Sprunk & Burnham Dean, College of Business

The University of Montana (UM), located in Missoula, Montana, invites nominations and applications for the position of Sprunk & Burnham Dean of the College of Business (COB). COB seeks an innovative and resourceful leader to oversee the oldest business school in Montana.

UM is an Affirmative Action/Equal Opportunity employer and has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people who would assist the University in demonstrating its five priorities for action (see below.) We encourage applications from and nominations of women, Native Americans, persons of color, persons with disabilities, veterans, and other individuals from historically underrepresented groups.

The Position

Reporting to the Executive Vice President and Provost, the Dean is the chief academic and administrative officer for COB and is responsible for administering the College’s departments and programs, developing and implementing academic strategies, recruiting students and members of the faculty and staff, and managing organizational and financial structures that promote excellence in research, professional practice and education.

To advance the college’s mission to enhance lives and benefit society by creating transformative, integrated, and student-centric learning experiences in a supportive, collegial environment, we seek a dean who is an energetic networker and entrepreneurial fundraiser, as well as an effective leader and advocate for the College within the University. The Dean will work with internal and external stakeholders to elevate the visibility of the College of Business in the state and the region.

The Dean will display a high level of energy and aptitude for building meaningful connections with donors. In addition, the new dean should be a collaborative leader who can help the College implement its strategic goals while unifying the diverse disciplines of the College, promoting collegiality among both the faculty and staff, and valuing relationships with students. At a time of change and opportunity within the University, the new dean will forge connections with other campus units through participation in the University’s Communities of Excellence.
The Position Qualifications

The Dean will serve as a dynamic leader for the College of Business, working with administration campus-wide to further the mission and vision of the College and the University. The successful candidate will have the following:

Required Qualifications:

- The ability to bring the faculty and staff together collaboratively to realize the College’s strategic goals, as well as the ability to communicate the College’s strategic vision to external stakeholders, including campus partners, alumni and donors, community leaders, prospective students, and the public.
- An entrepreneurial and innovative spirit, focusing on opportunities to reach new student markets and grow enrollment, with the confidence to support initiatives brought forward by members of the College and the managerial acumen to see projects through to completion.
- Recognition of the College’s core mission of promoting student success, coupled with an understanding of the balance required between excellent teaching and high-quality research and scholarship.
- An understanding that Montana’s economic and social dynamics are unique and a commitment to cultivating a deep understanding of those dynamics and of the College of Business’s role in meeting the state’s economic needs.
- A commitment to diversity, inclusion, and cultural awareness, and specifically to the University’s constitutional mandate of Indian education for all.
- The ability to manage budgets under circumstances of limited resources and a commitment to allocate those resources in ways that are transparent, fair, and inclusive.
- A high level of energy for fundraising, an aptitude for building meaningful connections with donors, the ability to strategically manage donor relationships and a willingness to travel in order to build relationships with alumni and friends.
- A record of success in higher education or the business world, an ability to maintain excellent relationships with employers, and demonstrated strong interpersonal skills for connecting with both internal and external partners in order to grow existing relationships and forge new ones.
- Bachelor’s Degree and extensive business leadership experience.

Preferred Qualifications:

- Understanding of AACSB.
- Substantial academic administrative or business leadership experience including management of budgets and personnel.
- Experience and success in fundraising.
- Demonstrated record of:
  o Growing and maintaining a diverse organization;
o Understanding of program development in response to trends in business and emerging needs in the community;
o Successful senior-level leadership at a research university and/or sustained executive-level success in business;
o Working collaboratively with executive leaders.

**Position Details:**

- Position is full-time (1.0 FTE) MUS Contract and includes a comprehensive and competitive benefits package including insurance package, mandatory retirement plan, partial tuition waiver, and wellness program.
- Salary for this position is commensurate with qualifications.

**About the College of Business**

The College of Business, founded in 1918, is the largest professional school at the University of Montana. In 1982, the Master of Business Administration (MBA) program received full accreditation by the Association to Advance Collegiate Schools of Business (AACSB). The school is one of 482 business schools worldwide to be accredited at both the undergraduate and graduate levels. In addition, the school’s Masters of Accountancy Program has been separately accredited by AACSB since 2001.

The College of Business’s mission is to create transformative, integrated, and student-centric learning experiences, propelling students to make immediate and sustained impact on business and society. Faculty and staff in the College of Business nurture students’ innate work ethic to develop confident problem solvers and ethical decision makers. Faculty and staff pursue thought leadership and collectively create opportunities for a better life for our students, faculty, and staff.

In May 2018, the College adopted a Strategic Plan titled “The COB Method” with a vision “to create the premier business learning ecosystem and enhance economic development in the Northern Rockies.” The strategic plan rests of a set of Shared Core Values:

- **Students first:** We educate the whole person
- **Experiential learning:** We create experiences that matter
- **Thought leadership:** We create rigorous and relevant knowledge
- **Stewardship:** We value people, planet and profit

In addition to the undergraduate degrees in Accounting, Finance, International Business, Management Information Systems, Management and Marketing, COB offers certificates in
Accounting, Information Systems, Big Data Analytics, Digital Marketing, Entertainment Management, Entrepreneurship and Small Business, and Sustainable Business Strategy, as well as a minor in Business open to all students. Graduate students may earn a Master of Accountancy, Master of Business Administration, or Master of Business Analytics.

