



## University of Colorado **Boulder**

Search for the Dean, Leeds School of Business  
University of Colorado Boulder  
Boulder, Colorado

The University of Colorado Boulder (CU Boulder) seeks a forward-thinking and collaborative leader to serve as the next dean of the [Leeds School of Business \(Leeds\)](#).

CU Boulder is a student-centered campus committed to its mission of teaching, research, and service. With eight colleges and schools, an enrollment of 36,000 students, and more than 1,800 tenured, tenure-track, and teaching-track faculty, CU Boulder is the Colorado system's flagship university, the largest of the four campuses, and one of only 36 U.S. public research institutions in the Association of American Universities (AAU). For the 2022 fiscal year, CU Boulder received over 4,000 research awards and gifts, totaling more than \$650 million.

CU Boulder is committed to regional economic development and, in 2021, was recognized as an [Innovation and Economic Prosperity awardee](#) by the Association of Public and Land-grant Universities for its exemplary initiatives spurring innovation, entrepreneurship, and technology-based economic development. Since 2018, the University has [raised more than \\$2.9 billion in capital funding](#) from startups commercializing CU Boulder technology. From offering dozens of exciting programs in a range of academic fields, to serving as one of the world's most dynamic research and innovation hubs, to working closely with hundreds of public outreach efforts in communities across Colorado and the world, the university takes pride in helping its students, faculty, staff, and partners turn new ideas into productive outcomes that change lives.

Set in the heart of Boulder, Colorado – one of the nation's most vibrant communities – the Leeds School of Business, an [AACSB](#) accredited institution, leads the state in business education with nationally-recognized programs, top-tier faculty, an alumni community of 46,000 in 72 countries across the globe, and a vast network of established business partners and mentors. Leeds ranks nationally among leading public and private MBA schools, master's programs, undergraduate programs, and PhD programs. Among the top 15% MBA programs in the US, the graduate cohort structure is distinguished by the ambitious MBA students who create their own peer community, build collaborative partnerships, and develop personal and professional connections that are long lasting.

The dean of the Leeds School of Business is the lead academic and administrative officer of the school, providing strategic, inclusive, and equitable leadership, vision, planning, and management. This position

has leadership responsibilities in academic programs, budget, and personnel. The dean serves two equally important roles on the Boulder campus. First, the dean is expected to be the principal advocate for the Leeds School of Business both within and outside the university. Second, as a member of the provost's campus academic leadership team, the dean is expected to work cooperatively and collaboratively with other academic leaders and administrators to advance the goals and mission of the CU Boulder campus with a university first mindset. Leadership priorities for this role include improving student success, growing and celebrating research and innovation, and advancing diversity, equity, and inclusion.

The next dean will foster excellence in undergraduate and graduate education; provide collaborative leadership both within and outside the school; encourage the contributions of varied and individual divisions and programs; recruit and retain outstanding faculty, students, and staff; support research, scholarly, and creative work; value leadership and service; protect academic freedom, champion inclusion, diversity, and equity; and engage in fundraising to support the school and its divisions and programs. All of the dean's activities are to be firmly grounded on the Boulder campus' shared values of integrity, respect, inclusivity, and openness. This is an exceptional opportunity for a thoughtful, inspirational leader to join a school with the important mission to *positively transform the future of global business by inspiring and educating next generation business leaders and creating impactful knowledge.*

#### **ABOUT THE UNIVERSITY OF COLORADO**

The [University of Colorado \(CU\)](#) was established in the constitution when Colorado became a state in 1876 and, since its founding, has steadily grown into a major multi-campus university system. In addition to the [University of Colorado Boulder](#), CU has three other campuses: [University of Colorado Denver](#), [University of Colorado Anschutz Medical Campus](#), and [University of Colorado Colorado Springs](#). More than a half million CU alumni are leaders in business, science, the arts, health care, and their communities, and they're joined by approximately 15,000 more each year. The University is governed by a [Board of Regents](#), comprised of nine members serving staggered six-year terms, one elected from each of Colorado's seven congressional districts and currently two from the state at large.

