



UNIVERSITY OF DALLAS
The Catholic University for Independent Thinkers

Dean, The College of Business Position Profile

Our mission: The University of Dallas seeks to educate its students, to develop intellectual and moral virtues, to prepare themselves for life and work, and to become leaders in the community. Through intensive teaching, interactive discourse, and critical analysis, the University pursues truth, virtue, and wisdom in the liberal arts and professional studies.

The University of Dallas (www.udallas.edu) announces the search for Dean of the College of Business, a professional school with a premier reputation for preparing students for practice-oriented success in the contemporary global marketplace.

Reporting to the Provost, the successful candidate should have an in-depth understanding of the contemporary business environment and experience in building strong relationships with the business community and other constituencies to increase enrollment, develop new opportunities for internships, and enhance student outcomes. Innovative and aggressive enrollment initiatives at both the graduate and undergraduate levels are a priority, including international student recruitment. Relevant management experience is a plus.

A dynamic, private Catholic liberal arts university founded in 1955, UD is well known for academic rigor, programmatic quality, and a community of talented, independent thinkers. Our undergraduate students are prized for principled



leadership skills and strong intellectual grounding in the liberal arts, ethics and morality.

Situated on 632 acres of rolling hills in Irving, Texas, the UD campus is in the heart of one of the world's most cosmopolitan and highly affordable metro areas -- the nation's fourth largest. (www.visitdallas.com). The Dallas/Fort Worth International Airport is just 15 minutes away, and we are directly linked to the region's thriving global business community through a 21st century light rail transit line. World-class shopping, dining, cultural amenities, medical centers and entertainment venues are the hallmark of this economically vibrant metropex that is home to

more than 100,000 companies, including 1,500 corporate and regional headquarters.

POINTS OF PRIDE

The University of Dallas has earned national stature for high quality academic programs and outstanding student achievement. The current freshman class includes 22 National Merit Scholars. UD is the youngest university in the 20th century to be granted a Phi Beta Kappa chapter. Since our founding 55 years ago, 36 UD students have been named Fulbright scholars, and 85 percent of our pre-med and 90 percent of our pre-law graduates earn admission to professional schools. Additionally, 80 percent of our students participate in study abroad programs, which is one of the highest rates in the nation.

We are highly ranked on America's most respected rosters of leading universities, including:

- **2012 Princeton Review:** One of the "Best 376 Colleges" and among the "Best of the West" for Best Schools for Biology Majors, Most Popular Study Abroad Programs and Most Religious Students.
- **2012 Fiske Guide to Colleges:** A "Best Buy" in the 2012 edition, we are one of only 49 public and private colleges and universities on the list.
- **Forbes:** One of America's "Best Colleges," we rank in the top 20 percent of 650 schools and second among all schools in Texas.
- **U.S. News & World Report:** UD is #2 among 34 Texas colleges and universities in the latest 2012 "America's Best College" rankings.
- **Parade Magazine:** Our Studio Arts Program has been selected as one of the nation's best.

- **American Council of Trustees and Alumni:** UD earned an "A" in the third annual "What Will They Learn" college ratings.
- **National Security Agency and the Department of Homeland Security:** Our cybersecurity program is one of seven university programs worldwide and the only school in Texas designated as a "National Center of Academic Excellence in Information Assurance Education" that maps to all six Committee on National Security Systems standards.



OUR DISTINGUISHED HISTORY

Founded in 1955, UD admitted the first degree-seeking students in September 1956, and has grown steadily in stature and recognition. The Southern Association of Colleges and Schools (SACS) awarded accreditation in 1963 and has reaffirmed accreditation regularly. In 1996, we were the first institution accredited by the American Academy of Liberal Education. Our

graduates have earned an impressive number of Fulbright and Woodrow Wilson awards for graduate studies.

In 1966 the Graduate School of Management and the Braniff Graduate School were created, followed by the Constantin College of Liberal Arts (1970), the Institute of Philosophic Studies (1973), the School of Ministry (1987). In 2003 the College of Business, incorporating both the Graduate School of Management and the undergraduate business program, was established.

THE COLLEGE OF BUSINESS

The College of Business is regarded as a teaching-intensive school due to its primary emphasis on the delivery of practice-based education in its mission, marketing and employment practices. In their programmatic planning and hiring decisions, the faculty and administration of the College seek to maintain emphasis on teaching and the unique practice-based character of the educational experience at the University of Dallas.

The College emphasizes a connection to industry in the portfolio of skills and experience held by its full-time faculty, the encouragement to faculty to engage in external consulting and field research, the inclusion of field projects in its curricula, and the employment of part-time faculty who are currently engaged in the practice of their profession for teaching specialized courses.

