



**Search for the Dean, School of Management
University of Michigan-Flint
Flint, Michigan**

THE SEARCH

The University of Michigan-Flint (“the University” or “UM-Flint”) seeks an inspiring, strategic, and community-oriented leader to serve as dean of the School of Management (“the School” or “SOM”). SOM is an AACSB-accredited business school uniquely positioned to promote opportunity and social good—both internally amongst its diverse community of students, faculty, and staff, and externally with the resurging communities of central Michigan. Supporting a high proportion of first-generation, Pell-eligible, and part-time students, UM-Flint’s School of Management offers excellent teaching and quality research in a student-focused environment that provides its students with a transformative and accessible education, and its graduates with a degree from the prestigious University of Michigan. The next dean will lead this innovative school through its next chapter and will work collaboratively with faculty, staff, and the University’s administration to advance the institution’s economic and civic impact within the greater Flint community and across the region.

The UM-Flint School of Management enrolls over 1,100 undergraduate and graduate students in a wide range of academic programs and offers many of its courses in online and hybrid formats, which appeal to its first-year, transfer, adult, and part-time learners. Its flexible programs have earned the School various recognitions, including its status as Michigan’s number one online Bachelor of Business program, according to *U.S. News and World Report* rankings. Students at the School of Management are committed to using their quality education to engage and lead within the local community. A majority of students are from central Michigan and are passionate about staying in the region after graduation to further the economic and civic development of their community. Additionally, the School of Management stands out for its ability to facilitate cross-school collaborations, which foster synergistic partnerships across UM Flint’s academic disciplines for comprehensive and innovative learning experiences.

The dean is the chief academic and administrative officer of the School and reports to the provost and vice chancellor for academic affairs. The dean oversees all academic programs and services within the School of Management and provides intellectual and academic leadership in matters related to curriculum, research, student excellence, and faculty and staff development. The SOM dean will have the

opportunity to develop innovative programs, further grow enrollment, strengthen existing external partnerships and build new ones, and generate funds for the School.

The University of Michigan-Flint has retained the executive search firm Isaacson, Miller to assist in this search. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

THE UNIVERSITY

Established in 1956, the University of Michigan-Flint is recognized for its commitment to excellent teaching and learning and distinctive civic engagement. UM-Flint attracts a diverse array of learners and scholars interested in advancing communities through education, research, and service. UM-Flint offers a student-focused education alongside access to many shared services and resources across the three University of Michigan campuses located at Flint, Dearborn, and Ann Arbor.

Aligned with UM-Flint's core value of engaged citizenship, the University has a long history of community engagement and locally engaged research. Professors embed creativity and expertise into research and service-learning projects that both match course curricula and address the world's most pressing issues. In 2020, UM-Flint was awarded the Carnegie Classification for Community Engagement, a prestigious recognition for its highly engaged campus with a commitment to "the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity." Along with many topics, UM-Flint research has responded to the local water crisis with critical research across water infrastructure, public health, and early childhood education.

Of UM-Flint's 6,500 students, 77 percent are undergraduates, and 23 percent are graduate students. These students span about 100 academic programs and majors within five schools and colleges: the College of Arts, Sciences, & Education, the College of Health Sciences, the College of Innovation and Technology, the School of Nursing, and the School of Management. UM-Flint enrolls many part-time, online, adult learners, and dual-enrollment students; therefore, the School thinks creatively about optimizing the student experience for non-traditional students. The University has two residence halls for on-campus living; however, many of its students live locally in Genesee County and commute to campus.

UM-Flint remains committed to making an affordable, accessible education possible for the community. A remarkably economically diverse community, 46 percent of UM-Flint undergraduate students receive federal Pell grants. Students at UM-Flint are eligible for the [Go Blue Guarantee](#), the University of Michigan's landmark promise of free tuition for high-achieving in-state undergraduate students from lower-income backgrounds. In addition, UM-Flint is a partner in the [Flint Promise](#) and [Detroit Promise](#) scholarship programs, allowing eligible students to attend college at minimal or no cost to them. Nearly all incoming students receive some form of financial aid to help them enroll in and graduate from college.

