



Position brief for the position of Dean, College of Business University of Colorado Colorado Springs

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Opportunity Overview

The Position

The Dean of the College of Business and Administration is the chief academic and administrative officer for the College and reports to the Executive Vice Chancellor for Academic Affairs at the University of Colorado Colorado Springs (UCCS). The Dean works closely with a management team and collaboratively with the faculty of the college. Primary responsibilities for the Dean include building and maintaining the quality of business programs, building and supporting faculty teaching and scholarship, managing Association to Advance Collegiate Schools of Business International (AACSB) accreditation, strengthening relationships with the business community, and fundraising. The Dean must work collegially with fellow members of the Deans' Council and other senior university administrators to advance the mission of the University.

finger on the pulse of internal challenges and opportunities while understanding how these connect with the UCCS community and align resources.

Strong relationship building skills with people up, down, and across the university will be critical to the Dean's success in unifying the school and forming a collaborative vision that is embraced by faculty, staff, and students. This vision will incorporate scholarship and research, innovative programming, increased relationships and partnerships with the external/business community, and engaging chair and faculty members in the formulation and implementation of this vision for a cohesive, high functioning, high morale college within UCCS.

Challenges and Opportunities for Leadership

The successful candidate is a business education leader who has worked in collaborative, entrepreneurial environments. S/he will quickly become a student of the UCCS in the figurative sense while understanding student success is top priority for the university.

A strong, intuitive sense of the future direction of Higher Education beyond the obvious and how to leverage future opportunities to serve students and ensure their success will be key. Like a Chief Executive, s/he will need to have his/her



About University of Colorado Colorado Springs

UCCS is home to more than 12,400 driven students, more than 800 experienced faculty members and more than 800 devoted staff members. On its awe-inspiring campus, UCCS focuses on providing an academically excellent environment at a value to students nationally, and across 80 nations. The experience students gain at UCCS provides an incredible service to the community of Colorado Springs and the greater southern Colorado region, with UCCS contributing about \$700 million each year in economic impact in El Paso County alone.

Mission

The Colorado Springs campus of the University of Colorado shall be a comprehensive baccalaureate and specialized graduate research university with selective admission standards. The Colorado Springs campus shall offer liberal arts and sciences, business, engineering, health sciences, and teacher preparation undergraduate degree programs, and a selected number of master's and doctoral degree programs.

Vision

UCCS, a premier comprehensive undergraduate and specialized graduate research university, provides students with academically rigorous and life-enriching experiences in a vibrant university community. UCCS advances knowledge, integrates student learning with the spirit of discovery, and broadens access to higher education for the benefit of southern Colorado, the state, nation, and world.

The UCCS Core Values

Student Focus

UCCS never forgets that students are the reason for being. The University considers students and student outcomes in all its decisions. UCCS provides a supportive environment in order to create lasting and significant educational experiences for every student.



Integration

UCCS values the integration of teaching with research and creative work. Scholarship enriches teaching and teaching enriches scholarship. The University sees these activities as interdependent, allowing for synergies that benefit students, faculty and all members of the university community.

Innovation

Innovative and entrepreneurial spirit, the UCCS community members are creative problem solvers in the classroom, in research endeavors and in campus operations. UCCS is a catalyst for economic, social, and cultural changes in communities it serves. The University provides opportunities for community members to develop the skills of innovation and creative expression.

Collaboration

Collaboration and teamwork are absolutely necessary for success in today's world. UCCS models collaboration in its research, teaching, and campus operations. UCCS actively seeks opportunities to collaborate, build partnerships, and engage with external organizations.



Inclusive Diversity

Inclusive diversity is foundational to the teaching and scholarship that prepares students, faculty, staff, and community members for both local and global multicultural realities. UCCS provides an open, safe, and supportive campus environment based on mutual respect, engagement and learning for everyone including those from the full spectrum of backgrounds, social identities, abilities, cultures, perspectives, and university roles.

Dynamic Responsible Growth

UCCS values dynamic growth while continuing to be financially responsible, academically sound, and environmentally sustainable. UCCS meets the future with energy, enthusiasm, and a commitment to retaining a close, interconnected campus community.

Integrity

Integrity and ethical behavior from each member of the campus community in all interactions are paramount. UCCS is an environment where people treat each other with respect and appreciate each other's contributions.

For more about UCCS, please visit:

<https://www.uccs.edu/ir/data/quick-facts>

UCCS College of Business

The UCCS College of Business is committed to its students and to building their successful futures. A keystone of the college is a commitment to the Daniels Fund Ethics Initiative at UCCS, which provides a framework for ethical decision making and instruction. At UCCS, students are educated by nationally and internationally recognized faculty who use real-world experience and hands-on research to get students ready for an ever-evolving workforce.