#### **ABOUT THE UNIVERSITY OF COLORADO BOULDER**

Situated at the foot of the Rockies, CU Boulder is a leading global comprehensive research university famed for having one of the world's most beautiful university campuses. The university is distinguished by an entrepreneurial mindset that shapes its teaching, research, and industry activities, and CU Boulder is firmly committed to inclusive excellence. Nearly two-thirds of its 36,000 students, including nearly 30,000 undergraduate students, are Colorado residents. Its 1,200 tenured and tenure-track faculty members include five Nobel laureates; nine MacArthur "genius grant" fellows; two U.S. Professors of the Year; five National Medal of Science winners; 64 members of the American Academy of Arts & Sciences, National Academies of Education, Engineering, Medicine, and Sciences; and more than 30 Grammy awards and nominations. CU Boulder faculty teach over 4,300 core and elective courses across 150 fields

of study, and the campus offers majors at the bachelor's, master's and doctoral levels across several colleges and schools:

- [Leeds School of Business](#)
- [College of Arts and Sciences](#)
- [School of Education](#)
- [College of Engineering & Applied Science](#)
- [University of Colorado Law School](#)
- [College of Media, Communication and Information](#)
- [College of Music](#)
- [Graduate School](#)
- [Program in Environmental Design](#)
- [Continuing Education and Professional Studies](#)
- [University Libraries](#)

CU Boulder's vision is to be [a leader in identifying and addressing the humanitarian, social and technological challenges of the 21st century](#)—by redefining learning and discovery in a global context and setting new standards in education, research, scholarship, and creative work that will benefit Colorado and the world. CU Boulder's strategic imperatives are: 1) Shape Tomorrow's Leaders; 2) Be the Top University for Innovation; and 3) Positively Impact Humanity. These strategic imperatives have guided recent campus initiatives and planning efforts, including [Academic Futures](#), the [Inclusion, Diversity, and Excellence in Academics \(IDEA\) Plan](#), the [Campus Master Plan](#), and the [Budget Model Redesign](#).

## **ABOUT THE LEEDS SCHOOL OF BUSINESS**

The Leeds School of Business was formed in 1906 as part of the University of Colorado and is the eighth-oldest business school in the United States. In 2001, the school took its name following a transformational philanthropic gift from the Leeds family that made social responsibility and ethics a hallmark of its curriculum and enhanced its program in sustainability. This has put the school on an upward trajectory to become one of the most preeminent business schools in the United States. Through a culture centered on integrity and excellence, Leeds is devoted to producing innovative, principled business leaders who are equipped to drive value, graduates who possess the analytical abilities and skills needed to succeed in a globally competitive marketplace, and students who are nurtured in academic programs by top-tier faculty and staff.

Today, the [Leeds School of Business](#) has more than 80 tenured and tenure-track faculty, 100 non-tenure-track and part-time faculty, and 140 staff who are dedicated to learner success and producing high-quality research with an annual operating budget of \$65 million. The school enrolls more than 4,000 undergraduate and 590 graduate students in degree programs that include areas of emphasis in accounting, finance, marketing, management and entrepreneurship, and real estate, as well as master's

programs in business administration (full-time, evening, and executive), and accounting, business analytics, finance, real estate, and supply chain management. Leeds also offers a PhD program.

### *Academic Centers of Excellence*

The [Centers of Excellence at the Leeds School of Business](#) enhance the student academic experience through experiential learning, academic research, community engagement and industry exposure.

Connecting academic programs to the global business community, our Centers of Excellence help students translate, integrate and transfer classroom concepts into real-world insights.

### *Business and Engineering*

The Leeds School of Business and the [College of Engineering and Applied Science](#) have established a thriving partnership, and there is now a joint building that physically and programmatically connects the two schools. This partnership serves to integrate the two disciplines, bridge the two communities, and accelerate collaboration and innovation across campus and with the business community—ultimately transforming how tomorrow’s leaders are inspired and educated.

