



## **Opportunity and Challenge Profile**

*Search for the Campus Dean of the School of Business  
University of Washington Bothell  
Bothell, Washington*

The University of Washington Bothell (UW Bothell) seeks a forward-looking, creative, and collaborative leader to serve as the next [campus dean](#) of the School of Business. A non-departmentalized school that prides itself on outstanding interdisciplinary work, the School of Business transforms students' lives and enhances the community's vitality through innovative research and an exceptional education with a strong commitment to cross-disciplinary curriculum, community engagement, and learning both inside and outside the classroom. The campus dean will be joining a dynamic, passionate, and ambitious community of students, faculty, scholars, business leaders, and staff, inspired to make the world a better, more just, and inclusive place.

Founded in 1861, the University of Washington (UW) is one of the oldest state-supported higher education institutions on the Pacific coast. In 1990, the Washington State legislature established two new UW regional campuses, in the cities of Tacoma and Bothell, south and northeast of Seattle respectively, to broaden access to higher education for the state's place-bound residents.

Located less than 20 miles northeast of downtown Seattle, UW Bothell is one of the most diverse public university campuses in the state and is in the center of the Pacific Northwest's large, vibrant, and booming high-technology corridor and economic region. UW Bothell combines the intimacy of a predominantly undergraduate institution with the prestige of a major public research university. The campus currently enrolls approximately 6,000 students in undergraduate and graduate programs. The campus is located in a beautiful natural setting and boasts award-winning architecture and cutting-edge facilities overlooking natural wetlands and the Cascade Mountains. Its size and co-location with Cascadia College, a community college, place UW Bothell in an excellent position for continued educational and regional impact. Access and opportunity are central to UW Bothell's mission, as is its focus on cross-disciplinary research, creative practice, and connected learning. This is reflected in the budding partnership with Bellevue College, a public college within the Washington Community and Technical Colleges system.

With a mission centered on the spirit of discovery, critical and analytical thinking, ethical reasoning, and respect for cultural and intellectual diversity, the School of Business is poised to be a leader in regional and national business education. The campus dean will be joining the community at the opportune time; the school is well-established, yet ready for the next phase of its evolution. Moving forward, the campus dean will play a key leadership role in enhancing academic excellence through cross-disciplinary engagement, fostering an inclusive culture, and propelling the school to new heights by cultivating funds and partnerships. To that end, the next campus dean will help shape the future of UW Bothell by addressing the following key opportunities and challenges:

- Assess, champion, and lead the dynamic strategic vision for the School of Business
- Raise new funds to achieve the school's strategic ambitions
- Advance a supportive and inclusive culture that equally values all faculty and staff and fosters collaboration toward student success
- Develop and expand support to enhance the success of UW Bothell's diverse student body
- Recruit, retain, and support diverse faculty and staff to excel in their roles
- Increase cross-disciplinary partnerships across the Bothell campus
- Position the school as a key partner within the region
- Provide financial leadership and steward resources to elevate the school's economic well-being

A list of the desired qualifications and characteristics of the campus dean can be found at the conclusion of this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm, to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

### **About the University of Washington**

The University of Washington is globally recognized as one of the top 10 universities in the world and number two among U.S. public institutions by *U.S. News & World Report*. With operations on three campuses, the University is a vital economic engine for the state of Washington and a center for research and scholarship across the globe. The University employs more than 4,000 outstanding faculty members, has an endowment of roughly \$3 billion, and boasts a diverse range of academic programs, including a robust health sciences and engineering enterprise. In 2016, the University launched a \$5 billion capital campaign, the largest campaign of any public university and one of the most ambitious campaigns globally. Thanks to the generosity of more than half a million donors, the University of Washington recently closed the books on this historic campaign, raising \$6.3 billion to support scholarships, fellowships, and financial aid for students and to advance the institution's public mission.

