



**WESTMINSTER  
COLLEGE**



**POSITION PROFILE**  
**Dean, Gore School of Business**  
**August 2022**

*In partnership with Summit Search Solutions, Inc.*



## **Mission**

*Our purpose is to prepare students to lead lives of learning, accomplishment, and service and to help them develop skills and attributes vital for success in a diverse and interdependent world. We promote distinct approaches toward engaged learning that emphasize theory and practice in our academic and co-curricular programs. Grounded in a culture of imagination and innovation, we pursue excellence while promoting inclusiveness and respect for differences.*

*~Excerpt from the College's Mission Statement*



# WESTMINSTER COLLEGE

Founded in 1875, Westminster College has a rich history rooted in liberal arts education. Over the last 30 years, it has added professional programs in business, nursing and health sciences, and education. The college has a strong academic reputation, deep community and alumni support, and a legacy of providing student-centered, liberal arts and professional education. It offers an intimate college experience to approximately 1,500 total undergraduate and graduate students.

The college promotes distinctive approaches to engaged learning through WCore and Honors, Westminster's undergraduate liberal education programs. WCore gives students the opportunity to explore new subjects and ideas through unique courses and offers small-group settings that focus on synthesis, communication, and disciplinary research rather than simply memorizing facts.

Westminster College has received numerous accolades, including:

- Ranked in 2022 by the *U.S. News and World Report* as the “#18 Best Regional University” and the “#15 Best Undergraduate Teaching” institution
- Consistently recognized as a “Best College in the West” by the *Princeton Review*
- Recognized as a “Top Green College” by the *Princeton Review* in 2022
- Recognized as the #9 Best College for Veterans by the *U.S. News and World Report* in 2022
- Ranked above two-thirds of U.S. colleges in the *Wall Street Journal/Times Higher Education 2022 College Rankings* list

Westminster's beautiful campus is situated in a charming residential neighborhood of Salt Lake City called Sugar House-- a 10-minute drive from downtown Salt Lake City.

The college is composed of the Honors College and four schools: the School of Arts and Sciences, Bill and Vieve Gore School of Business, School of Education, and School of Nursing and Health Sciences. The college employs approximately 112 full-time faculty, 160 part-time faculty, 190 full-time staff, and 75 part-time staff and provides exceptional education in 38 undergraduate majors, 31 minors, and 12 graduate degrees.

Roughly half of Westminster's student body comes from outside of Utah and includes students from 42 countries. Approximately 19% of students identify as US students of color. Whether students live on or off campus, they have the opportunity to participate in more than 60 active clubs and organizations, informal gatherings at Shaw Student Center, and a variety of events sponsored by the Associated Students of Westminster (ASW). In addition, the college has fifteen total men's and women's intercollegiate teams in NCAA Division II and a competitive intramurals program. Westminster proudly sent eight student and alumni Olympians to the Beijing 2022 Winter Olympics. Westminster College athletes are high achievers both on and off the field: in 2022, the average student athlete's GPA was 3.5.

Westminster is the only post-secondary institution in the state of Utah awarded grant funding by the US Department of Education to host the Ronald E. McNair Post-Baccalaureate Achievement Program. McNair programs serve low-income and first-generation college students and/or students from groups underrepresented in graduate study. Since 2003, Westminster has served approximately 160 McNair students, some of whom were relocated to Salt Lake City as refugees from Sudan, Somalia, Iraq, and Bosnia. Sixteen McNair alums have earned a PhD, and 73 percent have either attained an advanced degree or remain in the graduate-study pipeline.

The Northwest Commission on Colleges and Universities (NWCCU) accredits the college. Westminster also has specialized accreditation such as ACBSP, AAQEP, COA, CCNE, CEPH, and CACREP.

## Leadership and Governance



**Bethami (Beth) Dobkin**, PhD. joined Westminster as the college's 19th president in 2018. She arrived at Westminster College from Saint Mary's College of California, a private comprehensive institution of approximately 4,000 students, where she served as provost and vice president for academic affairs. Dr. Dobkin has served as a commissioner for the senior division of the Western Association of Schools and Colleges and on the boards of the Foundation for Hispanic Education and Ujima Family Recovery Services. She earned her doctorate and master's degrees from the University of Massachusetts at Amhurst and received a bachelor's degree in speech communication from Humboldt State University.



**Debbie Tahmassebi**, PhD., provost, joined Westminster College in July 2019. Previously she served at Santa Clara University, CA, where she was the Dean for the College of Arts and Sciences and professor of chemistry. Prior to becoming dean at Santa Clara, Tahmassebi was a professor in the Department of Chemistry and Biochemistry at the University of San Diego (USD) for 18 years. At USD, she also served as department chair, associate dean, and special assistant to the provost. Tahmassebi was an American Council of Education Fellow at Loyola Marymount University. She earned a bachelor's degree in chemistry at the University of California, San Diego, a Ph.D. in organic chemistry from the University of Washington, and completed a postdoctoral fellowship at the University of Rochester.



## Westminster at 150

As Westminster College approaches its sesquicentennial in 2025, the college is developing a strategic plan for what Westminster will be at 150 years old.

Westminster at 150 focuses on affirming the college's mission, maintaining educational quality, and creating a signature experience for its students. The strategic plan comprises 4 priorities to increase enrollment and revenue generation to elevate its distinctiveness, competitiveness, and student success.

### The Four Priorities are as follows:

1. **Signature Student Experience**  
All Westminster students will have opportunities to become career-ready, apply their academic coursework in diverse and meaningful contexts, and be prepared to step into leadership roles ethically, effectively, and responsibly.
2. **Integrated Wellness**  
Westminster students will gain knowledge and skills regarding best practices for living well. Campus will be equipped with resources to address both physical and mental needs, and advanced wellness practices.
3. **Power of Place**  
Westminster will harness the power of its location in Salt Lake City to provide resources for students to engage in the natural environment—as well as connect to urban and corporate opportunities—in an educational context of mentoring, impact, and reflection.
4. **Diversification of Academic Programs**  
New degree programs, majors, and certificates will be launched based on market and employment data, student demand, and existing areas of faculty expertise to diversify revenue streams consistent with our core values and purpose.

## Commitment to DEI



### THE STUDENT DIVERSITY AND INCLUSION CENTER

Westminster College is committed to fostering a safe and productive space for students, faculty, and staff of diverse backgrounds. The college's Student Diversity and Inclusion Center (SDIC) serves as the central resource for community building, educational programming, and support services for first-generation college students, LGBTQ+ students, students of color, and allies. The SDIC supports a range of community partnerships and programs, including diversity heritage and awareness lectures and the First Scholars Program, a program designed to support students who are the first in their families to attend college.

The major goals of the First Scholars Program are outlined as:

- To gain an understanding of the strengths of personal and interpersonal cultural communication.
- To engage in conversations of diversity and inclusion.
- To promote the academic integration of first-generation and traditionally underrepresented students on the Westminster campus.
- Promote strong academic development.
- Facilitate social integration of first-generation and traditionally underrepresented students on the Westminster campus.
- Bridge family and community integration.
- Help students achieve prestigious outcomes post-graduation.
- Promote financial literacy and forecast planning.



### THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

The Office of Diversity, Equity, and Inclusion assists the Westminster community in creating a healthy and inclusive campus. Whether fostering meaningful dialogue, providing education and increasing awareness, encouraging action, or fostering community partnerships, diversity and inclusion are at the core of everything it does.



### WESTMINSTER'S DIVERSITY STATEMENT

Westminster College is dedicated to social justice, equity, and respect as fundamental components of its mission and core values. Informed by the college-wide learning goals, Westminster acknowledges and engages with the values, experiences, worldviews, and intersectional identities and characteristics of all members of its campus community. Furthermore, Westminster strives for inclusive excellence by consistently interweaving diversity and inclusion into the curricula and co-curricular activities, programs, policies, practices, and external engagement. Westminster's goal is to cultivate a respectful, equitable, and healthy campus community.





## ABOUT THE GORE SCHOOL OF BUSINESS

The Bill and Vieve Gore School of Business (BVGSB) is dedicated to providing distinctive educational programming based on integrating business and liberal education. The faculty and staff are committed to maintaining a highly student-centered learning environment. The BVGSB is home to undergraduate programs in accounting, business administration, finance, international business, management, marketing, economics, and sports management with minors available in business and entrepreneurship. Graduate programs include master's degrees in business administration, business administration in technology commercialization, and accountancy.

