



Idaho State University

Position Profile

July 2019

# Dean of the College of Business

In partnership with Summit Search Solutions, Inc.



## ABOUT IDAHO STATE UNIVERSITY

Idaho State University (ISU) combines exceptional academics amidst the grand natural beauty of the West. ISU faculty and students are leading the way in cutting-edge research and innovative solutions in the areas of energy, health professions, nuclear research, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business. ISU President Kevin Satterlee is bringing vision and excitement to the University. His administration is one of passion, communication, and transparency for the benefit of not only the University but also its surrounding community. To read more, visit [www.isu.edu](http://www.isu.edu).

ISU, a Carnegie-classified doctoral research and teaching institution founded in 1901, has a low student to teacher ratio of 14:1. As a state leader in the health sciences, ISU offers widespread health services to the community, as well as multiple

Idaho State University, founded in 1901, attracts students and faculty from around the world to its four Idaho campuses. At the main campus in Pocatello, and at locations in Meridian, Idaho Falls, and Twin Falls, ISU offers access to high-quality education in more than 250 programs. Over 12,800 students attend ISU. ISU is the state's designated lead institution in health professions.

degrees in more than 50 health-related areas, including nursing, pharmacy, physical therapy, speech pathology, and physician assistant studies. In addition to significant offerings in health sciences, ISU offers a wide array of programs through colleges in business, education, technology, arts and letters, and science and engineering. Education at ISU is filled with real-world experience; the \$2.3 million Career Path Internship program helps aid hundreds of students' career goals by pairing students with paid on- and off-campus internships. In their spare time, students can choose from more than 70 student organizations, enjoy nature through the Outdoor Adventure Center, or drive to Craters of the Moon National Monument and Preserve or Yellowstone National Park. The Stephens Performing Arts Center on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances.

As an NCAA Division 1 school, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer. Read more: <https://isubengals.com/>



## THE OPPORTUNITY

### Dean of the College of Business

#### *About the College of Business*

The College of Business at Idaho State University was the first in the state of Idaho to attain accreditation from the Association to Advance Collegiate Schools of Business (AACSB). ISU is also one of fewer than 200 schools worldwide to hold simultaneous accreditation in both Business and Accounting. The College has 45 faculty (27 tenure/tenure track and 18 non-tenure track), 144 graduate students and 791 undergraduate students. The College offers undergraduate degrees in Accounting, Economics, Finance, Health Care Administration, Informatics, Management, and Marketing, with a variety of emphasis areas and minors. The College offers several graduate degrees including a Master of Business Administration and a Master of Accountancy.

The College of Business has historically been a leader in accounting education, with student pass rates nearing 100 percent on the CPA exams, and has taken a leadership role in providing students with professional development and entrepreneurship opportunities. Small class sizes, a teaching and mentoring philosophy, and a distinct organizational culture enable The College of Business to create an experiential and personalized learning environment for students. The College faculty are well regarded for their commitment to active, experiential education and “signature” extra-curricular experiences. More information about the College is available at [www.isu.edu/cob](http://www.isu.edu/cob).

#### *Primary Purpose*

Reporting to the Executive Vice President and Provost, the Dean is the senior academic and administrative officer of the College. The Dean is a key player in the University's academic administration and is involved centrally in issues including strategic planning, budget, curriculum, facilities, and research. Moreover, the Dean is a key participant in external relations for the College and the University, including fundraising, alumni relations, economic development, legislative priorities (federal and state), and public relations. The Dean participates in a broad range of institutional discussions and decision-making, and must maintain an institutional perspective while considering the needs and goals of the College.

The Dean is an advocate for the College within the University and among external constituents, including business partners, prospective students, and alumni. The individual in this role consults with the College of Business Leadership Board, which includes individuals with significant experience and expertise in a variety of business and professional disciplines. The Dean works with an internal team that includes an Associate Dean, Assistant Dean, Senior Director of Development, Director of Professional Development, Director of Marketing and Communication, Director of Undergraduate Studies, Director of Graduate Studies, University Budget Officer, four Departmental Chairs, and the Center for Entrepreneurship and Economic Development.

## Key Responsibilities

- Leading staff, faculty, and students in setting strategic, operational, and financial directions for the College.
- Creating new opportunities for the College and the University and directing the College's growth and enhancement.
- Developing, implementing, maintaining and promoting high-quality academic programs, curriculum, and excellence in teaching that support students and achieve the mission and values of the College and the University.
- Honoring and fostering shared governance and embracing the concept of servant leadership, open communication, and transparency with faculty, staff, and students.
- Promoting and improving student success, retention, and graduation rates.
- Supporting faculty research and creativity.
- Developing positive working relationships with faculty and staff; fostering a welcoming, collegial, compassionate, stable, and inclusive organizational culture; and embracing ISU's values of "Trust, Compassion, Stability, and Hope."
- Collaborating with leaders of the business community to develop relationships and to ensure the College is producing graduates who meet the needs of organizations locally, regionally, and nationally.
- Diversifying resource streams that are in alignment with the goals of the College.
- Building external relationships and fundraising with alumni and potential donors to support the College mission and activities.
- Serving as a member of the ISU academic leadership team; working with the President, Provost, Vice Presidents, and fellow Deans to promote interdisciplinary programs, projects, and initiatives.
- Providing leadership for assessment and ensuring the College meets and exceeds the standards for AACSB accreditation.

## Qualifications and Skills

The successful candidate should possess the following qualifications and skills:

- A terminal degree in an academic field closely related to one of the College's disciplines. However, individuals with non-business-related terminal degrees that have exceptional business and organizational accomplishments are also encouraged to apply.
- Demonstrated scholarly and/or professional achievement with distinction sufficient to merit appointment at the rank of tenured full professor. Individuals with a non-traditional academic background should have the demonstrated scholarly and/or professional achievement to merit appointment at the rank of a non-tenured associate or full professor.
- Minimum of five years of demonstrated experience in leadership that includes experience with budgeting, personnel administration, enrollment management, and strategic planning.
- Minimum of five years' experience in higher education with knowledge of current higher education trends, challenges, and demands as they may relate to ISU.
- Demonstrated effectiveness in working in a diverse, multicultural environment and a commitment to and experience with increasing diversity and inclusion of faculty, staff, and students.
- Commitment to fundraising and relationship cultivation from external private and public sources.
- Demonstrated ability to communicate clearly and effectively with a wide range of constituencies.
- Demonstrated ability to constructively facilitate teamwork and foster the trust of faculty, staff, and students; commitment to transparency and shared governance.
- Understanding the needs involved with supporting faculty research and scholarship in an AACSB accredited College of Business.

# PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by September 10, 2019 will be given first consideration.** Please submit a PDF version of your complete curriculum vita/resume and a cover letter highlighting your interest in and qualifications for the position. To apply online, go to <https://theapplicantmanager.com/jobs?pos=su137>

For more information or to offer recommendations or nominations:

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*Idaho State University is committed to continually supporting, promoting and building an inclusive and culturally diverse campus environment and strongly encourages applications from female and minority candidates.*



[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, New York, North Carolina, and Oregon.





## POCATELLO AND SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Southeast Idaho is often thought of as an outdoor lover's paradise with something for everyone. The hills and the spectacular northern Rockies around Pocatello are covered with mountain bike trails and provide access to outdoor activities such as camping, fishing, hiking, hunting, skiing, kayaking, and rock climbing.

### **Interesting facts about Pocatello and Idaho:**

(information is taken from <http://www.pocatelloidaho.com/community-info/life-in-pocatello/> and <http://www.pocatello.us/>)

- The city of Pocatello is located in Southeast Idaho and nestled at 4,448 feet in the western foothills of the Rocky Mountains along the Oregon Trail.
- Pocatello has an unusually desirable four-season climate where clear, sunny, and dry is the norm.
- Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, bike and hiking trails, Pocatello Junction, a skate park, and Zoo Idaho.
- Bannock County has a population of 82,539 and the county seat is located in Pocatello which is populated by nearly 55,000 residents.
- Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is the second lowest of the 11 western states.
- Idaho has a strong and diversified economy. Manufacturing and agriculture remain top industries while high-tech, tourism, retail, healthcare, business, and information services are growth sectors.
- According to FBI statistics, Idaho's crime rate is the lowest in the West. The rate of serious crime is 21.3 percent less than the national average.
- Idaho has more river miles than any other state, 3,100 miles.

For additional information on Pocatello and Southeast Idaho, please visit:

City of Pocatello Idaho

Visit Pocatello.com

Greater Pocatello Chamber of Commerce

[www.pocatello.us](http://www.pocatello.us)

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

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