



Chief Business Officer
University of Arkansas, Fulbright College of Arts & Sciences
Fayetteville, Arkansas

THE SEARCH

The University of Arkansas, Fulbright College of Arts & Sciences seeks a collegial, creative, and strategically agile individual as its Chief Business Officer (CBO). This pivotal leadership role will support a distinguished college recognized for its academic diversity and nationally renowned programs. Reporting to the Dean of Fulbright and maintaining a dotted-line reporting relationship to the Vice Provost for Planning, the CBO will oversee and enhance the College's business and financial operations, strategic resource planning, and data-informed decision capabilities in support of its educational mission. As a key member of the leadership team, the CBO will be a trusted partner to the Dean, other senior leaders, faculty, and staff of the College while also engaging with the broader University community.

Interfacing with College leadership to develop and implement annual budgets for 19 schools and departments and 43 centers and programs, the ideal candidate will be an effective leader, natural collaborator, and skilled communicator who builds trusting relationships across Fulbright and beyond. The next CBO will have a strategic, decision-enabling mindset and keen financial acumen that will allow them to effectively advise and partner with College leadership and key stakeholders.

The CBO serves as the primary advisor to the Dean on all financial and business operational matters of the College. This includes assisting the Dean in the oversight and stewarding of College budgets, which encompass over \$110 million in instructional and research funds, and an endowment exceeding \$350 million. The CBO will play a critical role in implementing the College's strategic vision, with an emphasis on planning, accountability, and resource stewardship.

In this capacity, the CBO will lead a dedicated team responsible for analyzing financial data and coordinating departmental requests while ensuring internal controls. They will uphold the principles of sound financial management and ensure compliance with budgetary policies and applicable financial regulations.

The University of Arkansas, Fulbright College of Arts and Sciences has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next Chief Business Officer. Please direct all applications, nominations, and inquiries in confidence to Isaacson, Miller, as indicated at the end of this document.

UNIVERSITY OF ARKANSAS

Founded in 1871 as a land-grant institution, the University of Arkansas (U of A) is the flagship of the University of Arkansas System. Guided by a student-first philosophy, the university is recognized as one of the nation's leading public research universities, dedicated to maintaining a low student-to-faculty ratio to foster personalized attention and mentorship opportunities. The Carnegie Foundation has classified the university as an institution with "the highest possible level of research," placing it among the top 3 percent of colleges and universities nationwide.

With a diverse student population of 33,610, the U of A represents all 50 states and over 100 countries. The University comprises 10 colleges and schools, offering more than 273 academic programs. In service to Arkansas, the U of A is determined to build a better world by providing transformational opportunities and skills, promoting an inclusive and diverse culture, nurturing creativity, and solving problems through research and discovery.

Since the university's inception, the fundamental purpose as a land-grant institution and state flagship remains unchanged—to serve the state of Arkansas as a partner, resource, and catalyst by:

- Providing access to a comprehensive and internationally competitive public education and fostering student success across a wide spectrum of disciplines.
- Utilizing research, discovery, and creative activity to improve the quality of life, develop solutions to the challenges we face, and drive the state's economy.
- Contributing service and expertise through outreach, engagement, and collaboration.

The U of A's picturesque campus is located in Fayetteville, nestled in the hilly northwest corner of Arkansas. The campus features two arboreta with stunning views of the Ozark Mountains. Within a short drive, students, faculty, and visitors can access some of the nation's finest outdoor amenities and spectacular hiking trails. Fayetteville is consistently considered among the nation's top college towns, offering a vibrant community and rich cultural experiences. Additionally, the surrounding northwest Arkansas region is regularly ranked one of the best places to live in the U.S., known for its quality of life, natural beauty, and dynamic economy.

FULBRIGHT COLLEGE OF ARTS & SCIENCES

Founded in 1912, Fulbright College is named in honor of J. William Fulbright, former University President and U.S. Senator, who established the renowned Fulbright Program to promote international understanding through educational exchange. As the largest and most academically diverse college at the University of Arkansas, Fulbright College comprises 19 academic departments and schools, serving 7,932 undergraduate students, 840 graduate students, 749 full-time faculty members, and 298 full-time staff.