Founded in 1988 through the generous support of Vieve Gore and Ginger Giovale, and accredited by ACBSP, the Gore School of Business has 16 full-time faculty members and boasts technologically advanced facilities for business education, which include interactive classrooms and a behavioral simulation lab. The School also houses distinct centers and programs that offer unique learning opportunities:

### **Center for Financial Wellness**

The vision for the center is to contribute to making Westminster students and employees, and more broadly Utah's population, financially healthier, happier, and more independent. While other higher education institutions in Utah generally provide financial wellness services and programming to their students only, the Westminster Center for Financial Wellness is the first comprehensive provider of financial wellness services to the broader community in the state. One important area of focus for the center is the promotion of financial and economic literacy for persons from historically excluded populations.

### **Center for Financial Analysis**

The Center for Financial Analysis is an advanced computer classroom and lab that empowers students and faculty to move beyond theoretical learning and practice their disciplines in a real-world environment. The components of the center vary in scope and complexity but combine to form one of the most advanced, information-rich, financial research centers in the Intermountain West. The data and analysis available in the Center for Financial Analysis reach across every discipline in the Gore School of Business. While the areas of finance and financial services enjoy many natural synergies with the center, other disciplines such as accounting, economics, marketing, and management leverage the wealth of information and powerful applications to teach basic and advanced concepts.

### **University Valuation Group**

The University Valuation Group was founded in January 2018 and set out with a simple mission: to provide businesses with an excellent valuation experience and allow the best and brightest university students to put their unique financial skills and expertise to work. The University Valuation Group is open to students of all majors.

### **Westminster Tax Clinic**

The Westminster Tax Clinic offers free tax preparation and financial advocacy services to low- to moderate-income individuals, persons with disabilities, the elderly, members of military services, veterans, members of Native American tribes, and limited English proficiency taxpayers.



# THE OPPORTUNITY

## Dean, Gore School of Business

BVGSB seeks a leader who demonstrates and promotes the school's cutting-edge, experiential approach, and its highly engaged, learner-centered environment. The dean reports to the provost and is part of a dedicated, collegial, and collaborative academic affairs leadership team that involves the school deans and the provost, as well as an extended campus leadership team that involves the school deans, the senior college leadership, and faculty, staff, and student leadership.

An effective dean will be an articulate, enthusiastic, experienced listener and communicator. The dean will inspire creativity and collaboration among faculty; assess and respond to faculty and staff needs within institutional and budgetary parameters; and exercise sound judgment in thoughtfully hiring, guiding, and evaluating faculty while facilitating program development. The dean will also serve as director of the newly restructured Division of Graduate and Professional Studies, overseeing the staff responsible for supporting program operations and providing student support.

The new dean of BVGSB will be involved in many exciting opportunities over the next few years and provide leadership in the following areas:

- **Mission, goals, and strategy** - The dean works with faculty and staff to articulate, develop, implement, and evaluate the mission, goals, and strategy of the academic unit and Westminster College.
- **Student learning** - The dean provides leadership in curriculum development, educational innovation, assessment, and program changes.
- **Communication** - The dean communicates plans, decisions, and other academic unit news clearly and in a timely manner.
- **Culture and climate** - The dean plays an important role in promoting a respectful, collaborative, inclusive, and fair academic unit and campus culture.
- **Advocacy** - The dean represents the interests of the academic unit's faculty and staff to college leadership, and provides recognition, encouragement, and support for the work faculty are doing.
- **Professional development** - The dean works with faculty and staff to identify professional development and capacity-building needs and the resources necessary for continued professional growth.
- **Management** - The dean ensures that the core functions of the academic unit are performed efficiently and effectively.
- **Personnel** - The dean is involved in personnel matters including recruitment/hiring, retention or non-retention, promotion, and professional development.
- **Advancement** - The dean will partner with Institutional Advancement on academic unit or Westminster College-related fundraising projects.
- **Student recruitment and retention** – The deans are involved in aiding the admissions staff in undergraduate and/or graduate recruiting. They also partner with the director of student success and retention and the faculty in student retention initiatives.
- **Assessment and accreditation** – The dean provides oversight of the academic unit's accreditations and manages activities such that academic-unit-specific assessments and/or accreditations are obtained or maintained.
- **Shared governance** - The dean works collaboratively with the faculty chair to promote and uphold a strong system of shared governance.
- **Local, state, and national advocacy** – The dean represents the unit and communicates across the community, including with government entities, in ways that facilitate awareness and excitement about the School and advance its goals.

