



UNIVERSITY OF MIAMI MIAMI HERBERT BUSINESS SCHOOL

Search for the Dean University of Miami Patti and Allan Herbert Business School Miami, FL

THE SEARCH

The University of Miami (UM), a vibrant and diverse comprehensive research university focused on the discovery of new knowledge, teaching and learning, and service to the South Florida region and beyond, seeks a visionary, collaborative, and passionate leader to serve as Dean of the Patti and Allan Herbert Business School. As the university approaches its centennial, the Dean will provide an ambitious vision for the Miami Herbert Business School (MHBS) at a historic and transformational moment in UM's history.

Founded in 1925, UM has evolved from a teaching university to a world-class research institution that today ranks as the #1 private university in the state of Florida (USNWR, 2023) and is classified as Very High Research Activity (Research 1) by the Carnegie Classification of Institutions of Higher Education. In recognition of its place among leading research universities in the country, with over \$410 million in research and sponsored program expenditures in 2022, UM was recently invited to join the Association of American Universities. The university also boasts South Florida's only academic health system and a growing innovation ecosystem tied to one of the world's most dynamic and diverse metropolitan areas. Over 18,000 faculty and staff provide a robust educational experience to nearly 20,000 students from across the country and around the world studying within 12 colleges and schools offering more than 350 majors and programs. The university ranks 55th in the latest US News & World Report list of the nation's top universities, and many of its graduate programs also rank among the nation's best, including several at MHBS. As UM approaches its centennial in 2025, it has prioritized mission-driven research, education for life, a preeminent academic health system, sustainability, hemispheric leadership, and academic excellence. In close collaboration with the university's senior leadership team, the Dean of MHBS will play a critical role in the implementation of strategic, transformative initiatives that will push these priorities forward.

Miami Herbert Business School is widely recognized for its leadership in fostering global mindsets and multicultural understanding, student and faculty diversity, and engagement with the business community. In recent surveys, the school ranked [as the #1 MBA school in the world for teaching law \(Financial Times, 2022\)](#); #28 for undergraduate programs (Poets&Quants, 2023); #49 for its full-time MBA (Financial Times, 2022); and #7 for business school diversity (Bloomberg Businessweek, 2021). The quality and strength of

the school's programs and faculty are illustrated further by the school's "triple crown" accreditation status achieved by less than one percent of the world's business schools and held by only three business schools in the nation. The next Dean will build upon these existing strengths to grow and differentiate the school's global and international reputation by incentivizing the creation of cutting-edge academic programming, bolstering the support for groundbreaking faculty research and collaborations, and further integrating MHBS into the local and global business ecosystem to expand opportunities for both student collaboration and financial support for the school. Reporting to the Provost and Executive Vice President for Academic Affairs, the next Dean will serve as the chief academic and administrative officer of MHBS and lead 163 full-time faculty in service to 4,200 total students.

The University of Miami has retained Isaacson, Miller, a national executive search firm, to assist in the identification and selection of this new leader. All inquiries, applications, and nominations for this opportunity should be directed to the search firm as indicated at the end of this document.

THE SOUTH FLORIDA LANDSCAPE

Miami and the South Florida region have a captivating history that stretches back centuries. The ancestral and traditional territories of many, including the Seminole Tribe of Florida, the Council of the Original Miccosukee Seminole Nation Aboriginal Peoples, and the Miccosukee Tribe of Indians of Florida, South Florida is characterized by its unique geography, subtropical climate, abundant waterways, and a diverse ecosystem of marshes, mangroves, and the Everglades. This natural environment has attracted settlers and tourists alike, contributing to the region's development. In the late nineteenth century, the construction of the Florida East Coast Railway and the large-scale industrialism spurred rapid growth into the 1920s, but the Great Depression and cataclysmic hurricanes of the 1930s brought economic setbacks that weren't overcome until the 1940s and 50s when the region became a major center for World War II military operations and tourism hub. The subsequent growth of the aviation industry, the steady rise of tourism, and the influx of immigrants, particularly from Cuba and other Latin American countries, fueled Miami's exponential development, transforming it into the cosmopolitan and thriving region that it is today.

