



Daniels College of Business

UNIVERSITY OF DENVER

Search for the Dean

Daniels College of Business, University of Denver
Denver, Colorado

The University of Denver (DU) invites applications and nominations for the next Dean of the Daniels College of Business (“the College” or “Daniels”).

Daniels is nationally recognized as a leader in providing an immersive and engaged business education for its students. It is also known for innovative programming across business disciplines. The incoming dean will be building on a strong foundation as they move the Daniels College of Business into its next chapter, strengthening its reach and impact nationally and making it the destination for a high-quality, business education in Denver, Colorado, and the Rocky Mountain Region.

The Daniels College of Business is one of the largest degree-granting colleges at the University of Denver. Daniels currently enrolls around 2,300 students, divided between graduate, undergraduate, and dual undergraduate/graduate programs spanning four schools: the Reiman School of Finance, the Fritz Knoebel School of Hospitality Management, the School of Accountancy, and the Burns School of Real Estate and Construction Management as well as the departments of Business Ethics and Legal Studies, Marketing, Management, and Business Information and Analytics. Multiple programs span units, including four MBA programs and an Executive E.Ph.D. program. Daniels is consistently ranked among the top business schools nationally and internationally for its graduate and undergraduate programs by *U.S. News & World Report*, *Poets & Quants*, and *Bloomberg Businessweek*.

DU is a private, doctoral-granting university enrolling more than 13,500 students from all regions of the United States and 83 foreign countries in its distinguished undergraduate liberal arts and sciences, graduate, and professional programs. The University’s holistic [4-Dimensional Experience](#) (4D) aims to redefine the purpose of higher education and shape a new kind of humanistic, character-driven leader. With two campuses – the Denver campus and the recently opened James C. Kennedy Mountain Campus – DU’s experience is unique in higher education.

It is an exciting time to join the University of Denver. In January 2022, DU was reclassified as a Research 1 (R1) university in the Carnegie Classification of Institutions of Higher Education. The DU community is excited about the reputational and material benefits of its new R1 classification while also maintaining the University’s commitment to the “teacher-scholar model.” To address the distinctive identity DU possesses, the University has launched a series of funded initiatives to support teaching and scholarly excellence at DU known as [“R1 Our Way.”](#)

The College seeks an inspiring, visible, and collaborative leader to set a dynamic course for the future. The new Dean will bring high academic standards, strong management and leadership skills, and an appreciation for transparency and shared governance. They will have exceptional communication skills, political aptitude, and the capacity to raise the visibility and to amplify the impact of the College to local, regional, national, and international constituencies.

To be successful, the Dean will be expected to address a number of opportunities and challenges, listed below, and outlined in detail beginning on page 6 of the document:

- ***Design and advance a bold vision and strategic plan to further the Daniels College of Business' local and regional reach and impact in alignment with the University's strategic plan.***
- ***Serve as a visible leader and strong advocate for the Daniels College of Business internally and externally.***
- ***Foster a culture of shared governance through empathetic and collaborative communication and management.***
- ***Manage and grow resources for the College to realize the strategic objectives co-created with the Daniels community.***
- ***Strengthen critical relationships across the Daniels College of Business, the University of Denver, and with external stakeholders.***
- ***Advance equity, diversity, and inclusion efforts.***
- ***Recruit, retain, delegate to, and inspire a talented faculty and staff.***

A list of desired qualifications and characteristics of the Daniels College of Business Dean can be found at the conclusion of this document. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of the document.

ABOUT THE UNIVERSITY OF DENVER

Founded in 1864, the University of Denver (DU) is a private, doctoral-granting university with very high research activity, [earning R1 status in 2022](#). The University has become increasingly known, nationally and internationally, for its creative, 21st-century approaches to problem-based scholarship, as well as its holistic, student-centered approach to learning known as the [4D Experience](#) (4D), and its dedication to the public good through local, national, and international partnerships. The University's [academic programs](#) are led by academic deans across ten schools and colleges. These are:

College of Arts, Humanities, & Social Sciences	Josef Korbel School of International Studies
College of Natural Sciences & Mathematics	Morgridge College of Education
Daniels College of Business	Ritchie School of Engineering & Computer Science
Graduate School of Professional Psychology	Sturm College of Law
Graduate School of Social Work	University College

Beginning in the fall of 2022, DU embraced a [Two Campuses, One DU](#) approach, offering every first year undergraduate student the opportunity for a unique set of leadership and outdoor learning experiences at the James C. Kennedy Mountain Campus.