The College offers undergraduate and graduate programs both online and on campus. Undergraduate students choose from traditional disciplines like Accounting, Finance, Information Systems, Management, and Marketing as well as unique programs like PGA Golf Management, Sport Management, and a Bachelor of Innovation. At the graduate

level, the College offers an MBA with ten different areas of emphasis and a Master of Science in Accounting (MSA). The Career Development Office offers workshops, networking events, and internships with local businesses to help students gain hands-on experience that paves the way for career success.

The College of Business is accredited by AACSB International - the Association to Advance Collegiate Schools of Business. Only 5% of business schools have earned this distinction.

The Online MBA is ranked as one of the 50 best programs in the nation and #1 in Colorado. This ranking is based on factors such as student engagement, admission selectivity, reputation, faculty credentials, student services, and technology. Furthermore, UCCS online MBA has been independently ranked a national Best Buy among Association to Advance Collegiate Schools of Business (AACSB) accredited online degrees by GetEducated.com, a consumer watchdog group that reviews and ranks online universities for cost, quality, and credibility. The UCCS College of Business has consistently ranked as a Top Business Program by U.S. News & World Report, and is one of the top public, master's granting universities in the Western region.

For more information about UCCS College of Business, please visit: <https://www.uccs.edu/business/>



The Position

Summary & Reporting Relationships

Duties & Responsibilities

The Dean is responsible for development activities in the College of Business and Administration. S/he:

- Develops community, industry, and government partnerships that support College programs and provide external resource enhancement.
- Obtains resources, support, and funding to sustain outstanding graduate programs.
- Develops a research infrastructure to assist the faculty in seeking sponsored research opportunities.
- Obtains funding for scholarships, laboratory equipment, and capital development.

The Dean exercises effective administration and management skills in the College of Business and Administration. S/he:

- Provides effective management and execution of fiscal policies and procedures.
- Makes decisions in a timely, ethical, and professional manner.
- Deals fairly and equitably with all stakeholders including faculty, staff, and students.
- Supervises faculty and staff personnel, oversees faculty workload with input from the appropriate department chair, establishes and ensures compliance with equitable policies and procedures including those for promotion and salary adjustments.

- Establishes policies and procedures for shared College governance and collegial decision making.

The Dean is an open, collaborative leader with a keen desire to work closely with faculty and staff. S/he:

- Establishes a shared vision that is consistent with the mission and goals of the University and College.
- Initiates and maintains strategic plans for academic programs, College departments and collaborative initiatives.
- Advances a research environment aligned with the mission of the campus.
- Promotes quality academic programs that meet the educational requirements of the students and external constituents.
- Encourages a climate of student support and success.
- Plans and coordinates academic program reviews to acquire and maintain accreditation.
- Maintains an environment of open communication with all interactions carried out in a professional manner.
- Enhances a culture of diversity and community with faculty, staff, and students.
- Uses excellent communication and interpersonal skills to articulate the College's vision, mission and goals to the UCCS campus, CU system, and external constituents.



The Candidate

Competencies & Areas of Expertise

- Proven ability to bring vision and leadership to a school of business.
- Astute and prolific at building cohesive relationships on and off-campus.
- Track record in securing funding, external partnerships, and diverse revenue streams.
- Ability to manage college and departmental budgets, balancing allocation of resources to faculty professional development and research.
- Known as entrepreneurial, creative, and innovative in approach.
- Commitment to inclusive excellence.
- Experience with AACSB accreditation.
- Exemplifies UCCS values by demonstrating the highest level of integrity, ethics, and professionalism.

Essential Qualifications

- Leadership experience in business higher education, for profit and/or nonprofit arena.
- Terminal degree in one of the disciplines housed in the College and a record sufficient to merit appointment as a tenured full professor or a related degree with significant experience in leading a College of Business.
- Successful administrative experience at an AACSB-accredited college at the level of academic department head, assistant dean, or dean, or other comparable administrative experience appropriate for the college is required.



How to Apply

In order to apply, please submit a comprehensive CV along with a cover letter which expresses your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include the names and addresses of three references. References will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is by email at:
uccs_dean_cb@odgersberndtson.com

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For a conversation in confidence, please contact:

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About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity and care, and are expert in finding exceptional individuals for challenging roles.

WE ARE GLOBAL

We have the support of an excellent international network of offices on the ground.

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