At the center of the business and engineering expansion is a catalytic space where students from all majors at CU Boulder can work closely with faculty experts and industry leaders to explore the next big idea, develop new innovations, and build their startups. This expansion aligns with the campus’s culture of innovation. Through the efforts of programs like [Venture Partners at CU Boulder](#), which continues to build upon its \$1.2 billion impact on the statewide economy, the university continues to translate groundbreaking research into new solutions.

The Innovation and Entrepreneurship Hub brings together the expertise from both Business and Engineering’s entrepreneurship centers, effectively fostering a collaboration of each school’s diverse skill sets and knowledge. Prioritizing this kind of partnership is the type of novel approach needed to keep pace with today’s rapidly evolving technologies and the needs, desires and challenges of modern society.

## **ROLE OF THE DEAN**

Reporting to the provost and executive vice chancellor for academic affairs, the dean is the principal academic and administrative leader of the Leeds School of Business and is responsible for managing its fiscal, human, and physical resources. In this capacity, the dean will foster a positive environment for teaching, scholarship, research, and service within and outside of the university. Additionally, the dean is accountable for advancing diversity, equity, and inclusion within the Leeds School.

In the school, the dean works closely with a leadership team that is comprised of the senior associate dean of faculty and research; the associate dean of undergraduate programs; the associate dean of

administration and finance; the associate dean of business and government relations & senior economist; the associate dean of graduate programs & special assistant to the dean for faculty diversity, equity, and inclusion; the assistant dean of advancement; and the executive director of marketing and communications.

The dean serves as an officer of the Boulder campus administration of the University of Colorado and a member of the provost's campus academic leadership team. In these they participate with other academic leaders and administrators to operationalize campus DEI goals as well as advance other goals and mission of the CU Boulder campus with a university first mentality. Improving student success, growing and celebrating research and innovation, and advancing diversity, equity, and inclusion are priorities for this leadership role.

### **KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN**

The Leeds School of Business is poised for even greater impact and the next dean, in collaboration with the provost, the Leeds and campus communities, will engage in and address the following opportunities and challenges:

#### ***Lead and execute upon an innovative and entrepreneurial strategic vision***

To implement the strategic missions of CU Boulder and the Leeds School of Business, the dean will participate with other campus leaders to make progress on achieving campus goals, and develop and execute on a vision for Leeds that strategically charts a course for the future, encourages interdisciplinary work, and supports continued excellence in teaching, research, and service. Part of this vision must include a strong commitment to diversity, equity, and inclusion, and to the school's teaching mission and educational excellence, from first year recruiting through executive levels, as well as a willingness to embrace new modalities of teaching (digital education) for both residential and professional students. To ensure that student needs are being met, the dean will work collaboratively to develop and modify academic programs, curricula, services, policies, and procedures. This must be done with an emphasis toward sustainability, ethics, and social responsibility.

#### ***Ensure a sustainable internal infrastructure that strengthens academic and educational excellence***

To ensure the school's sustainable future in a highly competitive business school marketplace, the dean will execute on strategic business decisions with a focus on increased efficiencies and strengthening academic infrastructure. Bringing management experience and administrative talents to the position, the dean will oversee the planning, implementation, administration, coordination, and evaluation of all academic curricula and programs, support services, and administrative functions of the school, including operating policies and procedures.

Additionally, the dean will provide effective and efficient oversight of the budgets of the school, divisions, and dean's office, including the preparation of the annual budget. With a commitment to shared governance and transparency, the dean will evaluate the current infrastructure and devise an inclusive and transparent decision-making process that advances the academic and educational excellence of the school. To build cohesion, the dean will improve upon the existing communication structure to bolster opportunities to learn from varied Leeds community members.

***Recruit, retain, and develop a dynamic and diverse faculty and staff***

With CU Boulder's deep commitment to diversity, equity and inclusion, research, scholarship, and service, the dean will assess staffing needs and devise a plan to both attract and retain highly-talented scholars and staff. The dean will work to create mentorship and professional development opportunities, articulating clear career pathways through transparency in promotion policies and performance metrics. The dean will also promote inclusive excellence in teaching among all instructional faculty within the school through faculty development activities.