The 720-acre [Kennedy Mountain Campus](#) is located approximately 110 miles northwest of Denver and plays an important role in 4D. The four integrated dimensions—advancing intellectual growth, exploring character, promoting well-being, and pursuing lives and careers of purpose—guide every program and activity on the mountain.

University Students, Faculty, and Staff

In Fall 2023, the University student body included 6,400 undergraduates and approximately 7,000 graduate students. Fifty-five percent of undergraduate students identify as female, 28 percent identify as domestic minorities, and 3 percent are [international students](#). By comparison, 65 percent of graduate students identify as female, 28 percent as domestic minorities, and 9 percent are international students. Approximately 14 percent of students are Pell-eligible and four percent of students have a military or veterans status.

There are approximately 830 full-time appointed faculty members, and 90 percent of instructional faculty have earned the highest degree in their fields. The 9:1 student-to-faculty ratio and small class sizes allow personalized instruction as well as multiple opportunities for research, exploration, and holistic student development. Forty three percent of faculty identify as female, and 18 percent identify as persons of color. DU faculty often collaborate on scholarly inquiry and pedagogical reflection with faculty and students from other disciplines, divisions, schools, and colleges across campus, as well as with community partners. These efforts—and many others like them—deepen the University’s intellectual portfolio and expand the opportunities available for its faculty and students.

The University has approximately 7,850 employees comprised of approximately 5,330 appointed and non-appointed staff and faculty, 1085 adjunct faculty, and an additional 2,520 student employees. Fifty-nine percent of employees identify as female, and 41 percent identify as male. Twenty-two percent of employees identify as persons of color. More details about University leadership can be found in Appendix I at the end of this document.

Five Strategic Imperatives

The University of Denver has a bold and courageous vision for higher education in the 21st century, aiming to create substantial changes that will impact its students, the research of its faculty, and the community, all framed by the strategic plan, [DU IMPACT 2025](#). DU will continue to innovate around its strengths in teaching, learning, and discovery, while supporting its faculty and students in their efforts to accelerate the ways in which research can be used to address society’s most vexing problems.

Chancellor Jeremy Haefner has emphasized [Five Strategic Imperatives](#) that will accelerate DU's progress toward the goals of DU IMPACT 2025. These are:

1. Ensure a bold, enduring future for DU;
2. Create a unique, global, and holistic 4D experience for DU students;
3. Cultivate an exceptionally diverse, inclusive, equitable, and welcoming community;
4. Define and model a global, engaged research university;
5. Deliver academic excellence with a signature portfolio of academic programs and a relentless pursuit of quality.

These imperatives represent the University's most pressing priorities and an exciting future. They will enable the University to proactively participate in this time of change, including advances in technology, shifts in demographics, increasingly complicated globalization patterns, expanding inequity, the transforming nature of jobs and careers, the challenges of cultural and political division, new perceptions of the value of college degrees, and competing educational modes.

ABOUT THE DANIELS COLLEGE OF BUSINESS

The Daniels College of Business was founded in 1908, is the eighth oldest business school in the United States, and is the oldest business school west of the Mississippi River. In 1989, Bills Daniels, known as the "father of cable television," gave the college of business a challenge grant to update its curriculum to focus more on business ethics. Based on the success of this revision, Bill Daniels gave a naming gift of \$11 million dollars in 1994. This gift helped fund both a new building that opened in 1999 and a continued retooling of curricula to focus on business ethics. Currently, Daniels enrolls approximately 2,300 students, divided between graduate, undergraduate, and dual undergraduate/graduate programs. The College has been continuously accredited by the Association to Advance Collegiate Schools of Business (AACSB) since 1923. The College is committed to the principles of multiculturalism, diversity, and inclusive excellence through involvement and participation in college and university-wide projects and initiatives.

Academic Programs

The College offers two bachelor's degree programs (BSBA and BSAcc), [four MBA degree programs](#), seven specialized master's degrees, and an [executive PhD program](#). Programs include the spectrum of traditional disciplines such as Management, Marketing, Accounting, Finance, and Business Ethics and Law to more specialized disciplines such as Hospitality Management, Business Information and Analytics, International Business, and Real Estate and Construction Management. All programs feature rigorous coursework and hands-on experiences that are continually updated to reflect current business practices. The College also seeks to develop students' ethical compass, life skills, and professionalism so they are ready to make a positive difference in their careers, their families, and their communities.