### **About the University of Washington Bothell**

*"UW Bothell holds the student-faculty relationship to be paramount. We provide access to excellence in higher education through innovative and creative curricula, interdisciplinary teaching and research, and a dynamic community of multicultural learning."*

*– Mission Statement, University of Washington Bothell*

Located in the Seattle metropolitan region, UW Bothell is a predominantly undergraduate institution (PUI) that focuses on building vibrant regional partnerships, creating and disseminating new knowledge, and preparing students for leadership in the state of Washington and beyond. The UW Bothell campus was established in 1990, along with the UW Tacoma campus. In the first 15 years of operation, UW Bothell only offered upper-division and master's level courses. In 2006, UW Bothell began enrolling students in first- and second-year college courses. Since 2007, UW Bothell has grown to become the largest of the state's five new public university campuses. It houses five academic schools (School of Business, School of Educational Studies, School of Interdisciplinary Arts and Sciences, School of Nursing & Health Studies, and the School of STEM) that offer 55 degrees and programs. Although primarily a commuter school, UW Bothell has expanded services to students including a planned student residence hall, an activities and recreation center, a student diversity center, a veterans' resource center, and a student success center. In addition, students continue their learning outside of the classroom through community-engaged

learning with more than 400 off-campus partners; internships with companies, organizations, and agencies across the region, country, and world; and through capstone projects, team-building exercises, and group project experiences. UW Bothell and UW Seattle share essential resources and functions (including academic human resources, sponsored research, IT, marketing, legal counsel, faculty senate, among others), but otherwise operate autonomously.

Three principal values underlie UW Bothell's identity and signature strength as a PUI: cross-disciplinarity, connected learning, and community engagement. These distinctions are at the heart of UW Bothell and represent the "how" and "why" of the strategic priorities. Since its founding, UW Bothell has emphasized research and teaching that cut across disciplinary boundaries to solve complex problems facing society today. Furthermore, it is committed to creating high-impact relationships between students, staff, and faculty that contribute to innovative teaching and impactful scholarship. Finally, community engagement is core to the university as it advances the collaboration and exchange of knowledge and resources between higher education institutions, the communities in which they reside, and the entire world. For more information on this framework, please see <https://www.uwb.edu/academic-affairs>.

In 2020, UW Bothell launched a new strategic plan, "Expanding Access, Achieving Excellence." Reflecting on UW Bothell's first thirty years of strong growth and dynamic change, this plan looks towards the future with a focus on strengthening diversity and equity, advancing cross-disciplinary teaching and research, and enhancing community and campus engagement. For more information about the strategic plan, please see <https://www.uwb.edu/chancellor/strategic-plan>.

Today, UW Bothell employs 369 faculty; of these faculty, 144 are tenure-track, 67 are teaching track, and three are artists-in-residence. Faculty members have terminal degrees from eminent universities across the globe, active research agendas within the context of a PUI, and a well-earned reputation for excellence in teaching. In addition to pursuing impactful research, faculty engage students in funded research projects and sponsor undergraduate students for the highly competitive Mary Gates Research Scholarships.

UW Bothell is also home to over 338 dedicated and exceptional staff members serving in managerial, professional, and classified union positions. The campus maintains a working partnership with many educational institutions, including Cascadia College and other community colleges in the North Puget Sound region, and is offering select programs in the city of Bellevue, a hub for high technology growth, and in the city of Everett, a hub for aerospace manufacturing.

UW Bothell enrolls approximately 6,000 students, including 5,471 undergraduate students and 595 graduate students from around the state and the region. Diversity is a core value of UW Bothell, and it is one of the most racially diverse public university campuses in Washington. In 2021, 40% of incoming first-year students and transfer students would be the first in their families to earn a four-year degree. Of the incoming transfer students, approximately 86% are transfers from a Washington state community college. 28% of incoming first-year students and 32% of incoming transfer students are eligible for federal Pell grants and more than 400 students are eligible for veteran benefits. Dedicated to serving a diverse group of students, UW Bothell is investing time and resources into building a robust sense of community and is proud of its active Student Diversity Center.