Academic Profile

The University of Michigan-Flint's educational mission is supported by 483 staff and 452 faculty, 255 of whom are full-time. Sixty-seven percent of full-time faculty are tenured or on the tenure track. Recognized in April 2024, the University of Michigan-Flint American Federation of Teachers-American Association of University Professors (UM-Flint AFT-AAUP) represents approximately 160 tenured and tenure-track faculty members. The first collective bargaining agreement with this group was ratified in April 2025, with a four-year term. Approximately 230 lecturer faculty, and 180 staff are represented by collective bargaining agreements. Faculty are generous teachers and talented scholars who interact closely with their students in in-person and virtual settings.

Students and Student Life

The UM-Flint student population represents a broad array of racial, ethnic, cultural, socio-economic, and religious communities, creating a campus culture that is highly diverse across several dimensions. Of its 5,011 undergraduate students, the majority enter the UM-Flint community with some prior college experience, such as from a local community college, or from a previous time in their lives and careers, though a sizable group enter directly from high school. Many of the University's graduate students are employed full-time in a related professional career. Students at UM-Flint represent 30 countries, and nearly one-third of the University's students identify as people of color.

Students at the University of Michigan-Flint enjoy access to more than 100 student clubs and organizations, fraternity and sorority life, and club and intramural sports, which compete against other colleges and universities in state, regional, and national contests. The city of Flint boasts a thriving cultural scene with arts and culture venues such as the Flint Institute of Arts and the Mott-Warsh Gallery. The Flint River allows kayak enthusiasts to enjoy relaxing trips, the For-Mar Nature Preserve and Arboretum provides the community with seven miles of hiking trails, and three local mountains allow for skiing and snowboarding in the winter season.

Leadership and Governance

The University of Michigan-Flint recently welcomed new senior leadership. Dr. Laurence Alexander started as the chancellor of UM-Flint in July 2024 after previously serving as chancellor of the University of Arkansas at Pine Bluff for 11 years. Under his leadership, UAPB grew enrollment, increased retention and graduation rates, and launched several new academic programs. The university reached higher levels of research investment and grant funding, acquired funding for new construction and renovation, and developed new corporate partnerships that led to multiple major gift donations and increased the endowment by 250 percent. Prior to joining the University of Arkansas at Pine Bluff, Dr. Alexander served 22 years as a professor and administrator at the University of Florida, where he held key leadership roles, including Provost Administrative Fellow in the Office of Academic Affairs, associate dean of the graduate school, director of the Office of Graduate Minority Programs, chair of the Department of Journalism, and Distinguished Teaching Scholar. Dr. Alexander received a bachelor's degree in drama and communications from the University of New Orleans, a master's degree in journalism and

communications from the University of Florida, a Juris Doctor degree from Tulane University, and a PhD in higher education from Florida State University.

Dr. Abby Parrill joined the University of Michigan-Flint as provost and vice chancellor for academic affairs in June 2025. Dr. Parrill was most recently the dean of the College of Arts and Sciences at the University of Memphis. In that role, she supported the development of an expanded number of pathways for students into professional schools, secured more than \$5 million in funding to support experiential learning fellowships, and led college-based initiatives that contributed to the university earning classification as a Carnegie Very High Research, or R1, institution. She served as interim provost at Memphis from July 1, 2022, to June 30, 2023. During that time, she joined the steering committee to fully implement a responsibility-centered management budget model, assembled teams that created five earned admission options for prospective students, and served on a Tennessee Higher Education Commission task force to improve the state's post-approval degree program monitoring process and metrics. Dr. Parrill is a leading scholar in computational and medicinal chemistry. She earned a bachelor's degree in chemistry from Central Michigan University before adding master's and doctoral degrees in the same field from the University of Arizona.

The University of Michigan is led by Interim President Domenico Grasso, who began in the role in May 2025 after serving as the chancellor of the University of Michigan-Dearborn since 2018. The University is governed by the Board of Regents, which consists of eight members elected at large in biennial statewide elections, and on which the president of the University serves as an *ex officio* member.

Strategic Plan

In recent years, the University has focused its strategic priorities on excellent education and scholarship, retention and student success, and increased enrollment through high-quality programs and campus life. During the 2022-2023 academic year, the campus was asked to re-envision the university's future, resulting in a Strategic Transformation to help UM-Flint emerge as an academically strong and financially viable institution that is an undisputed engine for economic growth and social mobility in the region. In line with national demographic trends, UM-Flint has experienced a downward enrollment trend over approximately 10 years. Beginning in the fall of 2023, UM-Flint enjoyed a reversal of that trend with a 2.5 percent increase in enrollment in 2023 and a 6.5 percent increase in 2024. The Strategic Transformation plan is designed to facilitate the critical work of further accelerating continued growth.