In addition to the undergraduate program in business, the College offers graduate programs leading to the [Master of Science](#) and the [Master of Business Administration](#), with numerous MBA concentrations and an extensive catalog of online programs. The Graduate School of Management is widely recognized for having one of the most popular MBA programs in the Southwest.

OUR ACADEMIC COMPONENTS

In addition to the College of Business, our key academic components include:

- **The Constantin College of Liberal Arts** provides undergraduate education through a baccalaureate degree program with a coherent core curriculum common to all undergraduates, comprising more than half of course hours required for graduation. The core curriculum, emphasizing both ancient and modern Western Civilization, is based on the close study of specific, pivotal texts. The majors, built upon the core, allow our students to acquire skills, knowledge, and habits of thought and practice specific to each discipline. Underlying these curricula is a desire to enable students to understand the human condition and to comprehend the fundamental character of the world in which they are called to live and work.
- **The Braniff Graduate School of Liberal Arts**, initiated in 1966, has as its goal the revival of the Western heritage of liberal education and the recovery of the Christian intellectual tradition in a constructive dialogue with the modern world. Master's programs confer degrees in American studies, art, English, humanities, philosophy, politics, psychology and theology. The Institute of Philosophic Studies is an interdisciplinary program with a required core curriculum consisting of classic works in the Western intellectual tradition. The only doctoral program in the country with such a required core curriculum, the School confers degrees in philosophy, literature and politics.
- **The School of Ministry** meets the educational needs of the Catholic Church through bachelor's and master's degree programs; adult continuing education programs (including deacon formation

programs), adult faith formation programs and a Catholic Biblical School; an annual ministry conference; and UD's unique Rome Study Abroad program. The School of Ministry offers five master's degree programs: theological studies, Catholic school leadership, Catholic school teaching, religious education and pastoral ministry. The master of pastoral ministry degree program consists of seven concentrations: church management (in conjunction with the Graduate School of Management), campus ministry, family ministry, healthcare ministry, Hispanic ministry, pastoral life and administration, and



youth ministry. The bachelor of pastoral ministry degree offers two focus areas: catechetical ministry and youth and young adult ministry.

- **The UD Rome Program**, is at home on Due Santi, a stunning 12-acre campus just 12 kilometers south of the city. As part of the University's regular undergraduate curriculum, each qualified UD sophomore has the opportunity to study for one semester in Italy, in the heart of classical and Christian civilization, and attend Mass at the Vatican.

A COMMITMENT TO CORE VALUES

The University of Dallas is committed to the study and development of the Western tradition of

liberal education and the Catholic intellectual tradition. We are guided by principles of learning that acknowledge transcendent standards of truth and excellence that are themselves objects of inquiry and research. UD is open to faculty and students of all faiths, and we support their academic and religious freedom without discrimination. We seek to maintain the dialogue of faith and reason, while assuring the proper autonomy of each of the arts, sciences and professions. The University promotes professional and graduate education that shares a common spirit with the liberal arts: reflecting critically on the ends governing the profession, fostering principled moral judgment, and providing the knowledge and skills requisite for professional excellence.

OUR FACULTY AND STUDENTS

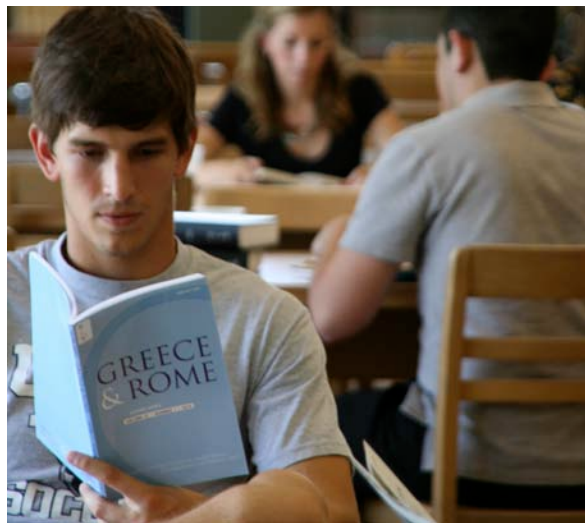
An integrated, multifaceted institution, UD enrolls approximately 2,700 undergraduate and graduate students and engages a full-time instructional faculty of 135 teacher-scholars, of whom 97 percent hold the highest degree in their respective fields.

The College of Business employs 32 full time staff and one part time staff member, 26 tenure-track faculty lines, four non-tenure-track full time faculty lines, and two full time administrators who hold faculty lines. The College maintains a roster of 40 adjunct instructors and coaches from which to draw upon as opportunities arise. The College employs contract trainers and maintains partnership agreements for the delivery of its professional and preparatory programs.

Undergraduate applicants generally rank in the upper third of their high school graduating classes and have above-average SAT and ACT college admission tests scores. Applicants to the Braniff Graduate School of Liberal Arts are required to have a bachelor's degree before matriculating in

any program, and must demonstrate through undergraduate major or otherwise a suitable background in the liberal arts.