***Develop and support a diverse and inclusive environment***

CU Boulder is committed to creating an inclusive environment where all members of the community are respected, supported, and valued. As such, the dean is responsible for establishing the Leeds School of Business as an exceptional place to work and learn. Using results from CU Boulder's [campus culture survey](#), the dean will collaborate with university leadership to develop action plans to positively impact Leeds' culture and its members by approaching strategic goals and daily operations with a holistic lens of equity, diversity, and inclusion, and an ability to communicate priorities in an open, empathetic, and transparent manner. In doing so, the dean must demonstrate cultural competence and humility, and should be results-oriented with respect to diversity and inclusion initiatives, recognizing that both pieces must be in place to support and promote a welcoming and supportive culture for all. Like students, staff, and faculty in the school, the dean will also hold strong values for health and wellness and will grow support structures that can ensure the continued success of the individuals who comprise the Leeds community.

***Champion and support the academic and professional success of Leeds students***

The dean will also support student success efforts for the broad range of Leeds students to ensure they can excel during their time at CU Boulder and beyond. The 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. In doing so, the dean will be accessible to develop and strengthen support structures to meet the needs and ensure the success of a diverse student body. The dean will lead initiatives regarding programmatic updates and, in partnership

with staff, students, faculty and campus leadership, will ensure continuous improvement and investment in expanding the diversity of course offerings, broadening learning modalities and accessibility, increasing retention and graduation rates, and meeting industry demand.

***Foster development activities and external partnerships to achieve the school's many ambitions***

In partnership with and under the direction of the chancellor and CU Boulder advancement team, the dean will augment the financial resources of the school through private fundraising initiatives to secure and allocate discretionary funds to initiate, support, and promote academic initiatives that are consistent with the strategic direction of the school and the university. The dean will cultivate and solicit individual donors, foundations, and corporations, and lead division chairs and program directors in the development of initiatives and proposals. Given the presence of successful and committed alumni throughout the country, industry partnerships exist throughout the school. The dean will continue to foster an entrepreneurial mindset, identify synergies, and support and leverage preexisting relationships while also creating new relationships to connect to faculty and students. The dean, in collaboration with advancement, should formulate a plan and purpose for the long-term fundraising vision and be able to communicate this vision to all constituencies.

***Increase cross-disciplinary partnerships within the CU Boulder ecosystem***

Continuing the progress of the previous several years, the new dean will leverage the university's reputation, Boulder's startup ecosystem, and national lab innovation to propel the school's reputation nationally and internationally. In partnership with other academic units like the College of Engineering & Applied Science and the College of Arts & Sciences, the dean will build relationships and synergies within the school and with other units at CU Boulder to establish interdisciplinary academic initiatives and joint programs. The dean will be a collegial, transparent, and innovative partner who will assist in reducing institutional barriers between departments, recognize untapped opportunities, and foster a culture that supports interdisciplinary initiatives.

***Serve as a compelling representative for the school, both internally and externally***

The dean will serve as the public spokesperson for the Leeds school at academic, social, and public functions. The dean will serve on the Boulder campus Council of Deans, University Executive Leadership Team, other campus bodies, committees, or councils, engaging with these varied constituents. To enhance the visibility of the school and expand its impact through collaborative partnerships, the dean must possess a willingness and ability to participate in the local, regional, and national business communities, and intentionally engage in outreach activities to build and promote diverse and inclusive collegial relationships with alumni and external partners of the school. In addition, the dean will maintain professional service activities to enhance one's professional and scholarly development. This responsibility will require the dean to keep one foot planted firmly in the internal community and one in the external community, working to forge stronger ties to enhance the student experience.

