



DEAN OF ACADEMIC AFFAIRS



LIM COLLEGE





THE OPPORTUNITY

LIM College, the nation's only college focused exclusively on the study of business and fashion, is seeking a Dean of Academic Affairs. The Dean will provide leadership for the six academic departments, developing and sustaining an environment of academic excellence for students and faculty, and ensuring a collaborative working environment for educational team members. The Dean will report directly to the Associate Vice President for Academic Affairs.

THE COLLEGE

Seven decades ago, Maxwell F. Marcuse, an authority and pioneer in the fields of education and fashion, was asked by leading retailers to create an educational institution that would prepare young women for work in the business of fashion. In 1939 Mr. Marcuse founded what was originally known as the Laboratory Institute of Merchandising (LIM) and as of August 2009 became LIM College.

In 1971 the College was authorized to grant associate degrees and it also became coeducational. Maxwell F. Marcuse's son, Adrian G. Marcuse, assumed the presidency in 1972, and in 1977 LIM College became the first proprietary college to receive accreditation from the Middle States Association. Bachelor of Professional Studies degree-granting powers were authorized in 1982, followed by Bachelor of Business Administration degree-granting powers in 1996.

LIM College's current President, Elizabeth S. Marcuse, is the third generation of the founding family to hold this position. With nearly 20 years of experience in the fashion industry, President Marcuse's background and expertise bring fresh insight to LIM College's mission. Under her leadership the College has experienced significant strategic growth and greatly expanded its physical plant and academic offerings, most notably with the addition in 2009 of a Master of Business Administration (MBA) degree program with concentrations in Fashion Management and Entrepreneurship.

LIM College's four campus locations are situated in the heart of midtown Manhattan, in very close proximity to all major subway lines and close to both Grand Central Terminal and Penn Station. The College's main building on East 53rd Street is just off Fifth Avenue.





THE COLLEGE (*continued*)

The four locations total in excess of 100,000 square feet of state-of-the-art classrooms, studios, labs, administrative offices, academic and student support services and a graduate studies/continuing education center. Currently, more than 300 of LIM's approximately 1,300 students reside in a brand new college-managed residence hall on Manhattan's Upper East Side.

Although LIM College is a proprietary college, it has always reinvested its surplus into the institution. This is evidenced by the addition and renovation of the physical plant, continuous upgrades of teaching facilities and instructional equipment, and expansion of the College's faculty and student support services. President Marcuse reports to a 9-member Board of Directors, most of whom, including the chair, are not members of the family that owns the College.

LIM College is today extremely well-positioned to capitalize on New York City's vast educational and professional resources in the fashion merchandising, marketing and design industries. Every student participates in three required internship experiences, designed to provide valuable professional experience and to assist students in making connections between theory and practice. New York City also offers students virtually a limitless number of extracurricular and recreational opportunities, of which the College and student groups take full advantage.

PROGRAMS OF STUDY

LIM College offers the BBA in Fashion Merchandising, Marketing, Management, and Visual Merchandising; the BPS in Fashion Merchandising; and the AAS and AOS in Fashion Merchandising. This March, the College launched its first graduate program, an MBA with concentrations in Fashion Management and Entrepreneurship. This is the only program of its kind in the nation. Every student enrolled in the bachelor's degree programs must complete 35 credits of liberal arts coursework and 12 credits of internship. LIM College provides free of charge to all students tutorial services in writing and mathematics. The College is also committed to assisting students in launching careers in their chosen field. Consistently, over 90% of graduates each year accept a position in the industry within six months of graduation.

In the fall of 2008, LIM College also began a pilot of its first continuing education program, enrolling a small cohort of associate degree alumni in an online bachelor's degree program in fashion merchandising.





LIM COLLEGE'S STUDENT BODY

As of the fall, 2009 semester, LIM College enrolled 1360 degree seeking students, 94% of whom are female. Forty-one percent of students are from New York State, one percent from a foreign country, and 58 percent from outside of New York State. The majority of out-of-state students come from New Jersey and Connecticut. The College enrolls a fairly traditional student body, with the average age of incoming freshmen at 18, and the average age of the total student body at 20. Ninety-five percent of all incoming freshmen are enrolled in a baccalaureate program with the remaining five percent enrolled in an associate degree program.

LIM COLLEGE'S FACULTY

One of LIM College's many attributes as a professionally-oriented institution is its outstanding faculty of working professionals. Most of the faculty in the College's major areas of study have considerable industry experience and bring that experience to bear in the classroom. Moreover, 80% of the faculty holds an advanced degree. At present, there are 207 members of the faculty, 15% of whom are full-time. LIM College has plans to expand the size of its full-time faculty and to allocate more resources for faculty development, to include funds to support faculty scholarship and professional activity.

INSTITUTIONAL STRENGTHS

LIM College has dedicated itself to providing its students with a high-caliber educational experience that extends well beyond the classroom. This abiding commitment to student success is reflected in the resources the College allocates to direct educational and student support activities.