At UD, 57 percent of our incoming freshman class of 2015 are from out of state, which is a higher percent than any other university in Texas and is why we are referred to as “the national university of Texas.” Eighty-three percent are Catholic, 47 percent are in the top 10 percent of their high school class, and 84 percent are in the top half. The current average SAT score is above 1220. The student profile is two-thirds male, three-quarters Catholic, over half white and non-Texas domestic, and approximately one-fifth transfer students. The undergraduate student is largely a full time residential student, with a limited number of senior and local students who commute. More than 80 percent of UD undergraduate students participate in the study abroad program, one of the highest rates in the



country.

In the fall of 2011 the undergraduate enrollment headcount in Constantin College was 1,356; the Braniff Graduate School was 312; the School of Ministry was 111.

The College of Business is currently home to 140 undergraduates and 966 degree-seeking graduate students. The Graduate School of Management is composed primarily of working adults with an average age of 35 and an average 7-10 years of work experience. The population is 38 percent female and 85 percent enter the program with work experience, and approximately 23 percent report a Catholic affiliation. International students compose approximately 17 percent of the graduate student body, and the countries with the greatest representation are India, Canada, Nepal and Vietnam.

OUR CAMPUS

The skyline of Dallas dominates the view from the UD campus, a major portion of which is situated around the Braniff Mall, a gathering place for the university community. The imposing Braniff Memorial Tower is a symbol and landmark for the University. Among buildings comprising the campus core:

- **John. W. Carpenter Hall** - classrooms and faculty and administrative offices
- **Lynch Hall** – a multi-purpose amphitheatre-style lecture hall
- **Haggerty Art Village** – a collection of buildings completed in 2001 that includes studios, galleries and classrooms
- **William A. Blakley Library** - more than 300,000 volumes, 120 databases and 12,000 full text publications online
- **Gorman Lecture Center** – classrooms
- **Margaret Jonsson Theater** – 80-seat theater and scene shop
- **Braniff Graduate Building** – classrooms and faculty and administrative offices
- **Augustine, Gregory, Jerome, Madonna, O’Connell and Theresa Residence Halls**

- **Catherine Hall** – School of Ministry
- **Anselm Hall** – International Student Center, classrooms and faculty offices
- **Ed Maher Athletic Center and Athletic Complex** – gymnasium, outdoor swimming pool, tennis courts, soccer and baseball fields

Among the more significant campus changes in recent years are the opening of the Haggerty

Science Center teaching and research facility, a permanent campus for our Rome Program near Albano, Italy, dormitory renovations, and the addition of baseball, softball and lacrosse fields, as well as major additions to the Haggerty Art Village and Maher Athletic Center. New University apartments and a new residence hall also have been built.

DEAN OF THE COLLEGE OF BUSINESS: QUALIFICATIONS

In addition to having a history of building enrollment, an entrepreneurial orientation and practical management experience, the ideal candidate in this national search should have an earned doctorate in a business discipline, demonstrated excellence in teaching and scholarship, and academic experience. The ability to engage effectively with students is essential, as is a collegial approach to building and sustaining rapport within the college and across the university. Nominations/inquiries from non-traditional candidates are welcomed.

OPPORTUNITIES AND PRIORITIES AWAITING THE NEW DEAN

- Take a hands-on approach to leading efforts to grow COB enrollment and improve student retention/completion outcomes.
- Complete the AACSB accreditation process, with final review in September 2012.
- Lead the implementation of the COB's strategic plan.
- Build a comprehensive COB branding initiative, emphasizing the unique value of experiential learning and practice-based education, and aggressively promote those efforts in the Dallas/Fort Worth metroplex as well as nationally and globally.
- Recruit and develop outstanding faculty, and review and assess curricular offerings in response to emerging market demands.
- In partnership with UD's advancement officers, undertake college-based initiatives, increase alumni participation and gift revenues.
- Take advantage of UD's close proximity to global industry giants by building creative new business partnerships (i.e. student internships, co-op programs, faculty research support, and visiting practitioners from the corporate sector).
- Represent the college effectively by networking with business leaders, alumni, the Board of Trustees, media and other external constituencies.

TIMELINE AND SEARCH PROCESS

The review of candidate materials will begin in mid-February and continue until the position is filled. Inquiries, nominations and applications – to include a detailed letter of interest reflecting on the desired attributes, CV and email/telephone contacts for five references – will be treated confidentially.

Materials should be electronically submitted via MS Word or Adobe pdf to UDCOB@academic-search.com. The search is assisted by John B. Hicks, Senior Consultant, Academic Search, Inc. He can be reached by email at John.hicks@academic-search.com or by phone at 205-345-7221.

The University of Dallas does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities.