COLLEGE OF BUSINESS ADMINISTRATION
DEAN
POSITION PROFILE
The University of Missouri–St. Louis (UMSL) invites nominations and applications for the position of Dean of the College of Business Administration. Reporting to the Provost/Vice Chancellor for Academic Affairs, the Dean has broad authority and responsibility for oversight of all aspects of the academic endeavors of the College of Business Administration.

As a key member of UMSL’s leadership team, the Dean will steer the trajectory of academic brilliance within the College, fostering an environment where innovation meets inclusivity and impactful engagement.

If you are ready to empower a College of Business Administration to new heights of innovation, impact, and inclusivity, UMSL is eager to welcome you into this transformative role. Your legacy awaits, as you steer the course towards a future of excellence.

UMSL seeks a dynamic, innovative and visionary leader for the College of Business Administration who:

- Champions the public and civic role of higher education and is prepared to meet the challenges and address the complexities of urban and metropolitan universities.
- Facilitates change-management within the College, with attention to building trust, improving processes, and seizing opportunities that align with strategic priorities.
- Models effective policies and practices that promote diversity and inclusion in all activities of the University.
- Embraces and expands opportunities to engage with and serve community partners.
- Cultivates an environment that inspires curiosity in students, faculty, and staff and encourages personal and professional learning and growth.
- Exhibits flexibility and is adept at leading diverse constituencies in the rapidly changing landscape of higher education.

The College of Business Administration consists of 6 departments and 3 centers and has approximately 1,190 undergraduate students, 615 graduate students, 116 full and part-time faculty, and 30 full and part-time staff. With its AACSB dual accreditation for its business and accounting programs, the College offers 11 baccalaureate degree programs and 3 undergraduate certificates, 18 graduate programs (including at the doctoral level), 8 accelerated master’s programs and 17 graduate certificates. Many of these programs are prominently ranked at the national level. (Fall 2023)
THE POSITION

The Dean, as the Chief Academic and Administrative Officer of the College, is a campus leader who helps guide innovation, learning, community engagement, and the University’s strategic mission. Academically, the Dean is responsible for leading the College’s faculty hiring and promotion decisions across all ranks, amplifying its collective research and scholarly productivity, and cultivating a culture of curricular innovation that leads to world-class student outcomes. Administratively, the Dean oversees strategic planning, budget management, fundraising, and promotes community engaged scholarship, outreach, and partnerships to ensure that the College’s operations are inclusive, effective, efficient and impactful. The Dean provides the overall vision and leadership to guide and expand the College’s service to the St. Louis region and beyond and enhance its national and international reputation driving UMSL to be the premier College of Business for St. Louis and beyond.

The Dean is also responsible for ensuring equity and excellence in research, discovery and creative activity; educational programs; and service that emanates from the College while fostering a culture within the College to achieve the University’s mission of Transforming Lives. The Dean exemplifies, supports, acknowledges, and commemorates the individual traits and behaviors that foster a sense of variety, fairness, togetherness, and acceptance among every member of the College.

The successful candidate will promote student achievement, enriching the lives of students including non-traditional, international, and first-generation college students. The Dean will drive enrollment, retention, and AACSB-accredited academic programs and research/scholarship, while amplifying the College's engagement with the broader community.

By capitalizing on the University's urban essence, the Dean will chart a course for growth within the ever-evolving higher education landscape and will be pivotal in advancing the College's alignment with UMSL's mission and objectives.
UMSL’s College of Business Administration seeks a dynamic, innovative leader who can synthesize the diverse perspectives and strengths of its constituencies and stakeholders. The Dean will work to leverage the unique nature of the University’s vibrant urban setting and help to develop a vision and strategies that will support the growth and success of the College in a rapidly changing higher education environment. Additionally, the Dean needs to ensure the College of Business Administration is a driving contributor to the University’s mission and desired objectives.

