

SEARCH PROFILE:

DEAN OF THE MARILYN DAVIES
COLLEGE OF BUSINESS



University of Houston-Downtown®

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The University of Houston-Downtown is seeking applications and nominations for the position of Dean of the Marilyn Davies College of Business. The University is looking for an innovative, collaborative, and dynamic leader to lead the AACSB-accredited Marilyn Davies College of Business. The Dean will build upon the College's tradition of academic excellence in various business degree programs and related initiatives. The Dean is the academic leader and principal administrative officer of the Marilyn Davies College of Business and reports to the Senior Vice President for Academic Affairs and Provost, Dr. Deborah E. Bordelon. The new Dean will take office in summer 2024.



ABOUT THE UNIVERSITY OF HOUSTON-DOWNTOWN

The University of Houston-Downtown (UHD) is a comprehensive four-year university that offers bachelor's and master's degree programs aimed at career preparation. UHD has been serving the educational needs of Houston, the fourth-largest city in America, for nearly 50 years. The University is located right in the heart of downtown Houston, one of the nation's most culturally diverse metropolitan areas and offers the lowest public university tuition in Houston. UHD attracts and serves traditional and non-traditional students from Houston, the region, the state, the nation, and the world. The University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and has an operating budget of \$167 million and an endowment of \$55,453,031 (FY2022).

Under the leadership of President Loren Blanchard, UHD is one of four public universities within the University of Houston (UH) System, and it is governed by a Board of Regents. Each university within the system has its own president and administration and is responsible for generating additional funding to supplement the support received from state appropriations.

UHD has an enrollment of over 14,000 students, with 46% enrolled full-time and 54% enrolled part-time. The student population is comprised of 63% female and 37% male students. In terms of ethnicity, 57% of the student population is Hispanic, 18% is Black, 12% is White, 9% is Asian/Pacific Islander, and 5% is International/Other.

UHD offers bachelor's degrees in 46 different areas of study and 12 master's degrees. The top five most popular undergraduate degrees at UHD are Interdisciplinary Studies, B.S. (12%), Accounting, B.B.A. (9%), Psychology, B.S. (8%), Interdisciplinary Studies - Education, B.A. (7%), and Criminal Justice, B.S. (6%).

UHD has four colleges, specifically:

- [Marilyn Davies College of Business](#)
- [College of Humanities and Social Sciences](#)
- [College of Public Service](#)
- [College of Sciences and Technology](#)

For more complete data, visit [UHD's Fact Book](#) and [Fact Sheet](#).



ABOUT THE MARILYN DAVIES COLLEGE OF BUSINESS (MDCOB)

The largest of the four colleges at the University, Marilyn Davies College of Business is organized into four departments: Accounting and International Business (ACCI), Finance and Information Systems (FNIS), General Business, Marketing, and Supply Chain Management (GMSC), and Management (MGT). The College of Business has been accredited by AACSB since 1994, a mark of distinction attained by fewer than five percent (5%) of the world's business programs. It is focused on academically preparing business professionals for careers in today's economy. The College is in year five of its AACSB Continuous Improvement Review process.

In 2017 the College received a generous naming gift of \$10 million from Marilyn Davies, CEO of Bailey Banks Seismic, a proprietary seismic data company. This was the first college of business in Texas, and the fourth in the U.S., named after a woman. The largest gift in the institution's history, Ms. Davies' passion for excellence in both business and education served as motivation for her gift. Furthermore, since 2019, the College has received funding of approximately \$2.6 million from the C.T. Bauer Foundation for undergraduate business scholarships and was able to provide financial support to over 200 students to date. The C.T. Bauer Foundation continues to give over \$600,000 annually in scholarship funds for ongoing support for the Ted Bauer Undergraduate Business Scholars program that benefits 70 students per year.

The College enrolls close to 3,800 students with 2,831 students in the Bachelor of Business Administration (BBA), 845 in the Master of Business Administration (MBA), and 114 in the Master of Professional Accounting (MPAC). Note: degree-seeking pre-majors include an additional 1,452 students. The College offers a BBA with nine majors, an MBA with eight concentrations, and a Master of Professional Accountancy (MPAC). The College has 61 tenured or tenure-track faculty, 5 Clinical Assistant Professors, 8 Senior Lecturers, 8 Lecturers, and 89 adjunct faculty.