- LIM College has made considerable investment in new, state-of-the-art facilities and learning technology systems. Currently the student to computer ratio is 5:1;
- Nearly all of the College's 100,000 square feet of instructional, support, and office space are recently renovated;



INSTITUTIONAL STRENGTHS *(continued)*

- LIM College has a highly successful experiential learning component to all its degree programs; each student participates in three required internship programs;
- LIM College enjoys an extremely high career placement rate: over 90% of graduates are working in their field within six months of graduation;
- LIM College has an exceptionally dedicated faculty who take their job of helping students realize their educational and professional goals very seriously. The faculty also possess a remarkable amount of industry experience and the appropriate academic credentials to teach at the college level;
- LIM College enjoys very strong relationships with its large number of industry partners;
- LIM College's location in the fashion, art and design, advertising, and media capital of the United States is an asset the College leverages fully; and
- LIM College enjoys a solid financial foundation, generating healthy annual surplus that allows for fairly continuous capital improvements to facilities, equipment and student services.

THE POSITION

The Dean will provide leadership for the six academic departments, developing and sustaining an environment of academic excellence for students and faculty, and ensuring a collaborative working environment for educational team members. The Dean is responsible for the professional development of the department chairs, the review and administration of academic policies, curriculum development and improvement, faculty workload management, as well as the assurance of academic standards and the assessment of those standards. Under the leadership of the Associate Vice President for Academic Affairs, the Dean ensures the fulfillment of LIM College's strategic plan as it pertains to academic departments. In support of this, the Dean oversees the College's learning outcomes assessment program, ensuring the development of appropriate measurement for learning outcomes as well as continuous improvements to meet learning goals.

Specific job duties include the following:

- Oversight responsibility for the professional development of the Assistant Dean of Student Academic Affairs, Department Chairs, and the Director of Assessment and Curriculum;
- Advising the Associate Vice President for Academic Affairs on the development of academic policies and procedure;
- Ensuring academic departments are in compliance with academic policies and procedures;
- Overseeing the fulfillment of faculty responsibilities as they pertain to teaching, service and scholarship;
- Promoting and directing curriculum implementation and development;



THE POSITION (*continued*)

- Enforcing and communicating curriculum policies and approving exceptions;
- Overseeing learning outcomes assessment and the implementation of changes based on that assessment;
- Overseeing the Fashion Scholars Program;
- Approving the graduation list;
- Working with the Associate Vice President for Academic Affairs on setting standards for course rigor; and on the hiring and promotion of full-time faculty;
- Supervising and reviewing the academic content of all College publications;
- Approving adjunct faculty teaching and curriculum assignments and payroll;
- Working with the Associate Vice President for Academic Affairs on Middle States accreditation and State Education approval processes;
- Interviewing prospective applicants at Open House Programs; and
- Making on site visits each December to students placed in Work Project I and Work Project II or Senior Co-op.

QUALIFICATIONS

LIM College is seeking a new Dean who is a strategic thinker, an experienced educator and an effective manager of people, and who has:

- An earned doctoral degree in an appropriate discipline with preference for an advanced degree in a field of business;
- The ability to articulate the College's mission, vision, and unique position in higher education;
- A minimum of ten years in a higher education setting including both teaching and academic administration experience;
- Excellent communication, managerial and organizational skills; and
- A consultative management style and commitment to collegiality.



KEY INDICATORS

Type of College:	Private for Profit
Academic Programs:	Bachelor's degrees are offered in Fashion Merchandising, Visual Merchandising, Marketing and Management, Associate degrees in Fashion Merchandising; new MBA program
Admissions - First Time Freshman:	Applications Received 1109 Students Admitted 716 Students enrolled 261
Enrollment:	1360
Tuition:	\$19,900 \$19,400 housing
Job Placement:	Over 90% placement rate six months post graduation
Average SAT Score:	948
Transfer Students:	Applications received 417 Students admitted 278 Students enrolled 189
Retention Rate:	65% of new Freshman/ 80% of transfer students return for the Sophomore year/third semester (3 year average)
Graduation Rate:	67% of the Freshman class of 2000 completed a degree program in six years or less.
Living Alumni:	5500
Number of Faculty:	207
Student/ Teacher Ratio:	7:1
Study Abroad:	Two study abroad trips and an exchange program are offered for credit. Locations include London, Paris, other European cities, and China.
Accreditation:	Commission on Higher Education of the Middle States Association of Colleges and Schools



APPLICATION PROCEDURES

Applications are due by **November 15, 2009** when screening will begin. To be considered, candidates should e-mail, as Microsoft Word or Adobe Acrobat attachments: 1) a cover letter that addresses the duties and qualifications listed above; 2) a current résumé or curriculum vita; and 3) the names, phone numbers, and e-mail addresses of three references to: **LIMDean@rhperry.net**

FOR FURTHER INFORMATION CONTACT:

NEIL A. STEIN, *Vice President*

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

LIM College is an Equal Opportunity Employer. LIM College does not discriminate based on race, religion, color, age, gender, national origin, physical disability or sexual orientation.

www.limcollege.edu

