



NEW YORK UNIVERSITY

Dean

Leonard N. Stern School of Business

New York University

New York, NY

THE SEARCH

New York University Stern School of Business (NYU Stern), an innovative, top-ranked business school, seeks a dynamic and impact-driven leader to serve as dean. With a cutting-edge curriculum that prepares students to thrive in an age defined by change, a world-class faculty whose research drives that change, both a world-class MBA and undergraduate program, a top-ranked university home in NYU, and an enviable locational advantage in the heart of New York City, NYU Stern offers unparalleled opportunities for students and faculty. It is a standard bearer for a premier business education and is uniquely poised for continued growth and impact.

The dean will lead an enterprise that is substantial in scale, complexity, and range of activities. Nearly 5,000 students and 470 faculty work across eight departments and 26 programs, including a robust undergraduate program and 19 centers, institutes, and initiatives. Ranked 7th among business schools by *U.S. News and World Report*, in the top 10 by the UT Dallas Worldwide Business School Research Rankings, and as a top 5 undergraduate business program by USNWR, NYU Stern is a strong and flourishing institution with a rich and vibrant culture. At a critical inflection point in both higher education broadly and within the business school environment, the dean has the opportunity to lead a dedicated community of scholars and educators in a consistently innovative business school into the future and build on incredible institutional momentum. The dean will chart a bold course and compelling vision for the next chapter of NYU Stern, placing it at the forefront of business education and scholarship worldwide.

Today, NYU Stern School of Business is a global incubator for agents of change. NYU Stern draws on the energy of New York and an array of global sites to innovate and adapt. Recent years have brought exciting new programs, new formats, new geographic offerings, new student experiences, and lifelong learning for alumni to meet the changing needs of companies and students in the 21st century. Since the 2018/2019 academic year, NYU Stern introduced seven new programs, including focused MBAs spanning technology, entrepreneurship, luxury and retail; an Executive MBA in Washington, DC; the first online

master's in management in the U.S.; a joint master's with NYU Shanghai; a one-year MBA program in Abu Dhabi launching in January 2025; and more.

NYU Stern is a critical part of NYU, one of the most dynamic institutions around the world that has propelled itself to the forefront of global higher education. With a unique combination of scale, global reach, and academic rigor, the university has distinguished itself amongst its peers and is primed to achieve even greater levels of impact and excellence. The new president has set a bold agenda with four strategic pathways: promoting interdisciplinarity, developing a distinctive profile in science and technology, leading in global education, and supporting a flourishing community to guide the university's future. NYU Stern sits at the crux of these pathways and has already been a pioneer for NYU, paving the way with creative interdisciplinary and global efforts that are instrumental to the university's overall success.

The successful candidate will be a champion for teaching and scholarship, have outstanding communication and interpersonal skills, a deep commitment to global inclusion, and a personal style that engenders trust and respect. The dean will have high energy, political astuteness, and the ability to galvanize the community around a vision. They will be a first-rate scholar and administrator who will empower a high-performing leadership team and bring experience running an organization. The dean will sustain and strengthen the school's scholarly enterprise by recruiting and retaining a talented and diverse faculty and working with the NYU Stern Executive Board and Alumni Council to ensure that the curriculum is reflective of a dynamic and fast-paced global landscape and that all components of its degree portfolio are competitive, cutting edge, and impactful. The dean must be a compelling public representative for NYU Stern, willing and comfortable as a leading voice in public forums. They will build and deepen external relationships across varied populations both locally and globally and grow the school's resources.

NEW YORK UNIVERSITY

Guided by values of access, opportunity, and excellence, NYU is a diverse, global research university. Founded in 1831 with a mission to be a center of higher learning that would be open to all, regardless of national origin, religious beliefs, or social background, New York University is today one of the largest private universities in the United States and a leader in global education. From a student body of 158 during NYU's very first semester, enrollment has grown to more than 60,000 students. Today, students come from every state and from 133 foreign countries. NYU's alumni community is nearly 470,000 strong and spans 183 countries in addition to the United States.

NYU's story is one of vibrant growth and dramatic improvements in academic reputation, the eminence of its faculty, the size and influence of its research portfolio, the quality of its students, and the strength of its undergraduate, graduate, and professional education programs. Its 18 schools and colleges in New York City encompass the arts and sciences, law, business, dentistry, education, nursing, performing and fine arts, public service, engineering, social work, and continuing and professional studies, in addition to one

of New York City's largest and most accomplished medical centers. Full degree-granting campuses in Abu Dhabi and Shanghai are joined by 13 additional global academic centers across six continents. The research enterprise at NYU has achieved new heights, more than doubling in the past decade to \$1.27 billion in annual R&D expenditures in FY 2022. As per the National Science Foundation's Higher Education Research and Development (HERD) report, NYU's research expenditures rank it as the top research university in New York City, the seventh among private universities nationally, and among the top 15 institutions nationally. NYU climbed eight positions in the overall HERD ranking, making it the fastest-growing research university among its peers.