The College is dedicated to enriching lives by fostering discovery, diversity, and inclusion, facilitating transformational experiences, and promoting peace through education. Its rigorous curriculum is supported by the extensive resources of one of the nation's leading research universities. Fulbright College's world-renowned institutes and centers provide opportunities for students and faculty to engage in groundbreaking research, fostering innovation, advancing knowledge, and addressing complex global challenges.

In 2023, the U of A announced its [150 Forward strategic plan](#) to renew the University's emphasis on its land-grant mission and vision for the next 150 years of the institution. The CBO will demonstrate an ongoing commitment to these strategic goals by cultivating and fostering a shared sense of vision, purpose, and priority across the college, while working as a strategic partner to the Dean and the College leadership team during a college-wide strategic planning initiative in 2025.

For more information, please visit <https://fulbright.uark.edu/>.

Leadership

After a distinguished 22-year career in academia, research, and leadership at Baylor University, Brian E. Raines of Fayetteville, Arkansas, was appointed Dean of the Fulbright College of Arts and Sciences in July 2024.

Prior to joining the University of Arkansas, Dr. Raines served as a professor of mathematics at Baylor University, where he held numerous leadership roles, including Faculty Regent and Associate Dean for Research in the College of Arts & Sciences.

An accomplished educator, researcher, mathematician, and scholar, Dr. Raines's work focuses on the topology of pathological spaces in dynamical systems. His research also extends to applying the topology of non-deterministic dynamical systems to mathematical economics. He has authored numerous publications, many appearing in leading journals such as *Advances in Mathematics*, *Transactions of the American Mathematical Society*, *Journal of Mathematical Economics*, and *Algebraic and Geometric Topology*.

Dr. Raines has secured external funding for his research and teaching from prestigious organizations, including the National Science Foundation (NSF). He has delivered research presentations and lectures at universities worldwide and has served as a grant reviewer for the NSF and the American Mathematical

Society. Recognized for his commitment to students and excellence in teaching, he has made significant contributions to advancing education and mentorship.

Dr. Raines holds a Doctorate in Mathematics from the University of Oxford, as well as dual Bachelor of Arts degrees in English Literature and Mathematics from Hendrix College.

ROLE OF THE CHIEF BUSINESS OFFICER

The CBO reports directly to the Dean with a secondary reporting relationship to the Vice Provost for Planning. The CBO leads and manages related teams, including Business Operations, Financial Affairs, and Budget/Payroll Administration, Grant Administration, and Gift Administration providing direct oversight and fostering a collaborative, inclusive work environment. Additionally, the CBO collaborates with human resources, technology services, and development at the College and institutional levels.

Providing leadership, strategic direction, and management of College finance and budget administration, the CBO is responsible for overseeing all accounting and financial transactions for the College, ensuring the implementation of appropriate controls, and maintaining financial management practices that align with the College's budgetary and financial objectives. Operating with a high degree of autonomy, the CBO provides high-quality, innovative, and solutions-oriented budget leadership, offering strategic advice and counsel at the unit and College levels. To be effective, the ideal candidate must comprehensively understand unit operations, budgets, and campus policies, procedures, and guidelines. Additionally, the CBO champions consistency and ensures compliance with all relevant financial regulations, accounting standards, policies, and procedures.

The ideal candidate will collaborate with the College leadership team, providing strategic management through effective personnel management strategies aimed at fostering a culture of mentorship, support, and accountability.

KEY OPPORTUNITIES AND CHALLENGES

Partner closely with the Dean and senior leadership to advance the Fulbright mission.

The CBO will provide forward-thinking insights about the College's financial, facilities, and technological needs to the Dean and fellow members of the leadership team. They will anticipate and provide forecasts and models required for strategic decision-making, presenting alternatives, options, and comparisons. The ideal candidate will identify potential issues and propose new approaches or initiatives to further Fulbright's short- and long-term goals. They will be a strategic thought partner and collaborator as the content expert for the administration, faculty, and staff concerning financial and operational planning.

Lead financial strategy, analysis, planning, and budget management in accordance with the priorities and policies of the College and university.

