Dean, College of Business
The University of Texas at Arlington
Tier 1 in Global MBA, North American MBA and Global Executive MBA Rankings by CEO Magazine 2017

Position Overview

The University of Texas at Arlington (UTA) invites nominations and applications for Dean of the College of Business. Chosen Dean will serve as chief academic officer of the College of Business to advance the institution’s proud tradition of excellence in academics, teaching, research, student life, and outreach.

The Dean of the College of Business will be a transformational leader responsible for the academic success, development, and growth of the College. UTA is seeking an accomplished academic leader with proven skills to effectively drive innovation and implement growth in a multifaceted environment in support of the University’s strategic plan. The ideal candidate will bring the credentials, business perspective, leadership presence and skill sets to forge cooperative partnerships among corporate entities, professional constituencies and alumni; facilitate the professional development and placement of College of Business graduates; recruit high quality, research-productive faculty; promote excellence in teaching and an active research environment; actively pursue fundraising; advance the college’s interest within the university and Metroplex region; and oversee the college’s efficacy. Reporting to the Provost and the President of the University, the selected Dean of the College of Business will find every ingredient needed for success as an integral part of a premier academic institution.

The UTA College of Business

Each year, the UTA College of Business provides more than 6,000 future business leaders with a high quality and affordable education at the undergraduate, master's and doctoral levels. The College of Business is home to innovative thinkers who are setting the course for the future of business—a place where blazing new trails is the norm. Providing an extensive selection of degree programs and specializations, from entrepreneurship to leadership and from business analytics to professional sales, the college is a part of the fifth most diverse campus in the United States. For more than 50 years, the evolution of academic programs and research illuminating the future of the business landscape has produced more than 42,000 graduates who flourish as executives, entrepreneurs and vanguards in their fields. The College of Business is fully accredited by AACSB International, the world's premier professional accreditation association for business and accounting programs. Visit www.uta.edu/business to learn more.
Accolades for UTA College of Business Include:

- Tier 1 in Global MBA Rankings by CEO Magazine 2017
- Tier 1 in North American MBA Rankings by CEO Magazine and #1 in Texas 2017
- Tier 1 in Global Executive MBA Rankings by CEO Magazine 2017
- #21 Global Executive MBA Rankings by CEO Magazine 2017
- #6 "Best Master’s in Human Resource Management" by College Choice 2016
- Named a "Best" Business School by The Princeton Review 2017
- Undergraduate Program Ranked #82 Nationally by U.S. News and World Report (2017)
- M.S. in Taxation Ranked #10 in the nation by Tax Talent (2017)
- Top 50 Business Schools in the Nation for Veterans, Military Times (2017)

About the University of Texas at Arlington

The University of Texas at Arlington is a growing Carnegie Research-1 “highest research activity” powerhouse committed to life-enhancing discovery, innovative instruction, and caring community engagement. An educational leader in the heart of the thriving North Texas region, UTA nurtures minds within an environment that values excellence, ingenuity, and diversity.

**Strategy and Impact.** Guided by its Strategic Plan 2020 Bold Solutions | Global Impact, UTA is dedicated to producing the lifelong learners and critical thinkers the region and nation demand. UTA students graduate ready for success: UTA was recently cited by U.S. News & World Report as having the second-lowest average student debt among U.S. universities surveyed. Of UTA’s 220,000 alumni, approximately 65 percent live in North Texas. Their presence helps the University create an annual economic impact of almost $13 billion in the region.

**Academics.** With a global enrollment of 58,664 for AY ’16-’17, the University provides students world-class faculty members and more than 180 bachelor’s, master’s, and doctoral degrees in a broad range of disciplines. UTA’s academic programs are led by expert faculty and dedicated resources backing more than 180 rigorous degree programs in 8 different schools and colleges.
Research. UTA houses research centers in every discipline. The university’s efforts in research have earned classification as an “R-1: Doctoral Universities—High Research Activity” according to the Carnegie Foundation for the Advancement of Teaching, with total funding for research exceeding $86 million for 2016. Review UTA’s current research [here](#).

Facilities. UTA’s campus spans 420 acres and includes more than 100 buildings, some dating from 1919. In recent years, campus construction projects totaling almost $300 million have buoyed development in downtown Arlington. Students and faculty work at some of the most advanced learning environments in Texas, including the clean room in UTA’s nanofab lab, the kilns in the campus glass blowing studios, the neonatal intensive care unit in the university’s Smart Hospital, and the advanced materials and structures lab in the College of Engineering. New, state-of-the-art facilities like the Shimadzu Institute for Research Technologies are emerging as the University adds more programs and increases its national and international impact.

Diversity. UTA has the fifth highest diversity ranking in the nation. UTA students come from every state and more than 100 countries.