NYU is adventurous and ambitious. It rewards entrepreneurship, inspires philanthropy, and is determined to continue its remarkable upward trajectory. At the heart of the University are its dedicated staff and its more than 5,000 faculty (roughly half tenured/tenure-track and half contract), whose research and teaching have placed them at the forefront of their disciplines. Among the faculty at NYU are Nobel laureates and Abel laureates; Guggenheim Fellows and MacArthur Fellows; Academy Award, Tony Award, and Emmy Award winners; Howard Hughes Medical Institute Investigators; members of the American Academy of Arts and Sciences, National Academy of Science, National Academy of Engineering and the Turing Award; and winners of the Pulitzer Prize, the National Humanities Medal, the National Medal of Science, and the National Medal of Technology. For 16 straight years, NYU has been a dream school, receiving over 100,000 student applications each year and an 8% acceptance rate at the undergraduate level in 2024. At the same time, NYU is dedicated to increasing access across socioeconomic status, meeting the full financial need of all undergraduate students on the New York campus. In October 2023, President Mills announced the [NYU Promise](#): starting in fall 2024, all undergraduates who start as full-time first-year students in New York will not have to pay tuition if they have a family income under \$100,000.

Linda G. Mills became the 17th president of New York University on July 1, 2023. [President Mills](#) assumed the role after serving as NYU's Vice Chancellor and Senior Vice Provost for Global Programs and University Life for 11 years. In the summer of 2024, Georgina Dopico was named NYU's provost after serving as interim provost beginning in August 2022. Provost Dopico joined the NYU faculty in 2000 and has served as Vice Provost for Faculty Affairs, FAS Dean for Humanities, Director of Global Curriculum for CAS, Chair of the Department of Spanish and Portuguese, and Director of Medieval and Renaissance Studies.

As NYU approaches its bicentennial in 2031, NYU's leadership team has established a set of [strategic pathways](#) to serve as aspirational guideposts for the University.

Lead the world in interdisciplinary collaboration for innovation and impact: Distinguished by its combination of scale, breadth, and global network, NYU has a significant opportunity to lead the world in interdisciplinary collaboration in the form of multi-school and multi-location research and educational programs that generate high-impact practices and offer novel opportunities for students.

Develop and capitalize on a distinctive profile in science and technology that lifts and differentiates NYU globally: NYU will leverage its significant strengths in science, technology, design, entrepreneurship, and global convening to create a distinctive world-class ecosystem that draws in talent and makes NYU a preferred partner for academic institutions, industry, and government on large-scale research efforts. Drawing upon deep assets across the university, including those in the arts and humanities, social sciences, health, business, law, and policy, will multiply NYU's real-world impact and help make NYU a champion of progress on key global challenges.

Lead the world in global education and research: NYU will be the world's leader in global education and research, featuring a vibrant network of academic locations around the world; strong support for globally oriented research and creative work; a large and thriving population of international students, faculty, and staff; and global study experiences and program offerings that distinguish an NYU undergraduate education and give students a unique edge relative to their peers.

Build and sustain a welcoming and supportive community in which students, faculty, and staff can flourish, and timely graduation is a top priority: NYU will be a vibrant, diverse, welcoming, and accessible global community where all feel supported, connected, and inspired to do their best work. Diligent and persistent attention will be paid to reducing and eliminating barriers to success, improving on-time graduation rates for students, efficiently and effectively providing research and teaching support for faculty, and providing robust opportunities for professional development and growth for staff.

NYU STERN SCHOOL OF BUSINESS

New York University Stern School of Business, located in the heart of Greenwich Village and deeply connected to the city, is one of the nation's premier management education schools and research enterprises. NYU Stern offers a broad portfolio of transformational programs at the undergraduate, graduate, and executive levels, all of which are enriched by the dynamism, proximity, and access to one of the world's greatest business capitals and financial hubs. NYU Stern is home to a tight-knit community that fosters inclusion, belonging, diversity, and equity and inspires its members to embrace change in a fast-paced, connected, global business education landscape.