## QUALIFICATIONS AND COMPETENCIES

Qualified candidates must hold a doctorate or terminal degree from an accredited institution in one of the disciplines represented in the Leeds School of Business and at least five years of progressively responsible job-related experience. The next dean must possess a proven record of administrative leadership and managerial experience, in addition to a record of teaching, scholarly, and creative work, and leadership and service that meets the qualifications necessary to be tenured at the rank of professor at a major research university.

### *Competencies/Knowledge, Skills, and Abilities*

- Ability to form a deep understanding of the challenges, opportunities, unique aspects, and competitive advantage of the Leeds School of Business (as well as the University of Colorado Boulder as a whole) to assist with creating and executing on a strategic vision that elevates the school;
- Ability to develop and support an inclusive environment for students, faculty, and staff;
- Demonstrated skill in and capacity to advance diversity, equity, and inclusion (e.g., organizational change, student success, employee retention);
- Excellent skills in oral, written, and interpersonal communications, including the ability to speak and write in a compelling manner to engage others and listen effectively;
- Ability to gain the confidence and trust of others to develop a positive culture, including an appreciation for the culture of research faculty;
- Ability to build partnerships and work collaboratively with others to meet shared objectives;
- Ability to inspire teams to pursue innovative approaches to advancing the missions of the CU Boulder campus and the school, enhancing the reputations and distinctiveness of the campus and the Leeds School of Business;
- Ability to articulate a vision and passion that inspires philanthropic investments, and a capacity to grow in fundraising ability; and
- A strong understanding of the challenges and opportunities of business education (graduate and undergraduate), including a deep awareness of emerging and new trends in business education.

### *Preferred Qualifications*

- Demonstrated ability to provide consultative leadership;
- Budget and resource management experience;
- Successful fundraising experience; and
- Demonstrated record of public/private partnership development that advances the academic mission or goals of a unit/school/college.

All University of Colorado Boulder employees are required to comply with the [campus COVID-19 vaccine requirement](#). New employees must provide proof of vaccination or receive a medical or moral/ethical exemption within 30 days of employment.



As part of the University of Colorado Boulder's deep commitment to equity, diversity, and inclusion, the campus has implemented a reference check pilot program with respect to final candidates for tenured faculty appointments. The reference check pilot program is intended to allow CU Boulder to collect and review information about a candidate's conduct at their current and previous institutions, specifically conduct related to sexual misconduct, harassment, and/or discrimination – before making hiring decisions. All final candidates for tenured faculty appointments are required to complete an Authorization to Release Information.

## LOCATION

Located in the foothills of the Rocky Mountains in Northern Colorado, Boulder was ranked “#1 Best Place to Live in the United States” by [U.S. News and World Report](#) in 2021 and is home to a population of approximately 100,000 people. With 300 days of sun per year, Boulder is an outdoor sports and recreation destination with over 100 miles of biking trails, 150 miles of dedicated trails, and 60 urban parks. Boulder is located approximately 30 miles from Denver, the state capital, and one hour away from Denver International Airport. Boulder is also a rising national center for technology and innovation, and is home to a variety of aerospace, bioscience, and IT companies in the space.

## COMPENSATION

The anticipated salary range for this position is \$450,000 - \$540,000 annually and is commensurate with related experience and qualifications. Relocation and signing bonuses are available. The University of Colorado offers excellent [benefits](#), including medical, dental, retirement, paid time off, tuition benefit and ECO Pass. The University of Colorado Boulder is one of the largest employers in Boulder County and offers an inspiring higher education environment.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

For more details, including the full position profile and to submit inquiries, nominations, referrals, and applications, please see the [Isaacson, Miller website for the search](#). Screening of complete applications will begin immediately and continue until the completion of the search process. For best consideration, please apply by January 20, 2023. Electronic submission of materials is required.

Courtney Wilk-Mandel, Cati Mitchell-Crossley, Leslie Lemus, and Cara Meyers  
Isaacson, Miller  
1000 Sansome Street, Suite 300  
San Francisco, CA 94111

*The University of Colorado does not discriminate on the basis of race, color, national origin, sex, age, pregnancy, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy. All qualified individuals are encouraged to apply.*