The College has one of the largest Master of Business Administration (MBA) programs in Greater Houston and was ranked No. 1 on the Houston Business Journal's round-up of "Largest Houston-Area MBA Programs" from 2018 - 2022. The MBA program is bolstered by the guidance of approximately 150 Corporate Fellows, with a core group of about 70 who regularly partner and combine their professional insights with the academic expertise of the College's faculty. This instructional pairing provides students with the theoretical and practical perspectives necessary to succeed in the classroom and the workplace.

The College is supported by a Dean's Advisory Council comprised of 11 business leaders. The mission of the Dean's Advisory Council is to provide strategic insights and business expertise to MDCOB leadership in the areas of program development and assessment, student and faculty engagement, student recruiting and career development, and external and corporate partnerships. Its members are some of Houston's most outstanding business leaders and they serve as ambassadors who help connect MDCOB to the broader business community.

The College is located in the heart of downtown Houston and has two off-campus instructional sites at UHD Northwest (part of a multi-institutional teaching center with Lone Star College – University Park) and Lone Star College – Kingwood for students living and working north of the Houston Metropolitan area.

MISSION

Marilyn Davies College of Business fosters learner success through high-quality teaching, research, and industry engagement. Through our diverse and career-ready graduates, we commit to promoting a thriving Houston business community, a sustainable future, and socioeconomic mobility.



THE OPPORTUNITY

The Dean will be responsible, in collaboration with the associate deans, department chairs and faculty, for enhancing existing programs, supporting student success, leading future accreditation efforts, and working to identify emerging areas of growth. Additionally, the Dean will endeavor to develop a shared vision of the College's future, to include student academic excellence and achievement, faculty development, enrollment and retention growth, building donor relationships, curation of internal/external resources and partnerships, and other areas as aligned with the needs of the College and broader University. All of this is to occur within a strong commitment to shared governance and collaboration.

The Dean is the academic leader and principal administrative officer of the Marilyn Davies College of Business and reports to the Senior Vice President for Academic Affairs and Provost, Dr. Deborah E. Bordelon. As a member of the Provost's Deans Council, the Dean will provide strategic leadership while overseeing 154 full-time and part-time faculty and a full-time staff of 47 including fourteen (14) direct reports: an associate dean of undergraduate studies, an associate dean of academic operations, four department chairs, MBA faculty director, executive director of graduate studies, the director of the College of Business Career Center, the director of college business operations, the assistant director of assurance of learning, the manager of digital communications, and an administrative coordinator.

PRIMARY RESPONSIBILITIES

Strategic Planning – The Dean oversees the College's faculty-driven strategic planning process. The Dean identifies and judiciously allocates the necessary resources to execute the college's strategic plan. The Dean actively engages internal and external stakeholders in all long-range planning. The Dean ensures that the initiatives of the College are consistent with the University's strategic plan and works closely with other senior leaders to implement plans effectively and in a timely manner.

Institutional Collaboration - The Dean will establish and maintain collaborations with academic units across the UHD community; join with colleague Deans, the Provost, and other senior administrators to be a member of a cohesive leadership team for the University.

Academic Programming – The Dean oversees the continuous improvement of academic programs, and where appropriate, leads the identification, development, innovation, approval, and implementation of new programs. The Dean will, in conjunction with the Office of the Provost, collaborate with the faculty and staff to address issues of decreasing enrollments in some programs. The Dean will lead and work with associate deans and department chairs to address these issues creatively and constructively to increase enrollments, and revise programs in ways that meet new needs and generate demand for what the College offers.

Faculty and Staff Selection and Development – The Dean is responsible for recruiting, hiring, and retaining top faculty and staff as well as overseeing faculty evaluations, promotions, and tenure decisions, and encourage professional development for faculty and staff. Together with the associate deans and department chairs, the Dean ensures that hiring plans are appropriately executed for enhanced continuity of AACSB accreditation standards, particularly as it relates to faculty intellectual contributions. The Dean will advocate for and support faculty research initiatives, collaborations, and facilitate faculty in securing funding and grants.

Budget Management and Advancement– The Dean will oversee the College's budget, ensuring financial stability, efficient resource allocation, and future financial planning. This responsibility includes planning for evolving facilities and technological needs. The Dean will work closely with university advancement teams to raise funds for scholarships, internships, development of alumni and corporate donor gifts, research funds, and other college priorities.



AACSB Accreditation – The Dean will collaborate with the associate dean of academic operations to maintain accreditation by AACSB. The Dean will be actively involved in AACSB, regularly participating in the International Conference and Annual Meeting as well as the Deans Conference, and maintain currency in, and respect for, the Guiding Principles and Standards for Business Accreditation and Interpretive Guidance.

Culture of Educational Justice and Inclusive Excellence - The Dean will promote a culture built upon UHD's Institutional Compass Points (<https://www.uhd.edu/president/institutional-compass.aspx>) where all voices among faculty, staff, and students are heard and valued, and are integrated throughout the College's operations.

Learner/Student Success – The Dean will oversee initiatives that promote student achievement, retention, and career readiness, and is expected to foster a welcoming, supportive, and inclusive environment for all students on campus. In doing so, the Dean must lead in service to the graduate and undergraduate students of the College by working with the Business Career Center to cultivate internship and employment opportunities for students while deepening relationships with employers. Furthermore, outreach to alumni to assist in creating job and internship opportunities will also be important.

Service to External Stakeholders and Constituents – The Dean is responsible for promulgating, sponsoring, and implementing programs that engage the College's external stakeholders. The Dean is the leader of the college's Advisory Council. The Dean will foster strong connections with alumni, encouraging their involvement in mentorship, guest lectures, and philanthropy. It will be important to foster relationships with business leaders, alumni, and the community to facilitate partnerships, internships, job placements, and research opportunities for students.



REQUIRED AND DESIRED QUALIFICATIONS, EXPERIENCE, AND ATTRIBUTES

The successful candidate will be an innovative, open, persuasive leader and a skilled collaborator with a deep appreciation for excellence in education. Networking and entrepreneurial skills required to work successfully with a wide range of individuals and constituencies across multiple organizations will be necessary for the new Dean's success.

REQUIRED QUALIFICATIONS:

- An earned doctorate in a relevant field of business education
- Evidence of distinguished teaching, research activity, and service commitments that would merit appointment as a tenured faculty member as a full professor
- Demonstrated leadership, with a minimum of three years of management and administrative experience
- Experience with AACSB accreditation

DESIRED SKILLS, EXPERIENCES AND QUALIFICATIONS

- A record of successful strategic planning and implementation
- A history of supporting teaching and faculty scholarly activity/research
- A demonstrated commitment to fostering diversity in its myriad forms
- Experience serving as a catalyst for change and with change management
- A proven track record of guiding collaborative interdisciplinary programs and partnerships
- Successful budget management and oversight experience
- Proven commitment to fundraising and external partnership development
- Human resource experience including recruiting, hiring, and mentoring of qualified faculty and staff
- Strong verbal, written and listening skills
- Ability to work with senior leadership teams across the College
- Ability to enhance the College's reputation regionally and nationally



ASSISTING IN THIS SEARCH

University of Houston-Downtown is being assisted in this search by Ms. Maya Kirkhope, Vice President and Senior Consultant at Academic Search. Applications should include the following: 1) a thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile, 2) a current, long-form curriculum vitae (CV), showing relevant administrative responsibilities and accomplishments. Inquiries, nominations, and applications should be sent to UHDDeanofBusiness@academicsearch.org. Please include the nominee's name, position, employer, and email address.

*By University policy and search committee affirmation, all information from and about candidates will be kept in strict confidence in perpetuity. For full consideration by the search committee, applications should be submitted by **January 24, 2024**.*

ABOUT ACADEMIC SEARCH

Academic Search is assisting University of Houston-Downtown in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.



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level of EXECUTIVE
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