Furthermore, the mission of UW Bothell is reflected in various rankings and accolades. UW Bothell ranks number 1 in the nation for public colleges that provide the greatest return on investment (ROI). Furthermore, the wages of UW Bothell alumni with bachelor degrees are consistently the second highest

in the state among all graduates with comparable degrees from public, four-year institutions. Lastly, in 2018-2019, 64% of undergraduate students and 66% of graduate students graduated debt-free.

In concert with Cascadia College, with whom UW Bothell is co-located, UW Bothell is guided by a campus master plan. The plan was approved in January 2018 and addresses building, parking, and housing needs along with environmental impacts. Construction is ongoing for the new Residential Village, a new front door to the campus that will include transit-oriented housing, and academic functions. These possibilities open the door for future growth. To learn more about future plans for UW Bothell, please see <https://www.uwb.edu/campusplanning/master-plan>.

UW Bothell has now reached a scale that is sustainable, yet agile. It has a defined number of schools and a growing identity in the marketplace, but there is an immense opportunity to capitalize upon the emerging maturation of the institution.

### *Finances*

UW Bothell is a tuition-dependent institution that receives state allocations to subsidize overall expenses. After 27 years of incremental budgeting, UW Bothell adopted the modified Responsibility Centered Management (RCM) model in FY18 and refined the budget allocation formula for schools in FY20. The allocation for schools is heavily weighted towards teaching activity along with considerations for major enrollment, degrees, and minors and accounts for differences between graduate programs and undergraduate programs with equal weighting for retrospective and prospective activity. Additional funding is available for investment in new programs and strategic plan implementation. To learn more about the budget and campus finance, please see <https://www.uwb.edu/planning-administration/planning-budget/budget>. In addition to this RCM framework, UW offers fee-based self-sustaining degree and certificate programs that provide additional revenue for schools.

### **About the School of Business**

The UW Bothell School of Business is a AACSB accredited program home to a dynamic, passionate, and ambitious community of students, scholars, business leaders and staff committed to business education in the state of Washington, as well as serving the business community across the region. The incoming campus dean will succeed Dr. Sandeep Krishnamurthy, the inaugural campus dean, who is returning to the faculty after over 12 years of service.

The vision and mission of the School of Business are to enhance the well-being of individuals, organizations, and society through leadership in business education and research. To accomplish this, the school holds the following core values: Personal Ethics and Responsibilities; Work Ethic; Commitment to Diversity; Commitment to Academic Values; and Commitment to Collaboration. For more information about the school's vision, mission, and values, visit <https://www.uwb.edu/business/about/vision-mission-values>.

With a 23-to-1 student-faculty ratio and flexible degree offerings for undergraduate and graduate students, the School of Business educates over 1,000 students each year, most of whom are undergraduates. Undergraduate students can earn a bachelor's degree in business administration and can specialize in accounting, entrepreneurship, finance, general business, leadership and strategic innovation, marketing, management, management information systems, retail management, supply chain, and technology and innovation management. Students from UW Bothell can also elect to earn a minor in

economics. Students in the MBA program choose between the general, technology, or leadership MBA. The school also offers a Master of Science in Accounting.

Through a unique collaboration, the School of Business provides a PharmD-MBA concurrent degree program to student pharmacists who attend the UW School of Pharmacy where they can earn their PharmD and MBA degrees in just five years. The School of Business also offers executive education programs that are customizable by client organizations to address specific organizational needs and support executive development. Outside of the classroom, the School supports student participation in clubs and activities such as Beta Alpha Psi, Delta Sigma Pi, Financial Management Association, and the MBA Association.

The School of Business comprises of 16 staff members, 25 full-time faculty, and several part-time faculty. Students are drawn to UW Bothell for its teacher-scholar model and transformative student experience. School of Business faculty excel in translating their expertise into the classroom through an evidence-based learning approach that is coupled with experiential learning opportunities for students. Faculty have published in nationally and internationally renowned journals and won the UW Bothell Distinguished Research, Scholarship and Creative Activities Award and the Distinguished Teaching Award. Faculty and staff also choose to work at UW Bothell because they are attracted to the teacher-scholar model and transformational experience that UW Bothell provides its diverse student body.

In June 2019, the school developed and implemented [a strategic plan](#) with the following four priorities:

1. Cultivate student learning and success
2. Nurture the growth of faculty as thought leaders
3. Promote transformational partnerships with the business community
4. Develop a culture of professional and adaptable management for new contexts (e.g. pandemic)

The School of Business is additionally supported by the campus dean's elected Faculty Council (FC) and Advisory Board. To facilitate shared governance, the UWB School of Business has an elected Faculty Council which advises the campus dean on matters of policy regarding faculty promotion and tenure, and on matters involving academic policy, including priorities, resource and salary allocation, and budgets. The FC is concerned with all domains of faculty authority and duties of the UWB School of Business faculty and the professional and personnel issues affecting faculty. The faculty council has one tenured voting member of the faculty elected from each of the Academic Areas and two voting faculty members elected at-large from the school faculty, at least one of whom has an instructional title. The campus dean participates in Faculty Council meetings as an ex-officio, non-voting member.

The Advisory Board works to provide strategic guidance, build external partnerships, deepen the school's relationship with the business community, and promote fundraising opportunities. Spanning manufacturing, retail, aerospace, accounting, design, software, services, healthcare and consulting, volunteer board members bring their rich experience and broad expertise to bear on the advice they provide the school. For more information about UW Bothell, please see Appendix I.

### **Role of the Campus Dean**

Reporting to the Vice Chancellor of Academic Affairs, the [campus dean](#) provides academic, intellectual, and administrative leadership for the School of Business. The campus dean will embrace the identity of UW Bothell's School of Business and work to ensure that the school is effectively serving its thriving,

diverse student body. In collaboration with a wide range of internal and external stakeholders, especially faculty, staff, students, and alumni, the next campus dean will assess, champion, and lead the academic vision and mission of the school. The campus dean will set the direction for academic excellence and student success, creating and maintaining organizational infrastructure that supports the school's academic and teaching mission. The campus dean provides leadership for teaching, learning, research, community engagement, enrollment management, strategic budgeting, assessment, fundraising, accreditation, and student success in the School of Business, and supports the campus's larger strategic goals. The campus dean is responsible for the thoughtful and strategic management of the approximately \$8 million annual operating budget. See Appendix II for an organizational chart.

### **Key Opportunities and Challenges for the Campus Dean**

The next campus dean will join the School of Business at a pivotal moment, as the school is well-positioned for its next defining chapter. The campus dean will bring a passion for UW Bothell's student-centered mission, commitment to exceptional teaching and research within the context of a PUI, and drive to realize innovative, impactful programs to lead and grow the school. To achieve this, the campus dean will address the following key opportunities and challenges:

#### ***Assess, champion, and lead the dynamic strategic vision for the School of Business***

Joining a passionate and committed community, the next campus dean will strategically build upon the school's strengths to help champion and lead the dynamic strategic vision to reinforce and support its identity as one of the premier institutions for Business School education. This will be accomplished in part through innovating and strategically investing in areas of future growth. The campus dean will inspire and engage stakeholders around a future-facing vision that differentiates and builds upon the school's strengths by propelling academic excellence, promoting innovation, and fostering a shared sense of community. Building upon a collective vision, the campus dean will work together with faculty, staff, and students around an ambitious strategic plan. The campus dean will bring a demonstrated track record of adapting to the ever-changing higher education landscape while considering important accreditation standards. Lastly, the campus dean will ensure that faculty and staff collaboratively support efforts to align academic programs with industry needs and strengthen student success efforts.

#### ***Raise new funds to achieve the school's strategic ambitions***

As the primary school leader responsible for communicating the vision and goals to the community and professional constituencies, the next campus dean will inspire the larger public with compelling stories and weave in an integrated narrative that has resonance for all stakeholders. The school's next leader will be an excellent communicator and possess the ability to fully integrate the advancement model, which includes development, marketing, communications, alumni and other stakeholder engagement, in their approach to public and private philanthropic fundraising.

Raising funds is one of the two primary needs for the school at this stage of its evolution. Examples of critical financial priorities for the school include funding for faculty administrative appointments, support for faculty research, student scholarships, and progress towards the long-term goals of cultivating a naming gift and obtaining a physical building. Going forward, it will be prudent for the school to be less dependent on state tuition for almost all its operations. The campus dean will also continue to strengthen and increase the impact of the school's advisory board, expanding external connections to continue

developing philanthropic opportunities. Lastly, the campus dean will pursue opportunities for a named identity and advocate for building space for the School of Business in partnership with campus leadership.

***Advance a supportive and inclusive culture that equally values all faculty and staff and fosters collaboration toward student success***

The second primary need is to further establish the school as an exceptional place to work and learn. The campus dean will bring leadership experience in establishing common goals and a shared purpose for faculty and staff. The campus dean will approach strategic goals and daily operations with a holistic lens of equity, diversity, and inclusion, and an ability to listen and build trust through collaboratively developing and communicating priorities in a transparent manner. The campus dean will also strengthen and promote a synergistic culture of collaboration, trust, and transparency to increase cohesion and a sense of belonging and connection among faculty, staff, and students.

To provide the best possible services and promote job satisfaction, the campus dean will utilize their business acumen to confirm protocols and clarify organizational responsibilities and organizational structures. The campus dean will also strategically invest resources to support employee success, satisfaction, and wellbeing, including professional development and supporting a balanced workload.

The new campus dean's charge will require organizational culture adjustment within the school. Hence, this leader will utilize change management expertise to provide avenues for the school's community to work through discomfort and bridge differences that may arise.

***Develop and expand support to enhance the success of UW Bothell's diverse student body***

As a PUI, the campus dean will bring a fundamental motivation to support student success from matriculation to graduation and beyond. The campus dean will bring experience leading initiatives regarding programmatic updates and, in partnership with staff and faculty, will ensure continuous improvement and investment in expanding the diversity of course offerings, broadening learning modalities and accessibility, and meeting industry demands. The campus dean will develop and strengthen support structures to meet the needs and ensure the success of a diverse student body, with a particular focus on fostering an inclusive culture and a strong sense of belonging that students will carry with them for life. To attract prospective students and position the school as a top destination for business education in the region, the campus dean will bring a demonstrated track record of developing student pathways into industry and other post-graduation opportunities, in addition to supporting programs that help students develop the necessary skills for a professional environment, including opportunities for internships and career success post-graduation. To manifest these aspirations, the campus dean must value, support, and champion diverse student-centered programs and innovations.

***Recruit, retain, and support diverse faculty and staff to excel in their roles***

The campus dean will strengthen the school's intellectual community, and that of UW Bothell more broadly, by promoting a culture of scholarly ambition through excellence in student-centered teaching and continuous growth in high-quality research within the context of a PUI. The campus dean will work in close partnership with faculty and academic leadership to determine how to best balance the faculty's teaching, research, and service commitments, ensuring that faculty are recognized and feel valued for their contributions and overall well-being is taken into account. The campus dean will also build a

cohesive, transparent, and inclusive culture that values faculty across ranks and classifications. Success will include recruiting and hiring the next generation of faculty; supporting, mentoring, and retaining faculty, particularly those from underrepresented backgrounds at early or middle career stages; investing in faculty professional development at all levels; creating opportunities for advancement; and establishing equitable and fair promotion, tenure, and review processes. In addition, the campus dean will support pedagogical training and advancements which contribute to a more enriching and equitable learning experience for a diverse student body.

The campus dean will further strengthen the culture at the School of Business by working to recruit and retain staff members dedicated to the mission of UW Bothell. In doing so, the campus dean will assess overall staff workload with an eye toward personal well-being, create mentorship and professional development opportunities, and articulate clear career pathways through transparency in promotion policies and performance metrics.

### ***Increase cross-disciplinary partnerships across the Bothell campus***

The campus dean will be a strong University and community citizen capable of building partnerships and collaborations. As part of the VCAA's leadership team, the campus dean for the School of Business will work in partnership with others to realize the academic ambitions for the school and the UW Bothell campus. The campus dean will set the cultural tone for the School of Business, ensuring that it is seen as a valued and trusted partner across the campus in collaborative efforts to foster synergies around student success, research, and community engagement. In particular, the campus dean will work to enhance opportunities for cross-disciplinary engagement and collaboration, as well as in support of the campus' diversity, equity, and inclusion efforts.

### ***Position the school as a key partner within the region***

The School of Business is uniquely located right in the midst of a high-tech corridor where technology, software, biotech, retail, aerospace, pharmaceuticals, hospitality, food and beverage giants are changing the world. Leveraging UW Bothell's unique location and proximity to established companies like Amazon, Microsoft, Boeing, Starbucks, Costco, REI, Philips, T-Mobile, Google, Meta, and Gilead Sciences, the campus dean will be the school's ambassador by nurturing existing industry connections and forging new ones to grow the visibility and resource base of the School of Business. The campus dean will amplify the school's reputation as the indispensable partner in the region, harnessing its existing strengths to boost external visibility and build up additional strengths to enhance regional impact. The campus dean will bolster robust alumni engagement and support through developing and enhancing professional pathways for students and alumni to work with local industry leaders. The campus dean will also elevate existing external partnerships and operations and grow philanthropic relationships. In the long term, the campus dean will strengthen relationships between and among faculty, staff, students, alumni, and external partners and donors.

### ***Provide financial leadership and steward resources to elevate the school's economic well-being***

The campus dean will establish and steward sustainable budgeting practices to further the school's financial health and meet the mission of the School of Business. To ensure the school's financial stability and ensure it is well-positioned for long-term growth, the next leader will bring both experience and a vision to effectively diversify and grow revenue streams. The ideal candidate will bring knowledge of or experience in leading in an RCM or similar activity-based environment as well as a familiarity with or



appreciation for state-funded budget models. Ultimately, the campus dean will need to have a deep understanding of the unit's budget and must strategically plan and achieve a balance between income and expense. This will be important not only at the current level of operations, but also for future initiatives and exigencies as the main UW Bothell campus strives to ensure stable enrollment in the near future. The new partnership with Bellevue College provides the campus dean with a unique opportunity to grow student enrollments to support fiscal sustainability.

### **Qualifications and Characteristics**

UW Bothell seeks a dynamic, accomplished, inspiring, and collaborative individual to serve as its next campus dean of the School of Business. Qualified candidates must have a Ph.D. (or an equivalent degree) in business or a related field with an established track record of research, teaching and scholarship commensurate with the rank of Full Professor at a PUI.

*Positive factors for consideration include, but are not limited to:*

- Demonstrated commitment to student success for a diverse student population.
- Prior administrative and leadership experience in a large and complex environment, including evidence of vision and effective strategic planning and implementation;
- Demonstrated ability to advance a supportive and inclusive culture for faculty and staff.
- Demonstrated management expertise with human, financial, and information resources; familiarity and experience with RCM and/or activity-based budget models a plus;
- An understanding of the importance of, and demonstrated success in, promoting diversity, equity, and inclusion among faculty, staff, and students;
- Demonstrated ability to foster collaboration across diverse disciplines;
- Demonstrated commitment to innovation in the field of business education; appreciation for high-quality research within the context of a PUI with an understanding of the research process in different business-related disciplines;
- Prior evidence of successful fundraising and strategic advancement of a unit; experience with and willingness to invest time in external engagement;
- A leadership style based on integrity, transparency, and inclusiveness, with a proven ability to influence others beyond formal authority;
- Exceptional organizational, interpersonal, written, and oral communication skills.