More than 2,800 undergraduate students call NYU Stern home, taking advantage of a curriculum that incorporates liberal arts courses and that offers a deep dive into social responsibility, a globally inclusive perspective, an exploration of a wide range of industries and careers, and unlimited opportunities in New York City as well as around the world. With an admission rate of less than 5%, the undergraduate program attracts some of the most academically gifted students from around the globe and is ranked #5 for best undergraduate business schools by *USNWR*. NYU Stern offers five undergraduate BS degree programs in

Business; Business and Political Economy; Anand Khubani BS in Business, Technology, and Entrepreneurship; Business/MS in Accounting; and Business/BFA in Film and Television.

More than 1,000 full-time master's students, including over 600 two-year, full-time MBA students, and nearly 100 PhD students comprise the graduate portfolio in New York, with additional students spanning Executive MBA programs in New York, DC, and the TRIUM Global Executive MBA (NYC, London, and Paris), the Langone part-time MBA (now offering hybrid options), and online MS in Quantitative Management (one of only two such programs among top business schools), among others. NYU Stern also offers a number of dual-degree programs that take advantage of the full scope of NYU, including a JD/MBA with the School of Law, an MD/MBA with the School of Medicine, and the NYU x NYU / NYU Stern program, which allows undergraduate students from the College of Arts and Sciences, Tandon School of Engineering, Global Liberal Studies, NYU Stern School, and Steinhardt School of Culture, Education, and Human Development the opportunity to pursue their full-time two-year MBA at NYU Stern within 2-5 years of their undergraduate graduation.

Recognizing that the world of today and the future will be defined by change, NYU Stern embraces that concept as a central tenet. NYU Stern is innovative and entrepreneurial, which has been a key ingredient in its continued success. Program, curriculum, and faculty have been nimble and responsive as the landscape of business education has evolved. For example, in 2022, NYU Stern introduced the [Change: Studio](#) for full-time MBA students. This co-curricular program is designed to help students become adept at understanding, impacting, and driving change. Three pillars, reflective of NYU Stern's strengths and inclination to look forward, anchor this curriculum: Leadership Development, Experiential Learning, and Entrepreneurship Programming. Students engage in the studio from the first moment they arrive on campus for orientation and then self-select from a menu of options in each area throughout their MBA experience. By any metric, NYU Stern offers successful outcomes for students. Both undergraduates and MBA graduates rank among the top schools for employment after graduation. In 2023, the full-time MBA class set record highs for mean total compensation and median base salary. The NYU Stern alumni body is a robust 114,000 strong.

At the heart of NYU Stern's culture of innovation is the exceptional faculty. Over 470 strong (more than 200 of whom are full-time, tenure-track) NYU Stern faculty are thought leaders and figures of influence in research and the world of business. Ranked number one globally among business schools for research downloads, NYU Stern faculty are prodigious scholars. The faculty also includes successful entrepreneurs and leaders with extensive industry experience, global impact, and public profiles. NYU Stern faculty are dedicated teachers and mentors, committed to students both as academics and aspiring professionals, and eager to bring innovation and real-world experience into their classrooms.

NYU Stern's world-class faculty lead a range of institutes, centers, and initiatives across disciplines, driving innovation and research. These efforts influence business and policy around the world and bring students in contact with the evolving real-world issues of the marketplace. They include the [Altman-Paulson Initiative on Bankruptcy, Restructuring & Financial Distress](#), the [Berkley Center for Entrepreneurship](#), the

[Center for Business and Human Rights](#), the [Center for Global Economy and Business](#), the [Center for Sustainable Business](#), the [Center for the Future of Management](#), the [Chao-Hon Chen Institute for Global Real Estate Finance](#), the [Climate Finance Initiative](#), the [DHL Initiative on Globalization](#), the [Endless Frontier Labs](#), the [Fubon Center for Technology, Business and Innovation](#), the [Glucksman Institute for Research In Securities Markets](#), the [Henry Kaufman Initiative in Financial History](#), the [Initiative on Purpose and Flourishing](#), the [Leadership Accelerator](#), the [NYU Pollack Center for Law and Business](#), the [Salomon Center for the Study of Financial Institutions](#); the [Vincent C. Ross Institute of Accounting Research](#), the [Volatility and Risk Institute](#). NYU Stern faculty have a longstanding, widely known reputation for innovative, rigorous, and impactful research and recognize this as an essential piece of the NYU Stern identity. Faculty routinely publish in top journals and are often referenced in news and popular media outlets.