The greater Miami area is home to 2.7 million people hailing from numerous Latin American countries as well as Europe, Africa, Asia, and the Middle East. Due to this multicultural tapestry, strategic location, and favorable tax environment that features zero state income tax and streamlined regulatory processes to support entrepreneurship and innovation, the [last decade has seen Miami experience significant growth](#) in its [tech ecosystem](#), urban and infrastructural development, arts and cultural landscape, and sustainability initiatives. As a byproduct, its talent pool continues to blossom and create fertile ground for [business development and growth](#) – a promising phenomenon for higher education and the economic landscape alike.

THE UNIVERSITY OF MIAMI

Established in 1925 as a Pan American center of higher learning amid South Florida's real estate boom, the University of Miami weathered bankruptcy, reorganization, and a world war in its early years, growing rapidly in the post-war boom to become one of the nation's preeminent private institutions of higher learning. Today, UM stands as the largest private research university in the southeastern United States and the only major private university in the state of Florida. The university's physical footprint stretches beyond its main 239-acre campus in Coral Gables, with major academic units in downtown Miami and Virginia Key, as well as the South and Richmond campuses in southwest Miami-Dade County. Its varied geographic locations within the landscape of Miami play a central role in its educational, scholarly, cultural, and civic identities.

The university currently enrolls nearly 20,000 students, including 12,500 undergraduates and over 7,000 graduate and professional students, and employs about 2,800 full-time faculty and 14,800 staff members. The university operates with an annual budget of \$4.7 billion, supported by an endowment of \$1.34 billion (as of 2022), and its annual research expenditures exceed \$410 million. Its 12 academic units consist of the School of Architecture, College of Arts and Sciences, Patti and Allan Herbert Business School, School of Communication, School of Education and Human Development, College of Engineering, School of Law, Leonard M. Miller School of Medicine, Phillip and Patricia Frost School of Music, School of Nursing and Health Studies, Rosenstiel School of Marine, Atmospheric, and Earth Science, and the Graduate School. Guided by its current strategic plan, [Roadmap to Our New Century](#), the schools and colleges of UM are united by a common mission to transform lives through education, research, innovation, and service.

Mirroring the greater Miami area, UM attracts an international, multilingual community and an increasingly diverse student body. Students hail from all 50 states, the District of Columbia, multiple US territories, and over 125 countries. UM's student body comprises 37 percent underrepresented minorities, 55 percent female, and 12 percent international students. Likewise, 32 percent of its faculty are underrepresented minorities, and 43 percent are female.

The university is widely recognized for its commitment to sustainability and to reducing its impact on the environment. Since the launch of "Green U" in 2005 to officially categorize and direct numerous sustainability efforts, the university has actively worked toward carbon neutrality and reducing its greenhouse gas emissions, and it now has more than 17 buildings across three campuses that have been recognized with [Leadership in Energy and Environmental Design \(LEED\)](#) certification—many of them reaching silver standard and above (MHBS was awarded LEED platinum status in 2022). The US Environmental Protection Agency (EPA) ranks the university No. 8 on its Top 30 College and University list of green power users and, in 2022, UM became a member of the EPA's Green Power Partnership Program.

University Leadership

Julio Frenk, a renowned scholar and leader in higher education and global health, became President of the University of Miami in 2015. As the university prepares to celebrate its centennial in 2025, he is spearheading the institution's strategic priorities, which include administrative excellence, the promotion of a preeminent academic health system, mission-driven research, education for life, and hemispheric leadership. Frenk holds three academic appointments as a Professor of Public Health Sciences, Health Management and Policy, and Sociology. Prior to joining the University of Miami, he served for nearly seven years as the Dean of the Harvard T.H. Chan School of Public Health. He was the Minister of Health of Mexico from 2000 to 2006, where he pursued an ambitious agenda to reform the nation's health system and introduced a program of comprehensive universal coverage, which expanded access to health care for more than 55 million previously uninsured persons. President Frenk holds an MD from the National University of Mexico, and a Master of Public Health and joint PhD in Medical Care Organization and Sociology from the University of Michigan. He is currently a member of the boards of the United Nations Foundation and the Robert Wood Johnson Foundation and is a member of the American Academy of Arts and Sciences, U.S. National Academy of Medicine, National Academy of Medicine of Mexico, and El Colegio Nacional of Mexico.