In addition, in the last year, Chancellor Alexander has led the campus through a visionary 10-year comprehensive campus planning process to guide the development and evolution of the UM-Flint campus. To learn more about the plan, see [here](#).

THE SCHOOL OF MANAGEMENT

The School of Management is one of the crown jewels of the University of Michigan-Flint. It is housed in a newly updated and technology-rich facility that serves as a hub of student learning and faculty research. As of fall 2024, the School serves over 1,100 students – nearly 70 percent of whom are undergraduates and about 30 percent of whom are graduate students. Over half of undergraduate students at the School of Management are transfer students, many from local community colleges. Twenty-seven percent of undergraduates and 81 percent of graduate students are pursuing their degrees on a part-time basis. In 2024, SOM students received over \$250,000 in scholarships through the generous support of the School of Management donors.

Recognized for its programmatic innovation and flexible modality options, the School offers eight undergraduate, five master's, one professional doctorate, and several dual-degree programs. The School is organized into two departments: 1) Accounting, Finance, and International Business, and 2) Management and Marketing, and offers a Bachelor of Business Administration degree to all undergraduate students. The School offers majors in Accounting, Entrepreneurship & Innovation Management, Finance, General Business, International Business, Marketing, Operations & Supply Chain Management, and Organizational Behavior & Human Resources Management. At the graduate level, the School offers a Master of Business Administration and MS degrees in Accounting, Applied Finance, Leadership & Organizational Dynamics, and Supply Chain Management. The School additionally offers Michigan's only AACSB-accredited Doctor of Business Administration program, as well as several dual-degree graduate programs with the School of Nursing, the College of Health Sciences, the College of Innovation and Technology, and the College of Arts, Sciences, and Education. The School of Management also offers seven certificate programs that attract a range of professionals from the region seeking new skills.

An early adopter of online education, the School's BBA program is available in in-person, online, hybrid, and part-time formats, allowing its student body critical flexibility. UM-Flint's online BBA offers synchronous, asynchronous, hyperflex (in-person and online), and accelerated formats. It is ranked the top online Bachelor of Business program in Michigan, and frequently ranks in the top 60 nationally according to *U.S. News & World Report* rankings.

The School of Management's master's programs additionally offer online, full-time, and part-time options. The MS in Accounting, MS in Applied Finance, and MS in Leadership & Organizational Dynamics are offered online with synchronous and asynchronous courses. The MS in Supply Chain Management and MBA programs allow for flexible study and offer online synchronous, asynchronous, and hyperflex options. The School of Management's master's programs have achieved national recognition: its part-time MBA program consistently ranks in the top 150 programs nationally, as reported by *U.S. News & World Report*, and *CEO Magazine* has ranked the School's online MBA program in the top 75 nationally since 2022.

The School of Management has 40 faculty members, including 24 tenured and tenure-track faculty and 16 non-tenure-track faculty. Faculty are productive scholars who are strongly committed to their research activities.

Established in the fall of 2015 with a \$2 million gift from the Hagerman Foundation, the School's Hagerman Center for Entrepreneurship and Innovation (HCEI) is the heart of entrepreneurship on the University of Michigan-Flint's campus. Under the leadership of a professor who is supported by the endowment as the Director of the Center, HCEI offers students opportunities to enrich their education with experiences that take them beyond the classroom. The Center's philosophy emphasizes service to the Flint community, student leadership in the management of the center, and applying best practices in organizational management. In 2024, the Hagerman Center earned the Excellence in Co-Curricular Innovation Award from the United States Association for Small Business and Entrepreneurship (ASASBE). The USASBE award highlights the exemplary involvement of UM-Flint students, faculty, and staff in co-curricular programs, which contribute to the entrepreneurial ecosystem of the university and community through faculty innovation awards, student scholarships, the Summer Entrepreneurship Institute, and the Interdisciplinary Speaker Series.