The overarching priorities are **Student Success, Impactful Research, Connection & Engagement, College of Business Community & Culture, and Visible Pride in our Institution**. The following efforts align with the stated priorities, including efforts to:

- Cultivate, evaluate, and implement innovative ideas and strategies for enrollment growth, student retention, and student success.
- Facilitate and execute strategic initiatives across all disciplines.
- Support, develop, and grow faculty research and scholarly and creative works.
- Advance the strong traditions of UMSL’s teaching excellence by supporting innovative methods and informed approaches to learning.
- Create strategic community-engaged opportunities for interaction, collaboration, and partnerships among students, faculty, community members, cultural and civic institutions, and industry leaders.
- Align philanthropic activities and donor-supported interests with the activities of the College’s programs and operations.
- Collaborate with University leaders, faculty and staff to identify opportunities for partnerships that contribute to the University’s mission.
- Embrace and strengthen a range of backgrounds, fair treatment, a sense of belonging, and a culture that fosters unity among faculty, staff, and students.

**OTHER OBJECTIVES**

- Promote and lead institutional self-assessment and continuous improvement, with attention to accreditation, tenure, and promotion processes.
- Lead successful fundraising initiatives in collaboration with a rich ecosystem of community partnerships and alumni.
- Provide leadership and support for cross and interdisciplinary initiatives.
- Generate, evaluate, and act on options and opportunities through budgetary analysis.
- Build consensus among stakeholders about the strategic direction and priorities of the College.
**Vibrant culture of continuous improvement** whereby our deep connections throughout the business community and strong culture of research keep us on the cutting edge of learning.

**Rich awareness** throughout our communities that the College is the gateway to success for ambitious students seeking a fulfilling career in business.

**Significant presence in high schools and community colleges** so students and their families are fully aware of the transformational opportunities available at the college.

**Vigorous research agenda** that improves the practice of business, expands scholarly knowledge, and informs our teaching. Our research will continue to emphasize an applied focus that impacts both society and the academy.

**Lively and diverse community of students, faculty, and staff** engaging with one another on campus and in virtual environments.

**Strong partnerships with employers** such that the College is their destination of choice for recruiting the next generation of professionals.

**Robust range of experiential learning opportunities** for students, particularly paid internships.

**Dynamic culture of alumni involvement** in the life of the College, both as life-long learners and as professionals contributing to the learning environment we provide to students.

**Visible pride in our institution** across the many people with a stake in our success, including students, alumni, staff, faculty, and the St. Louis Community.
ACCOUNTING
- The UMSL Coba Accounting Students consistently pass the CPA exam at rates which often lead the region.
- Four students in the last 15 years have won the prestigious national Elijah Watts Sells Award for superior performance on the CPA exam.
- Graduates participate extensively in internship employment and continue to experience full employment upon graduation.
- Innovation in curricular design as evidenced by the 3+2 program.
- Faculty publish in prestigious journals, including The Accounting Review, Contemporary Accounting Research, the Journal of the American Taxation Association, and Auditing: A Journal of Practice and Theory.

GLOBAL LEADERSHIP AND MANAGEMENT (GLAM)
- GLAM is consistently addressing changes in the Management and Leadership environment through curricular innovations in Human Resources, corporate Governance and Leadership.
- The research excellence within GLAM is highlighted by having a faculty member recognized as being in the Top 2% of scholars world-wide.
- The GLAM faculty are particularly invested and involved in the success of the DBA program teaching most of the courses and chairing most of the dissertations.

FINANCE
- Innovation in curricular design is evidenced by the inception, creation and execution of the new FinTech programs.
- A focus on student engagement and success through programs like the Student Investment Trust leading to national recognition and numerous competition victories.

MARKETING AND ENTREPRENEURSHIP
- Innovation in curricular design is evidenced by the inception, creation and execution of the new programs in Entrepreneurship.
- A nationally recognized leadership role in Social and Digital Marketing through the successful execution of the Midwest Digital Marketing Conference.
- The research excellence within Marketing is highlighted by having faculty members appointed to Editorships at the premier Marketing journals.

INFORMATION SYSTEMS AND TECHNOLOGY (IST)
- IST was the regions first Department of Homeland Security and National Security Agency’s National Center of Academic Excellence in Cyber Defense Education (CAE-CDE).
- IST’s dedication to student success, engagement and employability is showcased by Hackathons, Career Conferences and Mentorship programs.
- Innovation in curricular design and responsiveness to the changing IST environment are evidenced through the creation of the Cybersecurity programs and the restructuring of the IST degree.