Joe Echevarria has served as the Chief Executive Officer for the University of Miami since 2022. Prior to his current role, Mr. Echevarria served as the Executive Vice President for Health Affairs at UM and CEO of the University of Miami Health System (UHealth). He graduated from MHBS and is a certified public accountant who joined Deloitte, LLP in 1978 and went on to become chief executive officer of the multinational professional services company, effectively leading the largest professional services organization in the United States. During his 36-year tenure with Deloitte, Echevarria served in various leadership roles, including Deputy Managing Partner, Southeast Region, Audit Managing Partner, and US Managing Partner and Chief Operating Officer.

For more information about the University of Miami, please visit www.miami.edu.

MIAMI HERBERT BUSINESS SCHOOL

"The mission of the University of Miami Herbert Business School is to develop innovative ideas and principled leaders that transform global business and society."

Founded in 1929, MHBS is the second largest of UM's 12 schools and colleges. It educates 3,200 undergraduates and 1,000 graduate students and offers undergraduate, master's, doctoral, and executive education programs, as well as several certificate programs. The school has nine academic departments including: Accounting, Business Law, Business Technology, Economics, Finance, Health Management and Policy, Management, Management Science, and Marketing. The school is accredited by the Association to Advance Collegiate Schools of Business (AACSB); the EFMD Quality Improvement System (EQUIS); and the Association of MBAs (AMBA) and is one of only three schools in the nation to hold the ["triple crown"](#)

[accreditation status](#). The school benefits from the guidance of different [advisory councils and the Dean's Advisory Committee](#), which provide an external perspective while offering input on the school's strategic direction and overall objectives. In 2019, the school's name changed to honor Patti and Allan Herbert, an alumni couple who have contributed more than \$100 million to the university over the course of their lifetimes.

Academic Programs

At the [undergraduate level](#), MHBS offers degree options including a Bachelor of Business Administration, a Bachelor of Science in Business Administration, and a Bachelor of Science in Accounting and Finance, offering a total of 15 majors and 12 minors. The undergraduate program was [ranked #1 in the state and #28 in the nation](#) by Poets & Quants in March 2023.

Herbert School [graduate programs](#) take advantage of UM's excellent location in one of the country's most diverse and international cities to provide hands-on experience for students through full-time, part-time, online, and executive MBA offerings as well as an array of specialized master's, most of which can be completed in less than one year. Six of the school's graduate programs are [STEM-designated](#) including the full-time MBA, MS in Accountancy, MS in Business Analytics, MS in Finance, MS in Sustainable Business, and MS in Taxation. At the doctoral level, students can pursue [PhD degrees](#) in either economics or business, with concentrations in accounting, business technology, finance, management science, marketing, operations management, organizational behavior, or strategy and international business.

Faculty

Miami Herbert's 163 full-time and 33 part-time faculty members are at the forefront of their fields, exchanging ideas with other thought leaders worldwide and in the classroom. To ensure that MHBS promotes this culture of productive discourse, academic departments across the business school host weekly seminars throughout the year to discuss research across their varied disciplines and organize and host annual business conferences and forums in the areas of healthcare, real estate, finance, and more. These events invite community and business leaders to engage in forward-thinking discussions about the challenges facing management today, from [The Business of Blockchain Technology](#) conference to the [CSO Summit & Symposium](#), one of the nation's premier networking events for sustainable business, economic resilience, and talent development.