The SOM is dedicated to developing skills and knowledge that students can apply to their current or future careers. Through team projects and case studies, the SOM immerses students in real-world learning experiences that can deepen their understanding of the concepts learned in the classroom. In addition, the SOM dedicates staff to assist students throughout each step of their career development process, from exploring career options to finding employment. SOM students have access to hundreds of internship and employment opportunities, and they may elect to take an internship for academic credit through the SOM's Business Internship Program (BIP). The BIP helps students find internship placements to gain formational experience before graduation, while also offering career services for students and alumni.

The School's Board of Advisors consists of 19 individuals, including local and regional leaders who help raise funds, advise the dean, and ensure student access to resources. This body is a critical link between the School, alumni, and industry, and presents an opportunity to involve more industries and secure greater connections to Genesee County and beyond.

THE ROLE OF THE DEAN

The dean is the chief academic and administrative officer of the School and reports to the provost. As a member of UM-Flint's leadership team, the dean must be a clear communicator and enthusiastic champion for the School of Management and the University's role in central Michigan. The dean oversees an annual budget of more than \$7 million and manages a lean but highly skilled team of five direct reports, including two department chairs, one associate dean, a business administrator, and the assistant to the dean.

CHALLENGES AND OPPORTUNITIES FOR THE NEXT DEAN

The next dean will join the School of Management and the University of Michigan-Flint at a significant moment of transition and opportunity, and will sit at the helm of the School, building and directing its strategy as it adapts to a changing demographic and educational landscape. To succeed, the dean must be well-versed in the strengths and challenges of regional comprehensive and tuition-dependent universities. Specific opportunities for the dean include:

Collaboratively lead the School of Management in the face of organizational change

It is a new era at the University of Michigan-Flint, and the next dean will have a critical role in writing the next chapter in the institution's history. The successful dean will energize and inspire the School of Management's busy and hard-working faculty and staff and promote a culture of academic excellence and appreciation. In addition, the dean will lead with trust and transparency. The School of Management is a lean unit, and faculty play a large strategic and decision-making role through the School's shared governance structure. With this in mind, the dean will skillfully consult with faculty while acting with appropriate speed and decisiveness.

Ensure the School is strategically planning for the future, including its upcoming AACSB re-accreditation

As the chief administrative officer of the unit, the dean bears ultimate responsibility for accreditation and strategic planning. Familiarity with AACSB standards is critical as the next continuing review by AACSB is scheduled for 2027-2028. The School has maintained its regular annual maintenance required for accreditation and submitted its application for Continuous Improvement Review in July 2024.

In 2022-23, the School developed a five-year strategic plan that features a focus on geographic awareness, program innovation, and engagement with the local business community. These priorities align with the University of Michigan-Flint's broader strategic transformation plan. As the School and UM-Flint look ahead to the future, the dean will work collaboratively to articulate a vision for the future of SOM and execute strategies to realize that vision.

Explore opportunities to further increase enrollment

In fall 2024, the University of Michigan-Flint enjoyed an increase in student enrollment for the second year in a row, after a nearly decade-long downward trend. UM-Flint, like nearly all colleges and universities in the area, is challenged by a regional population decline that has resulted in a decrease in high school-aged students locally. Enrollment trends at the School of Management follow this pattern, and the next dean must prioritize enrollment for the long-term health of the unit.

Increasing student enrollment is a key priority for both the School of Management and UM-Flint at large, leading to opportunities for new, cross-school, and interdisciplinary programs. The University has a decentralized budget model and, as such, student enrollment brings in the majority of the School's revenue. The School of Management's size allows for an innovative culture, which has already resulted in

new programs that respond to market demands, such as Michigan's only AACSB-accredited [Doctor of Business Administration](#) and a new [Master's in Supply Chain Management](#). In collaboration with other schools and colleges at UM-Flint, the School supports several dual-degree graduate programs, which allow students to pursue two degrees at once and graduate with an advantage in today's competitive marketplace. The dean will continue to encourage the innovative spirit of the faculty and staff in order to connect to more of the available resources across UM-Flint and create attractive interdisciplinary learning opportunities for students, while assessing the sustainability of new programs and operating within the financial realities of the School and University.