NYU Stern is a large, diverse, and successful academic unit. It operates on a \$360M budget (FY25). In recent years, NYU Stern has hit record highs in fundraising. Over the last five years (FY19-23), NYU Stern has raised an average of \$66M a year, up 74% from an average of \$38M a year in the prior five years. In FY24, NYU Stern saw \$71M in total money raised, just ahead of the annual average.

NYU Stern also serves as a major driver for entrepreneurship and innovation while keeping students at the center. The Endless Frontier Labs (EFL) draws over a thousand applications from startup founders affiliated with leading universities across the globe who are looking to massively scale their laboratory ideas with the guidance of business professionals, scientists, mentors, and VCs. Additionally, NYU Stern's MBA students who take the EFL course are paired with the 100 startups that are ultimately selected into the 9-month program to gain unparalleled real-world experience. Since 2019, over \$2 billion in equity financing was raised from 237 start-up graduates at a combined valuation of over \$6 billion. A full 100% of all EFL graduates seeking seed financing have received it, and 53% of the 2023-24 cohort were women-led (in contrast to the less than 10% of VC dollars that went to women-led firms in the U.S. in 2023).

THE ROLE

The dean serves as the academic and administrative leader of NYU Stern and is responsible for the strategic, operational, and financial health of the school and its programs. The dean must possess vision and organizational skills to maintain NYU Stern's innovative edge in a time of external change. They will facilitate and support a talented and driven community to embrace change and invent solutions. The dean is the chief communicator among the diverse constituencies and must ensure strategic cohesion across a broad and complex enterprise. The dean reports to the provost and serves as a leader at NYU, working in concert with the administration and fellow deans to advance the institution's strategic priorities. The dean leads a large senior leadership team of 14 vice deans, associate deans, and officers spanning all mission areas.

Dean Emeritus Raghu Sundaram, who served NYU Stern as dean from January 2018 to June 2024, has moved into President Mills' administration, serving since the summer of 2024 as Senior Vice-Chancellor and Head of Global Strategy in support of the NYU Strategic Pathways.

OPPORTUNITIES FOR THE NEXT DEAN OF NYU STERN

Among the opportunities and challenges the next dean will be expected to tackle are the following:

Further NYU Stern's drive to innovate and lead in business education

The dean will work collaboratively to ensure the articulation and advancement of a bold and forward-looking plan for NYU Stern as it continues to solidify its identity as an institution at the cutting edge of global business education, offering curricula that prepare students for the future and research, insights, and innovations that inform a rapidly changing world. In so doing, the dean will ensure that NYU Stern is aligned and contributing towards the values outlined in NYU's Strategic Pathways.

The dean will continue to leverage NYU's unique attributes, including its location in New York City and its diverse global sites, as well as its areas of academic preeminence. They will serve as an institutional leader and drive collaboration across NYU schools, units, faculty, and students. The dean will set strategy, inspire the community, gain buy-in from constituents, and make bold decisions to ensure NYU Stern's continued national and international stature in a competitive environment.

Lead a high-functioning internal organization

The dean will inherit an organization that has a high standard of operational excellence across a very broad set of programs and activities and a healthy culture that has been built on trust and transparency between leadership and faculty. The dean will provide expert guidance to a high-performing senior team and empower their success. NYU Stern is resourceful, and it has achieved remarkable success with fewer resources than some peer institutions. The dean must promote efficient use of resources and pursue efforts that leverage NYU Stern's advantages in collaboration, innovation, and entrepreneurialism to thrive. They will ensure that structures, systems, and processes are optimized so that all members of the community are able to execute at the highest level. The dean will evince transparency and clarity around decision-making and operate in a data-driven manner.

Expand the financial base to fuel NYU Stern's ambitions

The dean is the chief ambassador and fundraiser for NYU Stern. The ability of NYU Stern to continue its trajectory will depend on the continuous infusion of resources from philanthropy, as well as creative revenue generation. Growing the endowment will be a priority for the dean, as well as investing in new space. The dean will be a tireless advocate for the school and strengthen relationships with relevant

audiences and supporters. NYU Stern has a large and committed alumni base, as well as access to industry and donors in New York City and other major global cities. The dean builds enthusiasm for NYU Stern's potential and will articulate the value and impact NYU Stern has on the world. Seizing on the entrepreneurial culture, the dean will also have market savvy and a sense of opportunities to develop programs that will enhance the funding streams to support faculty, students, and programs.