Research

Outside of the classroom, MHBS ensures that students, faculty, staff, and the university community have the opportunity to connect with leaders and visionaries who are shaping the world. The [Miami Herbert Lecture Series](#) features a diverse range of lectures from Nobel Prize winners and CEOs to trailblazers and cultural icons. The Herbert School is also home to several [centers and institutes](#) that facilitate cutting-edge research, provide consulting services, deliver degree and non-degree academic programs, and foster

the exchange of ideas on some of the most pressing business issues of the day. These include the following:

Deloitte Institute for Research & Practice in Analytics (DIRPA) brings together students and faculty from across the university in a cross-disciplinary effort to better understand the business and analytic needs, challenges, and opportunities of industry and community organizations across the globe.

'Canes Behavioral Lab is a newly updated state-of-the-art research facility designed for advanced, technology-driven marketing research. The lab enables Miami Herbert faculty to conduct leading-edge marketing research in a controlled environment and allows researchers to take advantage of tools ranging from interactive surveys to virtual environments that simulate product features to learn how people react in actual situations.

Center for Health Management and Policy is a faculty led center that disseminates leading-edge research, offers consulting services to the health care and business community, and provides training and education for those in the health sector. The Center hosts the Herbert School's [Business of Health Care Conference](#), which draws 700 professionals from across industries each year.

The Johnson A. Edosomwan Leadership Institute offers a collection of leadership-focused programs, products, and services to assist aspiring and experienced leaders in shaping and sharpening leadership skills.

Students

Approximately 30 percent of the school's students hail from the state of Florida, and Latinx students make up the second largest group in the school. All students have access to an array of support systems, including the [Toppel Career Center](#) (for undergraduates), the [Graduate Career Advancement Center](#), the [UVenture](#) and [HBCU-Start@MiamiHerbert](#) entrepreneurship programs, an extensive alumni network and many mentorship opportunities, clubs and organizations, and more. This infrastructure is an integral part of MHBS's achievement of 98 percent post-graduation employment. The school has over 45,000 alumni living worldwide.

Sustainability

The Herbert School is closely aligned with the university's sustainability goals and is nationally recognized as a leader for its sustainable building practices and its curricula. In 2019, the school launched the nation's first STEM-certified Master of Science in Sustainable Business. In 2022, the 164,000-square-foot MHBS building became one of only three higher education projects [to achieve LEED Platinum Certification for](#)

[Operations and Maintenance](#) for its strategies and solutions in areas including water savings, energy efficiency, waste reduction, and indoor environmental quality.

THE ROLE OF THE DEAN

At a time of unprecedented growth and momentum at the University of Miami, the next Dean of MHBS will expand the role and influence of the business school throughout the university community, the city of Miami, and internationally. The Dean will be responsible for strategic planning, recruitment and retention of faculty and students, fundraising, budgeting, and overall program development and assessment. The Dean will serve as a thought leader for the future of business education, partnering with faculty and the business community to build a distinct academic vision while also developing an inclusive school culture that is rooted in and aligned with the purpose, values, and goals of the MHBS Strategic Plan.

OPPORTUNITIES AND CHALLENGES

Within the broad responsibilities of the Dean's role, several specific opportunities and challenges characterize the issues that are expected to significantly determine success in the coming years. These include the following:

- 1. *Work collaboratively with faculty and key constituents to establish a strategic plan and vision to ensure that an MHBS business education meets the most critical needs of a rapidly changing society.***
 - Engage the MHBS community to develop a unique vision that honors its interactive approach to education while ensuring the school is forward-looking, entrepreneurial, and innovative to capitalize on trends in business and continue to align and grow programs that address the demands of the local, regional, national, and global business communities.
 - Build collaborative relationships and synergies across MHBS departments and with other schools and colleges at UM to promote interdisciplinary academic initiatives and joint programs across the university.
- 2. *Increase visibility, profile, industry standing, and rankings of MHBS nationally and internationally.***
 - Expand efforts to raise awareness of the distinctiveness of the school's departments, centers, and faculty, and enhance recognition of MHBS undergraduate and graduate programs.
 - Work with faculty to set the academic tenor by promoting a culture of outstanding scholarship and teaching innovation to differentiate MHBS from other leading business schools.
 - Expand graduate programs and increase graduate student enrollment.