SUPPLY CHAIN & ANALYTICS (SCA)
- The SCA department offers the most comprehensive supply chain degree programs in the State of Missouri and the Midwest region, including BSBA, MS/MBA and PhD.
- The SCA department is tightly connected with the businesses and organizations in the St. Louis region through its actively engaging SCA Advisory Board.
- The SCA faculty conduct cutting-edge research, funded by NSF, US DOT and the private sector, with significant economic and social impacts in the region and beyond.
- The Master of Science in Supply Chain Analytics program was ranked No. 1 by Intelligent.com in 2022 and 2023.
UMSL|Accelerate

- Leads the region in the ability to engage the community and the campus in educating, innovating and collaborating through the creation and execution of Accelerators focused on the future of power generation.
- Responsiveness to the changing entrepreneurial landscape is evidenced by the creation of the entrepreneurial programs and courses.

Supply Chain Risk And Resilience Research Institute

- The center builds valuable partnerships with organizations such as the USDA, Association for Supply Chain Management (ASCM), Council of Supply Chain Management Professionals (CSCMP), and NASA-Acres to promote responsive and sustainable practices in the supply chain industry.
- We conduct impactful research projects focused on addressing critical supply chain challenges in the agriculture, food, and healthcare sectors. These funded projects offer practical insights and recommendations to enhance responsiveness, efficiency, safety, and sustainability in supply chains.
- We provide diverse opportunities for networking and professional development to foster collaboration, knowledge sharing, and innovation within the supply chain community.

Center for Excellence in Financial Counseling (CEFC)

- The CEFC develops, implements, monitors and evaluates high quality, effective financial counseling programs.
- Responding to the needs of the community, CEFC focuses on client impact, consumer education and the student debt crisis.

Executive Education

- Responding to the educational needs of the region, Executive Education has created new programs with large institutions centered on leadership, human resources and talent development.
- Executive Education is focused on not only the needs of the region, but the needs of the College to generate additional and innovative sources of revenue.

The International Business Institute (IBI)

- The IBI integrates a global mindset into the COBA curriculum and programs through study abroad, faculty exchanges and academic programs.
- The IBI has raised and awarded over $600,000 in scholarships to support study abroad and creates a positive impact through its leadership in the Consortium for Undergraduate International Business Education.

Graduate Business Office

- 8 Accelerated Master’s programs launched in FS23:
  BS Business Administration to MS Fintech, BS Business Administration to MS, Business Adm, BSBA to MS Supply Chain Analytics, BS Accounting to MS Accounting, BS Cybersecurity to MS Cybersecurity, BS IST to MS IST, BS Cybersecurity to MS IST, and BS IST to MS Cybersecurity.
- Cohort based, 100% Online, 16-month MBA program (premium priced at $34,650) launched FS21. FS23 cohort includes 36 students.
- Cohort based, hybrid, 3-year Doctorate in Business Administration (DBA) program (premium priced at $100,800), launched in FS17. Globally ranked by CEO Magazine annually since program inception. Member of the Executive DBA Council, currently has 55 actively enrolled students and 36 alumni.
UMSL’S COLLEGE OF BUSINESS ADMINISTRATION

Points of Pride

**TOP 25** ~ International undergraduate business program has ranked nationally by U.S. News and World report for the last 18 years.

The College of Business Administration holds dual accreditation in both business and accounting from the AACSB – a recognition earned by less than 2 percent of business schools worldwide.

**1ST ~** in Missouri for Veterans, 2021 Military Times best for Vets ranking

**No. 1 ~** Top 28 Master’s in Supply Chain Management Degree Programs in 2023 by Intelligent.com for a second year.

**1st ~** Only AACSB-accredited Doctor of Business Administration program in Missouri, offering research concentrations in all areas of business administration

**3% ~** Princeton Review ranking of business schools in the nation.

Business Students enjoy nearly **100% job placement rate**.

UMSL is a primary partner in the **first-ever accelerator** to focus primarily on **energy technologies**. The Ameren Accelerator players include Ameren Corporation, UMSL Accelerate and Capital Innovators.

**Multiple advisory boards** help develop curriculum, support mentorship and provide student internship opportunities.
PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES

Minimum Qualifications:
- A terminal degree and a proven record of success in teaching, research/scholarship and service commensurate with the appointment as a tenured faculty member at the rank of Professor in one of the College’s disciplines.
- A record of outstanding administrative and leadership success in academic organizations.