## Required Qualifications

The successful candidate for this position will possess:

- A terminal degree in business or a related field.
- A strong record in higher education of teaching and scholarship and an achieved rank of associate or full professor.
- A minimum of five years of experience in an academic administrative leadership role that includes experience with personnel management, program development, managing budgets, diversity initiatives, enrollment management, and sustainability.
- A record of engaging with the business community through service on boards and/or collaborations between higher education and the private sector.
- A demonstrated commitment to fostering a diverse educational environment and an ability to work with a diverse student and faculty population.

## Desired Skills and Attributes

The successful candidate will possess at least some of the following experiences, skills, and attributes:

- Academic administrative leadership experience specifically with business programs similar to BVGSB programs.
- Evidence of competencies related to mediating and navigating organizational/higher education cultures.
- Demonstrated ability to work collaboratively with colleagues in the school and across the campus community.
- Exceptional communication and problem-solving skills.
- Experience with strategic planning.
- Experience with fundraising and development or a skill set that lends itself to this work.
- A record of effective teaching that includes a commitment to innovative pedagogy.







## PROCEDURE FOR CANDIDACY

Westminster College, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; parties who apply by **October 5, 2022**, will be given first consideration. Applications should include a curriculum vitae and a letter of interest that addresses reasons for interest and experience related to the qualifications described above. All applications and nominations will be held in confidence. To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su319>

### For more information or to offer recommendations:

#### **Andrea Martinez**

Senior Consultant  
Summit Search Solutions, Inc.  
Direct: 919-357-8766  
[amartinez@summitsearchsolutions.com](mailto:amartinez@summitsearchsolutions.com)

#### **Beth Baldino**

Senior Consultant  
Summit Search Solutions, Inc.  
Direct: 828-216-6606  
[bbaldino@summitsearchsolutions.com](mailto:bbaldino@summitsearchsolutions.com)

Westminster College provides equal employment and advancement opportunities to all employees and applicants for employment, without regard to race, color, religion, age (40 and over), sex, pregnancy, gender, disability, national origin, ethnic background, citizenship, veteran status, sexual orientation, gender identity and expression or any other characteristic protected by applicable law.





## ABOUT SALT LAKE CITY, UTAH

Sitting on a 27-acre campus surrounded by trees and green spaces, Westminster College is located in the charming Sugar House neighborhood, just 10 minutes from downtown Salt Lake City (SLC). The city is the capital and most populous city of the state of Utah and features the amenities of a large and diverse metro area (population of 1.1 million) with unparalleled year-round outdoor recreation. Sports enthusiasts can cheer for the NBA's Utah Jazz, the MLS's Real Salt Lake, ECHL's Utah Grizzlies, or AAA baseball's Salt Lake Bees. Art lovers will enjoy Ballet West, Utah Opera Company, the Utah Symphony, and Salt Lake's newest venue, Live at the Eccles, which hosts several Broadway tours as well as comedy shows and musical concerts. And winter sports enthusiasts love the accessibility to the Wasatch Mountains, placing residents just an hour away from 10 world-class ski resorts. Westminster's campus is approximately 4 hours away from 5 national parks: Zion, Bryce Canyon, Capitol Reef, Arches, and Canyonlands, as well as six national forests.

Businesses and families choose Utah for economic opportunities, unparalleled quality of life, and amazing scenery. Utahns continue to achieve work-life balance as they are surrounded by stunning landscapes, summer and winter recreation, a multitude of entertainment options, budding arts communities, and diverse cultural heritage.

- Utah was recently ranked #1 on *Forbes* magazine's list of "best states for business and careers."
- Ranked #3 overall state in the 2021 *U.S. News and World Report* list of Best States
- Ranked the #1 economy in the 2021 *U.S. News and World Report* list of Best States
- The *Human Rights Campaign Foundation* ranks Salt Lake City in the top 100 in its Municipality Equality Index assessment of LGBTQ+ equality within municipal policies, laws, and services

SLC is a modern city with all the amenities one would expect that still maintains a small-town feel. It offers a comprehensive transportation system and a state-of-the-art airport while providing an outstanding mix of urban excitement, family-friendly activities, and beautiful natural solitude very nearby -- SLC can be described as having it all!

*Click here to learn more:*

Visit Utah: [www.visitutah.com/](http://www.visitutah.com/)

Salt Lake Chamber: <https://slchamber.com/>

Salt Lake Sugar House: [www.visitsaltlake.com/salt-lake-city/sugar-house/](http://www.visitsaltlake.com/salt-lake-city/sugar-house/)