The DFW Metroplex: A Region of Opportunity

People. During the last decade, the Dallas-Fort Worth region was among the nation’s fastest-growing areas -- attracting significant job and population growth -- and today is the nation's 4th-largest metropolitan area. Population growth in the Metroplex has fueled real estate development, as retailers and service providers expand to meet increasing demand. The growth has pushed Dallas and Fort Worth to redevelop and reenergize their downtowns, creating mixed-use buildings with residential, office and retail space and a high-end urban environment. While Dallas (population 1,281,047) and Fort Worth (population 812,238) serve as the biggest population centers, Arlington -- home to UTA’s 420-acre campus -- has a population that exceeds 383,000. Overall, the Dallas-Fort Worth area is home to 6,954,330 residents.

Access. Due to its central location and world class transportation infrastructure, DFW Metroplex is a major international gateway. The region excels in passenger air travel and air cargo operations with the nation’s third busiest airport, DFW International Airport; Dallas Love Field Airport, home to the largest domestic airline in the country; and the world’s first fully industrial airport, Fort Worth Alliance Airport. North Texas roads and rail lines are remarkable for delivery of freight products across the country. The region ranks among the top three U.S. metropolitan areas for business expansions, relocations and employment growth. DFW’s young, highly educated workforce of over three million people is growing quickly, providing companies with the abundance of talent they need to make their business a success.

Business Community. The Metroplex region has been a magnet for corporate headquarters and major company operations, attracting 21 Fortune 500 company headquarters and 41 headquarters among the Fortune 1000. A diverse group of household names such as ExxonMobil Corp., Texas Instruments, AT&T, American Airlines Inc., JCPenney Corp. Inc., Kimberly-Clark Corp. and Fluor Corp. call the region home, reflecting the area’s strong fundamentals when it comes to workforce, access and cost of doing business. DFW’s corporate powerhouse companies are distributed throughout the region, an indication of its strength and the quality of the workforce and ease of navigation between cities and corporate centers. Scanning the roster of major employers located here, it’s easy to see the breadth and depth of the business community, from high-tech industry leaders, telecommunications, logistics and finance to consumer brands that ease the daily lives of families across the globe. Dallas–Fort Worth’s diverse base of employers drives the region’s economic strength, pulling from a variety of industries so that growth is possible even during weak business cycles.

The Metroplex is regularly identified as one of the nation’s top markets for new and expanded corporate facilities. DFW attracts an impressive list of companies that spans diverse industries. Recent relocations to North Texas have included headquarters moves for Fortune 500 and Forbes Top Private companies such as GGNSC Holdings/ Golden Living, Fluor Corp., Comerica and AT&T. Expansions include important new distribution, logistics, or manufacturing centers for companies such as Amazon; Bed, Bath and
Beyond; BMW; Galderma; and the single largest U.S. expansion in 2015, General Motors. Other expansions include new offices for 7-Eleven, American Airlines, Liberty Mutual, and State Farm to name a few.

**Quality of Life.** The Dallas–Fort Worth region is one of the most affordable in the country, a competitive advantage for companies as they seek both to keep labor costs low and to recruit the best workers. Employees in the Metroplex region enjoy a higher standard of living, with consistently lower costs for housing, groceries, transportation, and health care compared with workers in other major U.S. business centers. The region’s relatively low housing prices provide the strongest edge for companies that operate here, coming in more than 24 percent lower than the national average and more than 50 percent lower than many other major metropolitan areas.

In the Metroplex there’s something for everyone, whether you’re looking for history, fine arts, amusement parks or professional sports. The region is home to professional teams in every major sport. The NFL’s Dallas Cowboys football team and the MLB’s Texas Rangers baseball team have state-of-the-art facilities located right in Arlington. Basketball and hockey fans can watch the NBA’s Dallas Mavericks and the NHL’s Dallas Stars play at American Airlines Center in downtown Dallas. And soccer fans can watch FC Dallas, an MLS team based in Frisco, a suburb north of Dallas. The area supports plenty of other family-friendly amenities as well, including two major zoos, one in Dallas and one in Fort Worth, and the Six Flags amusement park complex, which features both a water park and a theme park. The Fort Worth Stockyards offer a glimpse into the Old West, showcasing Fort Worth’s history as a key stop for cattle drives on the Chisholm Trail. Fair Park in Dallas is home to the State Fair of Texas, one of the largest state fairs in the country.