Candidates should demonstrate in their application the following capabilities and characteristics:
- Experience with AACSB policies, processes, and guidelines; and overall curriculum/program development and assessment.
- Impactful leadership experience in higher education with progressive levels of responsibility and an understanding of the difference between leadership and management.
- A willingness to promote collaboration across diverse constituencies on campus and in the community.
- Strong communication and interpersonal skills, with a demonstrated commitment to promoting shared governance and transparency.
- Meaningful experience in promoting and facilitating student access and success, student enrollment and retention, academic programming, research/scholarship, and community engagement.
- Evidence of collaborative and strategic decision-making that forms and expands our student-centered mission and support for research.
- Experience in working with complex budgets.
- Developing and implementing innovative programs or initiatives to enhance student access and success, including for adult learners and first-generation college students.
- Developing and implementing diverse and inclusive learning and working environments.
- Experience in strategic planning and implementation.
- Evidence of leadership in productive community partnerships that reflect an understanding of the role that metropolitan, land-grant universities and public education play in a democracy.
- An enthusiasm for external resource generation from a variety of sources, including private donors, industry and other community partners, foundations, government agencies, and alumni.
APPLICATIONS AND NOMINATIONS

The University invites letters of nomination, applications (letter of interest and full resume/CV), or expressions of interest to be submitted to the Executive Recruitment team of the University of Missouri System at the email address below. Review of materials will begin immediately and continue until an adequate pool is established, or until the appointment is made. Later in the search process, additional information may be sought from interested candidates, along with the names and contact information for at least five references. Candidates will be notified before references are contacted.

It is preferred, however, that all nominations and applications be submitted prior to **October 13th, 2023**.

**APPLY HERE**

Or

Send application materials to:

**Office of Human Resources:**
**Executive Recruitment**
**Kelly Oliver, Recruitment, UM System**
**umhrexecutivesearch@umsystem.edu**

_The University of Missouri – St. Louis is fully committed to achieving the goal of a diverse and inclusive community of faculty, staff, and students. We seek individuals who are committed to this goal of collaboration and inclusion and value the many unique qualities and experiences a diverse environment offers._

_Equal Opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without unlawful discrimination on the basis of their race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by applicable state or federal law. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations or the recruiting rights of military organizations associated with the Armed Forces or the Department of Homeland Security of the United States of America._
Established in 1963 and celebrating its 60th anniversary, the University of Missouri–St. Louis is the region’s premier public university in eastern Missouri and comes with a storied history. UMSL is a metropolitan, public research and teaching institution consistently recognized for its strong academic programs across disciplines and is considered a primary driver of the St. Louis economy. Supported by nearly 700 faculty across nine schools and colleges, UMSL offers an array of degree options including doctoral and graduate degree programs, numerous bachelor and certificate programs, and is home to the only professional optometry school in Missouri.

With an ambitious goal to become the nation’s premier metropolitan public research university, UMSL is a Tier 1 public research institution that prides itself on creating greater access to higher education and is an institution on the move. In three years, the university has risen 69 spots in the U.S. News & World Report rankings, and now is now ranked No. 107 among all public universities in the nation. UMSL scored even higher on the 2023 list of “Top Performers on Social Mobility” and ranks No. 1 in Missouri and No. 75 nationally, an improvement of 25 places from last year’s rankings.

As a long-time recipient of Insight Into Diversity Magazine’s Higher Education Excellence in Diversity Award, UMSL is focused on advancing inclusive prosperity for all its students. UMSL is also proud to be ranked for the first time by U.S. News among the nation’s Best Colleges for Veterans.
UMSL serves more than 15,000 students annually and is committed to meeting the diverse needs of students in the state’s largest metropolitan community, and as such, is focused on educating both traditional and nontraditional students. Because of our focus on student retention and academic support open to all students, UMSL graduates the most diverse college-educated workforce of any university in the state.

UMSL provides excellent learning experiences and outcomes to thousands of students annually whose influence on the region upon graduation is immense. While UMSL’s more than 110,000 graduates can be found in all 50 states and throughout world, their greatest impact is felt in the St. Louis region where more than 75% remain to live, work, lead and contribute to the state's most diverse and economically important region. Moreover, UMSL boasts the largest alumni network in the St. Louis region and our alumni contribute $13.4 billion annually in overall economic impact to the state of Missouri.

