean will need to capitalize on FIT’s creative, entrepreneurial, and collaborative culture, and on the unmatched resources and opportunities in international affairs offered by New York City.

Required qualifications include:

- an earned, terminal degree
- academic experience in one or more international settings
- a significant and successful record of academic administration
a broad background in international education and the collaborative development of programs
knowledge of best practices and compliance issues
a record of innovative and transformative academic leadership
an appreciation of the role of emerging technologies in international teaching and learning
the ability to promote campus-wide collaboration and teamwork
demonstrable experience in leading, planning, budgeting, marketing, delivering, overseeing, and assessing higher education international programs
knowledge of public and private funding sources supporting the internationalization of academic programs, and success in securing such funds
a commitment to diversity and equal opportunity
strong command of written and spoken English
the ability to travel domestically and internationally on FIT’s behalf

Additional desired qualifications include:
proficiency in one or more languages in addition to English
research, development, and cultural competencies acquired through experience traveling, living, and working abroad
active participation, if not leadership accomplishment, in relevant professional organizations

Based on these qualifications, candidates will be evaluated on evidence of past performance and future promise in leading transformational international change. Applicants do not need to be career experts in the creative professions, i.e., fashion, design, art, and related business and communications pursuits; rather, they should possess an understanding and appreciation of FIT’s mission, and be genuinely comfortable and effective functioning in FIT’s distinctive culture.

VI. ADDITIONAL INFORMATION AND APPLICATION PROCEDURES

FIT is being assisted in this search by Strategic Consulting: The Wyly / Kellogg International Group, a national higher education consulting firm specializing in institutional strategy, international education, and searches for leadership positions.

For questions, nominations, or to discuss this opportunity in further detail, please contact Dr. Thomas J. Wyly (tomwyly@juno.com, 617-489-2673) or Dr. Earl D. Kellogg (earlkellogg@gmail.com, 217-621-3856).

FIT requests that candidates apply directly online: please submit (i) a cv/résumé, (ii) a cover letter relating the applicant’s experience to the responsibilities involved and providing current salary and compensation expectations, and (iii) the names of at least three references to http://fitnyc.interviewexchange.com/jobofferdetails.jsp?JOBID=42106.

FIT’s review of applications will begin in January, 2014, and applications will continue to be welcomed until an appointment is made. Tom Wyly and Earl Kellogg will also speak with interested candidates during the forthcoming AIEA Annual Meeting, scheduled for February 16-19, 2014 at the J. W. Marriott Hotel in Washington, DC.
Referees will not be contacted without prior permission, and candidate confidentiality will be scrupulously respected.

_The Fashion Institute of Technology is an Equal Opportunity Employer
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