The CBO will bring expert knowledge and best practices in integrated budget planning and management to advance the College's academic mission and financial health. They will ensure the stability of the College's overall financial model and provide technical advice and counsel to key stakeholders. The CBO will lead comprehensive and strategic budgeting processes, ensuring alignment with institutional priorities. Additionally, the CBO will continuously evaluate current business operations and update systems, procedures, and processes as needed to reflect best practices, ensuring they are coherent, accessible, and recognized as essential support for all operating units.

Collaborate and build relationships with partners across Fulbright and the broader University to lead innovation and develop best practices.

The CBO must build and maintain credibility as a trusted partner to all members of the Fulbright community and beyond. They will be a strong and transparent leader, circulating widely to learn from leaders across the campus, including other colleges, units, CBOs, faculty, and staff. They will work to identify current and potential issues, best practices, and opportunities for improvement. Ultimately, the College and the University, especially University financial leadership, will see the CBO as a thought-leader and innovator in whom they hold high confidence to financially direct the University's largest academic unit. The CBO will be recognized as a valued colleague and trusted expert who works to develop solutions and opportunities related to business operations throughout the College.

Support and develop a strong team within business operations.

The next CBO will foster a culture of collaboration, transparency, mutual respect, integrity, service, and accountability. They will motivate and develop a strong, talented team, positioning them as a valued and highly sought-after partner that the Fulbright community turns to for quality data and decision-support strategy. The CBO's team will also provide a high level of customer service in support of the College's critical, everyday financial functions. Additionally, the CBO will define and implement an appropriate organizational structure - one that facilitates knowledge-sharing and encourages creative thinking to advance the goals and priorities outlined by the Dean and other senior leadership. The CBO will be an effective delegator of responsibilities, encouraging strategic goalsetting for each department they oversee.

QUALIFICATIONS AND CHARACTERISTICS

Fulbright seeks a passionate, collaborative, ambitious, and accomplished leader as its next CBO—someone who is a steward of responsible fiscal management, a critical thinker, and a problem solver.

The successful CBO will possess many, if not all, of the following professional qualifications, skills, and experiences:

- Demonstrated leadership in financial planning, fiscal policy, business operations, and managing resources in an institution of similar size and complexity; minimum of five years.
- Demonstrated success in and commitment to advancing inclusiveness and diversity.

- Demonstrated ability to analyze, forecast, and communicate the impact of resource allocations.
- Knowledge and experience with complex sponsored research grants management and compliance processes.
- Commitment to excellence; personal and professional integrity above reproach; a commitment to the highest ethical and professional standards.
- The ability to synthesize, communicate transparently, and effectively respond to large amounts of data in a day-to-day operational context to guide and support decision-making.
- Excellent communication skills, oral and written; ability to communicate in simpler language to a diverse group of stakeholders; superb active listener.
- Energy, agility, drive, and a demonstrated commitment to the academic mission of Fulbright.
- Bachelor's degree in finance, business, or related field from an accredited institution of higher education.
- Certified Public Accountant (CPA) or a Masters in Business Administration preferred.
- Ten years of related financial and business experience, which includes a minimum of five years of senior-level supervisory expertise in fiscal and business management.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Arkansas, Fulbright College of Arts & Sciences has engaged the firm Isaacson, Miller to manage this search process. All applicants must complete the following two-step process to be considered:

1. Apply via The University of Arkansas' career site: <https://uasys.wd5.myworkdayjobs.com/en-US/UASYS/job/Chief-Business-Officer--CBO- R0067600>.
2. Apply (including resumes and cover letters responding to the opportunities and challenges outlined above) to the Isaacson, Miller website: <https://www.imsearch.com/open-searches/university-of-arkansas-fulbright/chief-business-officer>.

Dan Rodas, Partner
Karson Freeman, Associate
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Isaacson, Miller

The University of Arkansas is an Affirmative Action/EOE institution committed to achieving diversity in its faculty and staff. We encourage applications from all qualified candidates, especially individuals who contribute to diversity of our campus community. The university welcomes applications without regard to race/color, sex, gender, pregnancy, age, national origin, disability, religion, marital or parental status, protected veteran or military status, genetic information, sexual orientation, gender identity or any other characteristic protected under applicable federal or state law. Persons must have proof of legal authority to work in the United States on the first day of employment. All applicant information is subject to public disclosure under the Arkansas Freedom of Information Act.