UMSL enjoys collaborative partnerships with civic, business, and other regional and national organizations to provide tremendous opportunities for collaboration, research, knowledge creation and to build a thriving workforce pipeline. Many UMSL alumni find tremendous opportunity for their careers in St. Louis, close to their alma mater, as members of the regional workforce. Chief among those that employ UMSL graduates are the region’s 14 Fortune 1000 companies and large private organizations. For example, the UMSL campus houses the headquarters of Express Scripts, a subsidiary of CIGNA, one of the nation’s leading corporations, and we maintain strong ties to significant manufacturers and industry leaders in the St. Louis region such as Ameren, Anheuser-Busch InBev, Boeing, Edward Jones Investments, Enterprise, Emerson, Nidec and Wells Fargo Advisors, just to name a few.
The next Dean will help UMSL transform lives across the important region of Missouri and throughout the nation and world. As outlined in the UMSL Strategic Plan, The University of Missouri–St. Louis intends to fulfill its vision to become:

...a beacon of hope, a force for good, and a leader in the pursuit of excellence in education, impactful research and community service. We boldly assert that education is for everyone who is willing and able to seek it out. We honor the duties inherent in our land-grant beginnings by positioning ourselves as partners in the search for knowledge, progress and positive change for ourselves, our communities, our world.
Built on a foundation of **TRUST**, a guiding principle of **INCLUSION**, the transformative pursuit of **INNOVATION**, the promise of **ACCESS**, the commitment to **SUCCESS**, and the steadfast action towards **ENGAGEMENT**, UMSL lives these six core values every day.

The new Dean will work closely with the Provost and serve to lead the university in its efforts to further build its reputation as a premier metropolitan public research university. To help implement the vision, the Dean must have great leadership and communication skills to interact with campus constituency groups, including academic, staff, student, athletic and organizational leaders, as well as alumni throughout the region, state, and nation.

*This is an exciting time for an academic leader to join UMSL and help us make transformational impact!*
ABOUT THE CAMPUS

Spread across 470 acres in metropolitan St. Louis, UMSL is a classically-built campus complete with a physical infrastructure to support student needs, modern teaching and learning, and cutting-edge research. As the university is celebrating its 60th anniversary this year, the campus is setting a course toward a renewed and reimagined campus that will serve both students and faculty, and surrounding communities for decades to come. UMSL will establish a cohesive academic core, including comprehensive renovations of classrooms, laboratories and community spaces. This transformation of the university’s academic core paves the way for UMSL to redevelop 35-acres to create a North St. Louis County Workforce and Business District that will benefit students as well as surrounding communities.

A world-class recreation and wellness center, comfortable residence halls and the inviting Millennium Student Center appeal broadly to UMSL’s student interests and offer our diverse student body the ability engage in safe and engaging physical spaces.

The infrastructure for learning and teaching has seen great physical advances over recent years with Anheuser-Busch Hall (College of Business Administration), a state-of-the-art College of Optometry Patient Care Center, and a Science Learning Building. These capital projects represent the greater emphasis being placed on UMSL’s investment in creating modern spaces for learning and teaching that provide direct impact to our faculty, staff, students and the greater St. Louis community.
The University of Missouri–St. Louis has many guiding principles — none more important than inclusive excellence. As one of the most culturally and ethnically diverse campuses in Missouri, UMSL is committed to maintaining a climate where all students, faculty, staff and visitors can explore their interests, refine their talents and flourish. This philosophy has helped UMSL develop into a world-class teaching and research institution that reflects the community in which it exists and serves.
UMSL FACULTY

UMSL's faculty includes a diverse intersection of scholars with a shared goal to provide a high-quality education, lead innovative research, and elevate community engagement and service. Our more than 700 full- and part-time faculty are at the core of our efforts to become the nation’s top urban, metropolitan research university and lead in key areas like physical and mental health, literacy, geospatial, business administration, criminal justice, ecology, public policy, supply chain, nursing, education, social work and much more.