**Dean, College of Business Specifications**

- Career track of progressive, documentable accomplishments in increasingly complex administrative leadership roles preferably within an academic setting. The Dean holds full responsibility for the academic and administrative activities across the footprint of the College of Business. Professional record will demonstrate a deep understanding of the academic enterprise and the capacity to provide leadership for a premier college or school within a large, diverse, higher education environment. The ideal candidate demonstrates distinguished academic credentials and broad perspective in teaching, community service, business practice, and extramural funding support, with demonstrated ability to lead and interact intellectually, academically, and socially at all levels within a premier institution of higher learning. Non-traditional candidates from business/industry/or related backgrounds may also be given consideration.

- A compelling and energetic persona with a demonstrated history of developing external resources and relationship networks to benefit the University and the College of Business. Leadership stature and executive presence to raise the visibility and stature of the College within the region, and to leverage and maximize opportunities in the DFW Metroplex, across the state, nationally, and internationally through active collaboration with leaders in business education and the corporate world. International experience considered a plus.

- Ability to lead the College’s strategic planning efforts and align these efforts with the University’s new strategic plan. Ability to instill an institution-wide sense of advancement, direction, momentum and vitality toward achievement of potential within a complex and diverse institution. Skill to provide unified direction and decisive leadership to advance university and College of Business initiatives. A visionary leader and gifted communicator who attracts resources and empowers faculty.

- Demonstrates a successful record for positive and effective alumni relations along with ability to nurture, organize and maintain communicative interactions with previous, present and future stakeholders of the College of Business and the University of Texas at Arlington.

- Skill to lead the College’s external relations efforts to build mutually beneficial partnerships with external organizations and the community, including current and potential philanthropic partners from business, industry, and government. Experience in development, with a proven ability to work with donors, foundations, corporate partners, and governmental entities. Collaboration skills to work with the Development and Alumni Offices to expand resources for the College and to be an active and leading participant in the University’s pending capital campaign.

- Proven communication skills and leadership presence to make presentations, participate in policy forums, conduct meetings, and facilitate information exchange. Proven effective interpersonal skills to interact with and lead constituents at all levels of the institution and to serve as an advocate to university administration on behalf of the College of Business.
• Possesses a collaborative and collegial management style and philosophy predicated on enabling, leading and inspiring rather than on hierarchy and directives. Record of quantifiable enhancements of institutional productivity and financial stability.

• Demonstrated record as an academic leader, with skill to develop an atmosphere of excellence, to encourage meritocracy, scholarly achievement and research, to enhance faculty opportunities to become recognized leaders on a regional and national level. Ideal candidate is recognized and accomplished in his/her chosen area of expertise, with demonstrated propensity to focus on the advancement of the institution and the careers of others within the university. Track record of success and effectiveness in recruiting, retaining, supporting, and inspiring a diverse, world-class faculty. Supports and facilitates the professional development of faculty and staff. Documented skill in managing personnel issues of faculty and staff.

• Skill to position the College of Business for advancement in program development. Proven skill in overseeing planning, curriculum development and evaluation for academic programs. Record of leadership demonstrating commitment to cross/multi/inter-disciplinary programming and research consistent with the University’s priorities.

• Possesses leadership stature to readily engender respect of disciplines under his/her leadership, along with their academic leaders and faculty. Demonstrates an executive style of inclusion, collegiality and collaboration. Ability to discern unique opportunities for synergies both internal and external to campus, leading to growth and advancement of initiatives for the College of Business, UTA and the communities and constituents it serves.

• Demonstrated understanding of the service orientation of an academic enterprise, with proven ability to cultivate a quality improvement culture on behalf of a complex, diverse institution.

• Ability to work collaboratively with other academic deans and academic units to support university initiatives and programs and to assure desired outcomes on behalf of the College of Business and UTA.

• Record of fostering innovation, entrepreneuriship and out-of-the-box thinking through interdisciplinary collaborations – internally and externally. A skilled facilitator with proven success in constructively engaging faculty, knitting together disparate entities, forging collaborative relationships throughout the institution in a collaborative effort, working across disciplines to produce outstanding students prepared to go into the workplace and excel in their chosen field.

• Documented strategic planning success, proven management skill and team-building expertise with capacity to organize and streamline operations to achieve service objectives and to quantify results.

• Proven skill and ability to develop, plan, format, implement and monitor for success all phases of fiscal operations of the College of Business. Skill to develop budgetary priorities for the College and allocate resources to support academic programs and research.

• A student-centered academic leader with a record of servant leadership toward students, and gifted at recruiting, retaining, and guiding talented students toward academic achievement / success in their chosen field of study. Desire to collaborate with Student Enrollment Services in attracting, recruiting and retaining top tier students. Skills to lead in the expansion and growth of graduate, especially doctoral, program enrollment.

• Skill to oversee and orchestrate the College of Business’ AACSB accreditation activities, including learning assessment programs to ensure high quality educational outcomes.

• Terminal degree required in a business discipline. A record appropriate for a tenured appointment at the rank of full professor in a department of the College. Record of active participation within national associations and business organizations desired.