### **Location**

Bothell, Washington (pop. 46,657) is located just under 20 miles northeast of Seattle, a major coastal seaport and the seat of King County, Washington. It is located five miles from Woodinville wine country, a region with more than 80 award-winning wineries, and six miles from St. Edwards State Park, a 316-acre day-use park with 3,000 feet of freshwater shoreline on Lake Washington. The University is proximal to companies both large and small, including Phillips US, Google, Microsoft, Costco, T-Mobile, REI, and Boeing; Amazon's presence in Bellevue, just 12 miles away from campus, is equivalent to the company's headquarters in VA. To learn more about Bothell, see <http://www.explorebothell.com/>.

### **Applications, Inquiries, and Nominations**

Screening of complete applications will begin immediately and continue until the completion of the search process. For more details and to submit inquiries, nominations, and referrals, please see the Isaacson,

*Campus Dean of the School of Business  
University of Washington Bothell*

Miller website for the search: <https://www.imsearch.com/search-detail/S8-399>. To submit an application (including a CV, cover letter, statement on diversity, application, contact information, and five professional references), visit <http://apply.interfolio.com/110718>. Electronic submission of materials is required.

**ISAACSON, MILLER**  
imsearch.com

Courtney Wilk-Mandel, Jaime Morgen, Leslie Lemus, and Cara Meyers  
Isaacson, Miller  
1000 Sansome Street, Suite 300  
San Francisco, CA 94111  
Phone: 415.655.4900

*Equal Employment Opportunity Statement*

University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex, sexual orientation, marital status, pregnancy, genetic information, gender identity or expression, age, disability, or protected veteran status.

*Commitment to Diversity*

The University of Washington is committed to building diversity among its faculty, librarian, staff, and student communities, and articulates that commitment in the UW Diversity Blueprint (<http://www.washington.edu/diversity/diversity-blueprint/>). Additionally, the University's Faculty Code recognizes faculty efforts in research, teaching and/or service that address diversity and equal opportunity as important contributions to a faculty member's academic profile and responsibilities (<https://www.washington.edu/admin/rules/policies/FCG/FCCH24.html#2432>).

## **Appendix I: About the University of Washington Bothell**

Located in the heart of the Puget Sound region, the University of Washington Bothell is one of the most dynamic public universities in the state of Washington. The campus is committed to increasing access to an excellent UW education and preparing students to be leaders throughout Washington and beyond.

UW Bothell provides students a participatory, cross-disciplinary experience grounded in hands-on learning, community-based research, close relationships with faculty as teachers and mentors, and the personalized support of staff who are dedicated to student success.

The campus offers more than 55 undergraduate and graduate degrees. Current enrollment is approximately 6,000 students. More than 90 % of undergraduates are from Washington State, approximately 40% are first-generation college attendees, and more than half are students of color. The University values hiring faculty and staff who have demonstrated experience and ability to work successfully with diverse student populations and who can contribute to a campus culture that promotes equity among colleagues.

Diversity and inclusion are core values at UW Bothell. Our work begins with the acceptance and celebration of the differences that are represented through the many diverse and minoritized communities on our campus and in the surrounding community. We recognize that we are bound together in a collective experience and that our actions impact all in our community. When we focus on the lives of the most marginalized groups among us, we also create conditions of equity, justice and academic excellence for everyone. To learn more about our commitment to diversity click [here](#).

The three priorities of the University's current Strategic Plan, Increasing Access, Achieving Excellence are to strengthen diversity and equity, enhance community and campus engagement, and advance cross-disciplinary teaching and scholarship.

In addition to having award winning faculty and staff, UW Bothell has been recognized for innovations in academic programming and support services designed to help students graduate on time and debt-free. It has also earned both recognition and awards for its work in the area of environmental sustainability.

UW Bothell is designated as a Minority Serving Institution (MSI) that participates in the AANAPISI program. This program provides grants and related assistance to enable MSI to improve and expand their capacity to serve Asian Americans and Native American Pacific Islanders and low-income individuals.

Appendix II: School of Business Organizational Chart

# UWB School of Business

## Organization Chart

