

## **DEAN OF THE SCHOOL OF BUSINESS ADMINISTRATION**



Oakland University (OU) invites applications and nominations for the position of **Dean of the School of Business Administration (SBA)** (<https://oakland.edu/>).

Oakland University (OU) seeks a visionary Dean with the highest academic standards who will provide active and engaged leadership, have an unwavering commitment to faculty, staff, and students, and work to enhance the successes and outcomes of the SBA in key areas of scholarship, education, research, and service. The Dean serves as the chief spokesperson and advocate for the SBA both within and outside of the University and ensures that it continues to serve as a vital resource to the institution and the state. OU seeks an accomplished and dynamic leader who fosters innovation and collaboration in a shared governance environment.

### **POSITION SUMMARY AND RESPONSIBILITIES**

The Dean is the chief executive officer for the SBA and reports to the Provost and Executive Vice President for Academic Affairs. With input from the faculty, the Dean is responsible for academic program development and review; faculty recruitment; development and evaluation of faculty; and student relations. In cooperation with the Provost, the Dean is responsible for academic and administrative planning; budgeting; administration and implementation of department, college, and university policies; fund-raising and external relations.

OU seeks a dynamic and visionary leader who will build upon the SBA strengths to provide exceptional professional educational experiences, recruit, and develop outstanding faculty, and promote faculty-driven scholarly and creative endeavors. The next Dean will be a committed team player who is devoted to excellence and shared governance. The selected individual will be a consultative decision-maker and will work collaboratively with faculty, staff, students, and administrators. The Dean will have unquestioned integrity and exemplary interpersonal and communication skills.

The Dean supervises an Associate Dean, an Assistant Dean, four department chairs, five directors (Director of Executive Programs, Director of Employer Relations, Director of Communications and Marketing, Director of Accounting Programs, and Director of Philanthropy) and oversees 71 full-time faculty, approximately 40 part-time faculty, a staff of 33 individuals, nearly 2600 students, (over 430 graduate and 2,150 undergraduate students), and a budget of \$18 million dollars.

The Dean provides the academic and administrative leadership to the SBA that helps shape and support its vision, strategic initiatives, and mission. Toward this goal, the Dean works closely with the University's administration, the SBA's administrative staff, faculty, students, alumni, and the community. The SBA's strategic initiatives are expected to include growth, innovation, excellence in research and teaching, fundraising, and relationship-building with businesses, the SBA Board of Visitors, alumni, the community, and other units of the University. The Dean ensures that operations adhere to the standards required for maintaining Association to Advance Collegiate Schools of Business (AACSB) accreditation.

## **ADDITIONAL RESPONSIBILITIES**

### **EDUCATION:**

The Dean supports and oversees the delivery of comprehensive and state-of-the-art educational programs—both undergraduate and graduate—and ensures compliance with accrediting organizations and promotes the delivery of a curriculum and learning environment designed to produce graduates of the highest caliber.

### **TALENT DEVELOPMENT:**

The Dean assures that key leadership roles within the SBA are filled by a diverse group of nationally recognized faculty and staff who are mentored and supported to deliver excellent training programs and cutting-edge research. The Dean should recognize the breadth of health promotion and human services disciplines, actively recruiting and working to motivate and retain top-quality faculty and program leaders so that the SBA has the talent to carry out strategic plans and grow the visibility and reputation of the programs at a national level.

### **RESEARCH ADVANCEMENT AND GRADUATE EDUCATION:**

The Dean supports the pursuit and advancement of world-class research by assisting principal investigators and other faculty in efforts to secure grant funding and creating a culture of active, meaningful research enterprise within the SBA. The Dean supports and encourages not only discipline-specific research, but also interdisciplinary research activities, and builds innovative partnerships among the units of the College and with other units across campus. The Dean enhances the SBA's graduate programs and makes necessary changes to ensure the ongoing excellence, relevance, and sustainability of graduate programming.

### **FISCAL OVERSIGHT AND COMPLIANCE:**

The Dean leads the financing and budgeting processes for the SBA, taking divergent views on financial decisions into consideration while effectively managing and leveraging allocated resources. The Dean ensures that applicable policy, procedures, regulations, and laws are followed.

### **PHILANTHROPY, GOVERNMENT, AND ALUMNI RELATIONS:**

The Dean works with fellow institutional leaders to facilitate advancement programs and present the SBA's case for major financial support to potential donors, advocates on behalf of the SBA with the state legislature and other state agencies and stakeholders, and helps lead alumni relations engagement programs focused on increasing the depth and diversity of the relationships within the SBA and OU.

## **PREFERRED KNOWLEDGE, SKILLS & EXPERIENCE**

- An earned doctorate or equivalent degree in a relevant field and an academic publication record sufficient to warrant appointment at the rank of full professor in the relevant department within the School of Business Administration.
- A minimum of ten (10) years of administrative experience with personnel and budgetary responsibility, effective teaching, and progressive leadership and administrative experience(s) within the field represented by the candidate's discipline.
- Knowledge of and experience with AACSB Business and Accounting accreditations.
- Demonstrated commitment and experience to the enrichment of diversity of students, faculty, and staff.

## **ADDITIONAL PREFERRED QUALIFICATIONS AND EXPERIENCE**

- Experience in strategic management, planning, and implementation.
- Experience working in higher education or in a multi-faceted complex business organizational environment with both centralized and decentralized operations.
- Demonstrated commitment to excellence in research.
- Quality experience with teaching and curriculum design.
- Proven record in successful relationship-building and fundraising.
- Experience in partnering with business and other external organizations.
- Excellent organizational, analytical, oral, and written communication skills for articulate and persuasive communication and problem solving.
- Dynamic, visible leader with excellent interpersonal skills and ability to interact with staff and faculty at all levels and cultures with a demonstrated record of building collaborations and partnerships to help shape the University and meet future demographic challenges.
- Strong strategic visionary, with skills and ability to work with the executive team to develop an empowered, service-oriented culture and set direction for the future.
- Technical savvy to drive efficiencies and to engage the workforce through innovations in technology solutions.
- Ability to expand leadership development to create agile leaders and workforce who can handle continuous change.
- Influential leader with ability to drive culture change and high performance in a multi-generational, globally diverse employee population, where flexibility and adaptability are easier for some than others, in support of the vision of Oakland University.
- Experience fostering a student-centered environment in support of promoting student success.

## **OTHER PERSONAL CHARACTERISTICS DEEMED IMPORTANT**

- Commitment to excellence on both a personal and professional level, with the highest level of personal integrity and ethical standards, and be known for compassion, fairness, and objectivity.
- Proactive, innovative, creative, and visionary with an ability to apply creative solutions to complex problems and constructively embrace and lead change initiatives.
- Collegial, inclusive, and personally committed to ensuring diversity, both in perspectives and in personnel, with the ability to bring out the best in others and develop a spirit of collaboration within and among stakeholders.
- Facilitator and problem-solver who earns the trust of the community by instilling a sense of “fair play” and placing the goals of the institution ahead of those of any individual, group, or department.
- Executive presence with an engaging personal presentation style encouraging consensus-building and cooperation.

## **ABOUT THE SCHOOL OF BUSINESS ADMINISTRATION**

[The School of Business Administration](#) is one of about 190 institutions worldwide (less than 5%) to have earned AACSB accreditation in Business and Accounting, assuring quality and continuous improvement in its programs, faculty, and resources.

The school offers nine undergraduate business majors, a Business Honors Program, and 11 minors, a Master of Business Administration (MBA) with multiple modalities and concentrations, Master of Accounting, Master of Science in Information Technology Management, Master of Science in Business Analytics, an Executive MBA, and a wealth of graduate certificates.

The SBA has four departments (Accounting and Finance, Decision and Information Sciences, Economics, and Management and Marketing). There are currently 71 full-time faculty, approximately 40 part-time faculty, a staff of 33 individuals, and nearly 2600 students (over 430 graduate and 2,150 undergraduate students). The SBA maintains strong ties with the local business community.

## **ABOUT OAKLAND UNIVERSITY**

Founded as Michigan State University-Oakland in 1957 following the unique donation of the vast Matilda and Alfred Wilson estate to support higher education, OU is one of 15 public universities, located in southeastern Michigan. OU is classified by the Carnegie Foundation as a R2 doctoral institution with “high research activity” and has grown into a student-centered R2 research institution with a global perspective. Operating independently since 1970, the University serves a diverse student population, and the institution is woven deeply into its surrounding community. Over its history, the University has grown to serve nearly 19,000 students, over 600 full-time and 200 bargaining unit part-time faculty and offers more than 140 bachelor’s degree programs and 130 doctoral, master’s degree and certificate programs. In addition to the main campus, OU delivers courses at the Anton Frankel Center and the Macomb University Center. With a strong foundation in the liberal arts and a robust cadre of professional schools, OU is poised to build upon its bold and remarkable past as it charts an exciting and even more powerful future. Guided by the University’s [2025 Strategic Plan and Reimagining Oakland University](#) (ROU), efforts are underway to enhance student success, grow research and scholarly activity, advance diversity, equity and inclusion, and expand the institution’s visibility both in the region and nationally.

## **COMMUNITY ENGAGEMENT**

OU’s engagement in the surrounding communities is a high priority for the campus administration, faculty, and students, cultivating mutually beneficial relationships that drive change. OU strives to become a leader in serving the needs and aspirations of the local community and region through expanded community relationships to address societal issues, educate citizens, and contribute to the public good with increased visibility and engagement.

## **LOCATION**

Oakland University is located in Oakland County, Michigan and is roughly 25 miles north of Detroit. The main campus straddles the cities of Auburn Hills and Rochester Hills though its official campus address is in nearby Rochester. OU was recently named the third- safest campus in the nation according to a recent study by CollegeMagazine.com. The campus has two additional locations in nearby Macomb County (Mount Clemens and Clinton Township).

Southeast Michigan is a major center of economic activity, and where Oakland University has close to a \$1 billion economic impact. Metro Detroit is the world's hub for automotive research and safety; domestic as well as Japanese, Chinese, Indian, French, and German auto manufacturers have major R&D facilities in the region. The healthcare industry in the region has an overall economic impact of \$38 billion annually, with more than 13,000 related businesses and over 350,000 jobs. In addition to Detroit's historic and ongoing reputation as the Motor City, southeast Michigan is a rapidly developing innovation center.

Southeast Michigan also offers much in recreation and the arts. The region is one of the most ethnically diverse communities in America; many languages, cultures, and traditions have contributed to vibrant local businesses and restaurants. Metro Detroit has a nationally renowned art institute, symphony orchestra, and museums, as well as a wine region growing nationally in reputation. The nearby Great Lakes account for 20% of the world's fresh water and offer endless miles of coastline with beautiful beaches, serving as a major resort destination.

For more information on Oakland County, visit [www.oakgov.com](http://www.oakgov.com).

## **PROCEDURE FOR CANDIDACY**

Applications should include a letter of application, curriculum vitae, and a diversity statement. Applications and nominations will be accepted until the position is filled. Confidential review of materials and screening of candidates will begin immediately. **Harris Search Associates** is assisting Oakland University for this search. Please send your application to the email address below or contact **Jeffrey Harris, Managing Partner**, for further details.

**Tel:** 614-798-8500

**Cell:** 614-354-2100

**Email:** [jeff@HarrisSearch.com](mailto:jeff@HarrisSearch.com)

[www.HarrisSearch.com](http://www.HarrisSearch.com)

*Creating and maintaining a diverse, equitable and inclusive campus is a strategic priority for Oakland University. OU seeks applications from individuals who are interested in and committed to supporting and advancing its DEI institutional values. Oakland University encourages all qualified applicants to apply and be assured that there shall be no discrimination on the basis of race, sex, color, gender identity, gender expression, religion, national origin or ancestry, age, height, weight, familial status, marital status, disability, creed, sexual orientation, veteran status or other prohibited factors in employment, admissions, educational programs or activities. <https://www.oakland.edu/policies/human-resources/712/>*

*Oakland University is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable and family-friendly environment in which all faculty and staff can excel and achieve work-life balance.*