UMSL has a long-standing commitment to shared governance. The UMSL Faculty Senate, for example, meets monthly to discuss various topics that concern the faculty and the campus community. The senate recommends and implements educational policy, particularly in areas of curriculum, degree requirements, methods of instruction, research, requirements for admission, student affairs and faculty status. The University Assembly works in conjunction with the Faculty Senate as part of the shared governance process at UMSL and brings the faculty, staff, students, and administrators together to discuss a wide range of topics and exchange information about the campus community.

UMSL STAFF

Together, UMSL’s nearly 1,000 full- and part-time staff are focused on supporting the academic experience of our students and lead in their respective areas to ensure that the university continues to carry out its mission to transform lives through higher education. This includes staff who lead our instructional support services, information technology, university libraries, business and fiscal operations, enrollment management, marketing and communications, facilities and much, much more.

The UMSL Staff Association fosters a spirit of unity and cooperation among all employees at UMSL and serves as a conduit to university administration to bring forward ideas and recommendations related to support staff in their work. The UMSL Staff Association is comprised of all benefits-eligible administrative, service and support staff at UMSL and is led by the Staff Council comprised of 25 representatives elected from eligible campus staff.
UMSL students are as diverse as they are driven to pursue their education. Fall of 2022, UMSL saw a 67% increase in full-time first-time in college students and realized an 18% increase in full-time transfer students. Overall, the UMSL student body consists of more than 15,000 students, the majority of which are from the St. Louis metropolitan area. However, we have a growing number of non-resident students and this we welcomed more than 130 international students from 28 different countries this fall.

UMSL is committed to ensuring the success of our students, and we are proud to have one of the most culturally and ethnically diverse campuses in the entire state of Missouri. Our students enjoy a close-knit campus community that welcomes all students. Our dedicated Student Affairs and Student Involvement teams engage students through more than 1,300 campus events annually and oversee the more than 100 recognized student organizations. Student Academic Support Services provides students with a wide range of academic supports so they can persist to graduation and our Career Services team guides students to internships and job placements.

With more than 75% of our 110,000 alumni living in the area, UMSL is the primary supplier of the St. Louis region’s workforce. The success of UMSL's alumni is paramount to our regional and state success. We also have a growing network of more than 30,000 engaged alumni across the nation and globe. Our alumni are driven and compassionate citizens, and understand the challenge of balancing work and sometimes family life with seeking educational excellence. The Office of Alumni Engagement and UMSL Alumni Association work diligently to advance the priorities of campus units and to produce engagement, volunteer and giving opportunities for alumni at all stages of their careers and lives, from new alumni celebrations, to Advocacy Days in Jefferson City, to Golden 50th reunions.

There clearly exists a rich network of successful alumni with which the next Provost and VCAA will engage and partner to ensure long-standing success for the campus and its students and programs.
Today the Gateway City is an exciting metropolitan region with 2.9 million people, 14 Fortune 1000 companies and some of the largest private firms in the U.S.

UMSL takes an active role in supporting the St. Louis region through a focus on providing an accessible and high-quality education, leading community engaged research and engaging with key partners to advance the region. For example, UMSL and Edward Jones are co-leading the St. Louis Anchor Action Network to bring together institutions, businesses, community leaders and other stakeholders to address longstanding racial, economic and spatial inequities in the St. Louis region to build inclusive prosperity. This effort is the cornerstone of Greater St. Louis Inc’s 2030 Jobs Plan to build inclusive economic growth in the region and focuses on leveraging our collective economic and organizational resources to advance intentional hiring, local spending and career development in North St. Louis County and St. Louis City.

Additionally, St. Louis City is home to the National Geospatial Intelligence Agency’s West Headquarters where UMSL is leading a partnership with to develop effective K-16 educational geospatial programs and is one of only four universities in the U.S. to have an Educational Partnership Agreement with the NGA to create a geospatial career pipeline. UMSL is also co-leading research and development for the new St. Louis Regional Advanced Manufacturing Innovation Center, supported with a $25 million federal Build Back Better Regional Challenge grant.

UMSL committed to meeting the workforce integration needs of the region. For example, we share partnerships with Amazon, Coca Cola, Nestle, Boeing, Edward Jones and Verizon that allow employees to seek degrees, certifications and upskilling to benefit not only the individual and the corporation, but our region and state.