Recruit, retain, and support a diverse faculty and staff

The dean leads a school that attracts and retains the highest caliber of faculty and staff. The dean sets the tone and should prioritize investments in people through attention to faculty hiring, retention, mentorship, and development, as well as staff recruitment, success, and career advancement. They will continue to nurture a culture that is supportive, prioritizes well-being, and provides opportunities for professional growth. NYU Stern's geography can be an advantage in attracting top scholars and staff, but it also presents recruitment challenges. The dean will think creatively about solutions and develop resources to mitigate issues related to housing and other aspects of recruitment and retention that are imperative for NYU Stern to be competitive for top talent.

Champion the values of diversity, equity, inclusion, and belonging

NYU Stern believes in maximizing everyone's potential, allowing all individuals to feel a sense of belonging and experience an environment with few barriers. The dean will realize these values and support NYU Stern's "ecosystem approach," wherein a culture of diversity and inclusion is embedded throughout every aspect of the organization and is integral to all systems. The dean will bring a personal track record of actions and impact that embodies these same values and share a deep commitment to the value of diverse cultures and perspectives. They will be a champion of and a partner in efforts to promote these values at NYU Stern and the university.

Continue to foster an outstanding student experience

Students are drawn to the rigor, energy, and opportunity present at NYU Stern. The dean will be student-centered and outcomes-focused in their support for exceptional programs at the undergraduate, graduate, doctoral, and professional levels. The dean will cultivate a rich intellectual setting for students, replete with opportunities for growth and exploration and with support structures that enable students from a diverse array of backgrounds, prospects, and skill sets to thrive at NYU Stern and beyond. NYU Stern serves a large undergraduate population and, therefore, must maintain a close partnership with the central university services that support students.

Embrace a global identity

The international character of NYU Stern and NYU is woven into the fabric of every aspect of the school. The global presence of NYU is a tremendous competitive advantage that attracts students, faculty, staff,

and partnerships to NYU Stern and adds substantively to the educational and research opportunities. The dean will ensure that global activities and perspective are an integral and definitional component of NYU Stern. They will continue to seek new opportunities to further the global component of NYU Stern, ensure the strength of its global brand, and make the school an active presence and partner across NYU's global sites. The dean should be active in discussions regarding whether NYU's global presence is sufficiently diversified to sustain the challenges of an ever-shifting geopolitical landscape.

QUALIFICATIONS AND CHARACTERISTICS OF THE DEAN

NYU Stern seeks an inspiring leader who combines bold thinking, tireless work ethic, strong managerial skills, and the highest level of integrity. In addition to scholarly distinction and significant administrative experience, the successful candidate will be a collaborative leader who is deeply committed to the work of advancing a great school and university.

The search committee understands that no single candidate will have all of the ideal qualifications, but it seeks candidates with the following experience and abilities:

- A doctorate or equivalent terminal degree;
- An experienced, accessible, empathetic, and creative administrator with a track record of impact; ability to guide cross-cutting strategic initiatives from ideation to implementation;
- Experienced standards of excellence that will inform their leadership at NYU Stern;
- Outstanding listening and communication skills; a proven collaborator who can work in partnership;
- Strong management, planning, and financial skills; ability to operate in a large and complex organization and to maintain focus on priorities;
- Demonstrated ability in fundraising, soliciting, and stewarding individual donors and philanthropic partners;
- Ability to represent the University externally and engage alumni, business leaders, and others in the work of NYU Stern;
- A demonstrated record of developing creative strategies for recruitment, retention, and development of faculty and staff;

- A deep dedication to students, working on their behalf, with demonstrable commitment to student success, wellness, and outcomes;
- A sincere appreciation of research activity in an academic setting and the ability to support initiatives for transformative scholarship and research;
- Evidence of working collaboratively with a senior leadership team; judicious and diplomatic temperament; ability to motivate and empower colleagues combined with a courteous and respectful manner;
- A record of distinguished scholarship and teaching requisite for a tenured appointment as a full professor at New York University;
- Unimpeachable moral compass and the highest standard of ethics and integrity.

COMPENSATION

Compensation will be commensurate with experience, with an anticipated salary range of approximately \$860,000 to \$950,000.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

New York University has retained Isaacson, Miller to assist in this search. Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent in confidence via the Isaacson, Miller website for the search.

<https://www.imsearch.com/open-searches/new-york-university-leonard-n--school-business/dean>

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reproductive health decision making, sex, sexual orientation, unemployment status, veteran status, or any other legally protected basis. Women, racial and ethnic minorities, persons of minority sexual orientation or gender identity, individuals with disabilities, and veterans are encouraged to apply for vacant positions at all levels.