The dean will also explore new domestic pipelines for enrollment and enhance existing ones. In recent years, the School has been able to capture a larger share of the adult learner market through its [Accelerated Online Degree Completion Program](#), seizing on Michigan's appreciable workforce of adults who hold some college experience. Additionally, the University's K-12 partnerships through dual enrollment and early college programs are another revenue source for the School, and it aims to strengthen K-12 partnerships and articulation agreements in the region. Beyond Flint's backyard, the dean has the opportunity to reinvigorate international relationships and to deepen the commitment to the SOM's global engagement.

Finally, retention and graduation rates remain critical to the enrollment equation, and the dean will continue to focus on and strengthen student success, an institutional priority for UM-Flint.

Build and enhance partnerships throughout the state of Michigan

The founding mission of the University of Michigan-Flint was centered on the needs of the local community, and to this day UM-Flint and the central Michigan region remain closely connected through a reciprocally beneficial relationship. Central Michigan is home to many regional and national companies, and the dean will seize opportunities to develop relationships with local SOM alumni and establish new connections with the business and civic sectors to strengthen internship and employment pipelines while maintaining a meaningful and engaged presence in the local community. The dean will also benefit from consultation with the thoughtful and committed School of Management Advisory Board and will properly leverage their resources and networks to strengthen community relationships. Finally, as part of the University of Michigan system, the dean has access not just to UM-Flint SOM alumni but also to the Alumni Association of the University of Michigan, offering an additional opportunity for greater connections to the larger Michigan community.

Provide financial leadership and grow the School of Management's resources

As the School of Management's chief administrator and advocate, the successful dean will be a sophisticated budget manager, revenue planner, and fundraiser. The dean will sustainably manage the School's budget in a decentralized, RCM (Responsibility Center Management) business model, with a goal of ensuring the School's financial stability for years to come. The University of Michigan has announced its most ambitious and innovative fundraising campaign to date, with a goal of raising \$7 billion — the

largest effort in its history and the largest known campaign goal of any public university. The School of Management dean will work closely with University Advancement to make the case for philanthropic support for the School. The next dean will need to solicit and close significant gifts for capital campaign priorities such as naming opportunities for the School, professorships, fellowships, and scholarships.

Enable the success of a talented and committed faculty

The School benefits from a research-engaged faculty who care deeply about student success. The dean will ensure that faculty continue to deliver outstanding instruction while also growing their research output. While faculty research in the School of Management is well-supported in the context of UM-Flint, the next dean will work to create a productive environment for research and promote a culture of scholarly ambition congruous with the School's positioning as a regional comprehensive university.

The dean is the chief academic officer of the unit, and in addition to playing a large role in promotion, tenure, and review processes, the next leader will help to define the School's pedagogical philosophy, undertaking an assessment of modality to determine which methods of course delivery are best serving students.

QUALIFICATIONS AND EXPERIENCE

The University of Michigan-Flint seeks an energizing, strategic, and community-oriented leader with a demonstrated commitment to regional public higher education. While no one person will possess all the qualifications enumerated below, the ideal candidate will have many of the following professional experiences and personal characteristics:

- A distinguished record of scholarly and academic achievement, commensurate with a tenured appointment at the rank of full professor in the School of Management at UM-Flint;
- An ability to develop a culture of engagement and lead through organizational change;
- Demonstrated commitment to student success for all students;
- The ability to work cooperatively and effectively in a shared governance context;
- Proven management and financial skills with a record of success in academic administration;
- A familiarity with and understanding of AACSB accreditation standards and policies;
- The demonstrated ability to encourage, develop, and evaluate teaching, scholarly research, and creative activity across the School;
- Experience enhancing impact on the region of a current or former institution;
- The ability to serve on the University's senior leadership team while successfully representing the School and helping it thrive as a key player in the overall University strategy;
- Evidence of strong communication and relationship-building skills and a demonstrated ability to establish long-term, strategic partnerships with key parties, including other academic units and leaders in the business community;
- Proven collaborative and decisive leadership ability;
- Evidence of successful involvement in fundraising initiatives;
- A leadership style based on integrity, transparency, and inclusiveness.

TO APPLY

Review of nominations and applications will begin immediately and will continue until the position is filled. All inquiries, nominations/referrals, and applications (including CVs and letters of interest responding to the position challenges and objectives outlined above) should be sent electronically and in confidence to:

Jeff Kessner, Diana Carmona, Arianna Williams, Jenny Rubin
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-michigan-flint-school-management/dean>

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