- Assist departmental faculty in attracting and retaining top-tier academic talent.
- Develop tangible incentives and provide appropriate support to encourage MHBS faculty to engage in world-class research and innovative pedagogy.
- Ensure the continued development and standard of excellence in technological advancement as one of the driving forces behind the school's digital experience for students, faculty, and staff.

3. *Ensure that MHBS is a leader on campus and across the business school landscape for impactful initiatives around diversity, equity, inclusion, and belonging.*

- Build on the university's commitment to advancing diversity, equity, inclusion and belonging efforts, weaving this imperative throughout the leadership and work of MHBS.
- Promote scholarship, teaching, and learning that are inclusive and reflective of the needs of UM's diverse community, the Miami business community, and beyond.
- Collaboratively with faculty, help to lead ongoing efforts to recruit and retain talented and diverse faculty and staff who bring different experiences, backgrounds, and perspectives and continue the school's efforts to broaden the pipeline for prospective students from underrepresented backgrounds.

4. *Enrich externally facing relationships to grow relational and financial opportunities.*

- Leverage MHBS's location in the heart of Miami to cultivate relationships with industry, nonprofits, and other institutions to expand resources.
- Effectively communicate to diverse audiences, delivering a clear and concise message about the school's identity, mission, programs, and achievements.
- Secure funds to develop and support new programs for MHBS, attract and retain top faculty, endow student scholarships, and invest in new physical infrastructure that will provide differentiated educational opportunities, and create innovative learning spaces that elevate the Herbert education, optimizing the teaching and learning experience.

5. *Use sound financial, operational, and administrative management to drive quality and growth.*

- Provide a high level of transparency on the financial priorities of the school in support of academic excellence.
- Identify opportunities for operational and administrative efficiencies and thoughtfully manage limited resources.
- Create financially sustainable academic offerings by fostering collaboration across the many constituencies of MHBS to weather ongoing shifts within higher education and the global economy.

EXPERIENCE AND QUALIFICATIONS

Miami Herbert Business School seeks an inspirational, innovative, and forward-thinking leader with a track record of success in a large, complex organization to set it on an ambitious course for the future. The new Dean will bring business and academic acumen; demonstrated collaborative interpersonal skill sets; ability to secure resources through constituent relationship building; and a demonstrated commitment to diversity, equity, inclusion and belonging as well as an appreciation of its importance to the mission, richness, and ongoing success of MHBS.

While no one person will embody all desired characteristics, the successful candidate will bring many of the following qualifications and attributes:

- An intellectual leader; a leader who brings a strong record of excellence and outstanding professional achievement in the field of business;
- An experienced administrator with a track record of success in a large, complex organization;
- An astute manager of financial and human resources;
- An innovative and entrepreneurial spirit with experience exploring traditional, emerging, and alternative funding sources for MHBS;
- An exceptional interpersonal communicator with the ability to work collaboratively with faculty, develop key external relationships, attract new partnerships, fundraise, and generate enthusiasm among MHBS students, faculty, alumni, and the broader UM community;
- A proven track record of unequivocally supporting diversity, equity, inclusion, and belonging initiatives through visible, vocal, and proactive leadership;
- A sophisticated understanding of the role of technology (online and blended learning) in educating the new generation of students for professional careers and leadership in business, non-profits, and government;
- A transparent, collegial, empathetic, and inclusive leader who can partner and work collaboratively with and motivate faculty, staff, and students while making challenging decisions to propel the school to heightened levels of success and recognition;
- A commitment to the vision and mission of UM and the Herbert School; an exemplar of interdisciplinary research, teaching, and engagement;
- A high-energy individual with unimpeachable morals, pragmatic optimism, and the perseverance to bring goals to fruition;
- An individual who embraces shared governance and enthusiastically partners with faculty, fellow Deans, and other university administrators to further the vision and mission of UM and MHBS.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Confidential inquiries, nominations, referrals, and CVs with cover letters should be sent to:

Micah Pierce, Partner
Stephanie Fidel, Partner
Ellen Egitton, Associate
Lehman Robinson, Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/university-miami-miami-herbert-business-school/Dean>

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