Attributes Desired

• A strong leadership style that is principled, transparent and empowering, with skills demonstrated successfully in a large, complex, multi-faceted organization.
• A big picture, entrepreneurial, growth-oriented leader who moves “at the speed of business” and is skilled at energizing and motivating constituents, catalyzing growth and financial support, and building momentum and broad advocacy for programs capable of competing at high levels nationally.

• An approachable, positive minded, likeable persona with a sense of humor and exceptional relational skills. Skill to rapidly gain confidences.

• Exemplary presentation, negotiation, verbal and written communication skills. An energetic and highly visible leader who can skillfully articulate and communicate the institution’s mission and vision to internal and external constituencies.

• Fosters a collegial work environment characterized by fairness, professionalism, and shared governance.

• Vision and perseverance to provide forward-thinking, entrepreneurial leadership in a dynamic and rapidly changing marketplace.

• A change agent and culture builder with skill to influence and advance change initiatives.

• Relational and highly collaborative, yet driven to achieve and surpass objectives through appropriately challenging the status quo.

• A strategic and visionary thinker who keeps abreast of what’s relevant today and stays on the leading edge of future developments in business and related disciplines.

• Leads by example. Possesses talent to influence people positively, be a catalyst for progress, make a decisive impact.

• A leader who is credible to constituents and willing to collaborate at all levels.

• Attentive to all details including professional appearance and demeanor.

• A passionate, energetic, well-grounded, innovative, service-oriented personality with a bias for action and the proven “can do” conation and drive to execute strategies and produce results beyond expectations. A smart, effective, team oriented leader.

• Adheres to and fosters a high level of ethical conduct Possesses personal and professional integrity beyond reproach, reflected in accountability, transparency, ethical behavior, honesty, and reliability.

• A diligent, strategy-driven decision maker who gathers and thoroughly evaluates input and data to make an informed decision and who possesses the leadership courage to make decisions that may not be universally supported.

• Strategic, forward thinking and future-oriented, with robust commitment to the mission, strategic plan and growth strategies of the University and the College of Business.

• Effective social skills. Politically astute, yet not political. Ability to sell a point in a non-polarizing manner.

• Successful experience in managing and resolving conflict.

• Visible, accessible, and attentive, with responsive listening skills and active interest in the personal and professional development of others. Outstanding mentoring skills.

• Demonstrates mutual respect for diverse cultures and inclusivity and a commitment to a diverse faculty, staff, and student population.
Key Attractors

- Career making opportunity to lead, enhance, promote and grow the College of Business on behalf of the fastest growing university in one of the fastest growing metropolitan regions in the country. The DFW Metroplex region continues to experience remarkable growth in terms of population, economic wealth and in attracting major corporate entities from across the United States and globally. Opportunity to position the College of Business to become the foremost business school in terms of scholarly excellence, reputation and ranking, and impact in the Metroplex, across the state of Texas, and beyond.

- Opportunity to reach out to, build connections and forge alliances within the corporate Metroplex community, to serve as a key catalyst to open doors of opportunity for faculty within the College of Business and other academic units of UTA, and to position the College of Business as a driving force in advancing the University’s impact and success within the North Texas region.

- Prime opportunity to engage donors and build advocacy within a major metroplex and global transportation and business hub with global impact. Unique chance for the inventive, entrepreneurial minded Dean to potentially create a naming opportunity for the College of Business.

- As the chief academic officer overseeing a major academic unit, make your mark in building a legacy of growth and success. Serve as the key leader in determining the future course and culture of the College of Business. Become a recognized leader within the larger community as an ambassador for a University whose faculty, staff, students and alumni are positioned to have a decisive impact locally - on one of the nation’s leading metropolitan statistical areas – as well as nationally and globally.

- Join a University aspiring to become the model for the 21st century urban research university. Enjoy an environment where faculty quality is high, and where the University views the College of Business as a mission-critical program central to the future success of the entire university.

- With the 5th highest diversity in the nation, UTA possesses and values an increasing diversity among the individuals who make up its community – this is one of the university’s key strengths.

- Geography, climate, demographics, and ambiance combine to offer a truly excellent place to live, with access to myriad entertainment venues and opportunities in Arlington and the DFW Metroplex area. Family members will discover a warm, open community that offers an attractive array of activities, amenities, services and opportunities whether they are looking for top-notch education, meaningful employment, or simply a safe and comfortable place to live.

*UT Arlington is committed to providing equal employment and educational opportunities for all qualified persons without regard to race, color, national origin, religion, sex, age, veteran status, disability or sexual orientation.*

Send your resume, current bio/profile, and compensation to: SFranklin@WhelessPartners.com

For more information or to discuss this position, contact:
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