In addition, COB also houses two organizations that play a vital role in Montana’s economy. The Bureau for Business and Economic Research was founded in 1948 with the mission of monitoring the state’s economic and business conditions and the Montana World Trade Center, which has the mission of strengthening Montana business through international trade.

The College is fortunate to have a state-of-the-art facility, the William and Rosemary Gallagher Business Building, enhanced with technology made possible through partnerships with Microsoft and Hewlett-Packard.

**UM’s Mission and Priorities for Action**

*The University of Montana transforms lives by providing a high-quality and accessible education and by generating world-class research and creative scholarship in an exceptional place. We integrate the liberal arts and sciences into undergraduate, graduate, and professional studies to shape global citizens who are creative and agile learners committed to expanding the boundaries of knowledge and to building and sustaining diverse communities.*

Under President Seth Bodnar, the University has identified five Priorities for Action to implement this mission:

**Priority 1: Place Student Success at the Center of All We Do**

In all of our decisions and actions we will put the success of our students first. We will renew our intense focus on student retention, persistence, and success through graduation and beyond. We will be a model institution for effective and comprehensive support for the success of our students.

**Priority 2: Drive Excellence and Innovation in Teaching, Learning, and Research**

This is at the core of what we do as an institution. And we owe it to ourselves, to our students, and to the public to ensure that our curriculum and pedagogy continue to evolve and adapt to best prepare our students for a dynamic, uncertain world. We also will ensure that the Communities of Excellence come to life as interdisciplinary learning and research communities.
Priority 3: Embody the principle of “Mission First, People Always"

We must acknowledge the absolutely fundamental role of people in making this institution successful. While the word “institution” evokes images of buildings and grounds, the reality is that our people are this institution. Our campus community has identified the need for a cabinet-level position that focuses on our people’s growth and learning, and specifically on the fostering of a diverse and inclusive campus. Our campus community will work together to finalize what that position looks like to ensure that we have a diverse, supportive, and inclusive community in which all of our team members can reach their full potential.

Priority 4: Partner with Place

Our students – and this entire community – benefit tremendously from the ways in which we partner with the City of Missoula and the State of Montana to deliver educational outcomes and positive impacts on our community. We will actively encourage campus engagement in this community and in the surrounding region, and we will work to build upon these partnerships.

Priority 5: Proudly tell the UM story

We are an institution the world needs to know about. Not just to bring new students here, but also to ensure that people understand the incredible work that happens every day on this campus and the transformative impact UM has on its students. We are going to be forceful and persistent in proudly telling UM’s story – the story our students, faculty, and staff are writing every day.

The Dean of the College of Business will lead the College’s efforts on each of the five Priorities for Action.

The University

Nestled in the heart of western Montana’s stunning natural landscape, the University of Montana is a place where top-tier students, educators, and researchers from across the country and around the globe gather and thrive. UM is located in Missoula, Montana’s second-largest city with a population of 70,000 residents. The University draws a diverse population to Missoula and helps cultivate an educated, engaged and vibrant community. UM has launched an exciting interdisciplinary initiative in its Communities of Excellence, both as an internal opportunity for new academic and scholarly collaborations as well as a promotional tool for attracting students, faculty, and staff.
Approximately 11,000 students attend the University of Montana and Missoula College, where they receive a world-class education grounded in the liberal arts, combined with a broad range of professional, graduate and post-doctoral programs.

The main campus spans 56 acres at the base of Mount Sentinel along the Clark Fork River and includes the park-like Oval at the center of campus, more than 60 architecturally unique buildings and a 25,200-seat football stadium. UM's 180-acre South Campus offers student housing, a golf course, soccer fields and an outdoor track facility.

**About Montana & Missoula**

The state of Montana boasts a vibrant entrepreneurial ecosystem. For the last six years, Montana has been one of the top states in the nation for entrepreneurship according to the Kauffman Index. For four of those years, Montana was ranked #1.

A cultural center for the Northern Rockies, Missoula was recently ranked in the “top 20 best college towns with a population of less than 250,000” by the American Institute for Economic Research. The community of approximately 75,000 is a regional destination for shopping and dining, featuring several shopping districts and an abundance of restaurants, cafes, coffee houses and breweries with something to fit all budgets and palates. Known for its eclectic culture, Missoula hosts a seemingly endless array of arts and entertainment events including symphony, theatre, film festivals, athletics, ballet, rodeo, and roller derby. In addition, the Wilma Theater and UM’s Adams Center have become anchors of a vibrant and burgeoning regional music scene.

Surrounded by seven wilderness areas and at the confluence of three rivers, Missoula is an outdoor enthusiast’s dream. Recently ranked 9th in Outside Magazine’s “The 16 Greatest Places to Live in America,” Missoula is known for its blue-ribbon trout fishing and spectacular natural beauty. Abundant recreational opportunities in surrounding state and national forests and nearby Glacier National Park and Yellowstone National Park complement a thriving intellectual atmosphere.

*UM is an Equal Opportunity/Affirmative Action Employer. Minorities, women, veterans, individuals with disabilities and all other qualified individuals are encouraged to apply.*