For information on the Daniels College of Business' various schools, departments, and programs, see Appendix II at the end of this document.

Faculty and Staff

The Daniels College of Business' faculty members are nationally recognized educators and researchers who are deeply engaged in the business world. They excel at helping students apply classroom lessons to real-world challenges. The College also embraces a teacher-scholar model, and has seen a noted increase in the focus on and the quality of faculty research under the previous three Deans. The College's exceptional staff members support students, faculty, alumni, corporate partners, recruiters, donors, and the community at every turn. The College comprises 62 full-time tenure track faculty, 50 part-time faculty, 15 professors of practice, 28 teaching professors, and 110 staff, including dedicated academic advisors and a career services team focused specifically on Daniels students.

Facilities

With over 190,000 square feet on the University of Denver campus, the Daniels College of Business' facilities uphold its vision to be a premier private business college. The College has three buildings: the Daniels Building, the Joy Burns Center, and Margery Reed Hall. Each building caters to all students, faculty, and staff, and allows the College to offer the flexibility to schedule a variety of classes at peak times. This allows Daniels to move its students through their programs on schedule and with the low student to faculty ratio it promises to provide.

Executive Advisory Board

The Daniels Executive Advisory Board consists of leaders from across a broad spectrum of industries, each bringing unmatched experience and visionary leadership to the table. These exceptional individuals provide insight to the College, act as a sounding board, and share best practices and lessons learned from their respective experiences in leading some of the world's largest organizations. More information on the Executive Advisory Board can be found [here](#).

ROLE OF THE DEAN

The Dean is responsible for the Daniels College of Business' strategic, research, academic, and financial affairs. Reporting to the Provost and serving on the University's Dean's Council, the Dean will be an integral member of the University of Denver's leadership team. They will be responsible for ensuring the vitality and long-term success of the College and engaging with the broader university and beyond to advance an agenda of exceptional teaching, research, and academic excellence.

The Dean currently has multiple direct reports, including associate and assistant deans, executive directors, including center directors and directors of key academic programs, plus an executive assistant.

The Executive Director for Development has a dotted line reporting relationship. The Dean oversees an operating budget of approximately \$48 million dollars.

The Dean is expected to be a visible leader, inspiring a talented faculty to foster academic and research excellence, seeking out ways to strengthen the College's cohesion across its various schools and departments, expanding connections across the University of Denver and the Denver community, and actively pursuing opportunities that bring in additional resources. The Dean will demonstrate a genuine commitment to and aptitude for advancing equity, diversity, and inclusion, and will balance their leadership in the College with a concurrent obligation as a leader and citizen of the broader University of Denver community. With a strong and committed leadership team in place, the Dean will manage a large and complex organization and will both collaborate and delegate to ensure the College's priorities successfully advance.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

Design and advance a bold vision and strategic plan to further the Daniels College of Business' local and regional reach and impact in alignment with the University's strategic plan

Working closely with their leadership team, faculty, staff, students, and other key stakeholders, the Dean will design, articulate, and advance a strategic vision for the College focusing on academic and research excellence in service to Denver, the region, the country, and the world. In addition, the Dean will build on Daniels' reputation for integrating social, environmental, and ethical issues into innovative curricula. The incoming Dean will join the community and embrace its history and achievements and will work with the College community to advance this shared vision into the future. A key step in this process will be articulating an innovative strategic plan for Daniels. The planning process will enable the Dean to coalesce and broadcast the College's vision, highlighting Daniels' unique role in providing a world-class education in one of the nation's great cities. The Dean will also have a significant role in fundraising by creating initiatives and opportunities that attract philanthropy to support the College.

Serve as a visible leader and fierce advocate for the Daniels College of Business internally and externally

The Dean is the face of the Daniels College of Business, and its greatest advocate. The Dean will be a vocal defender of the power of higher education broadly, and business and management education more specifically. The Dean will need to serve as the lead ambassador and champion for the College to potential and current students, their families, the Denver and Colorado business communities, and other external stakeholders. This individual will be an inspiring and visible figure to the College's student body. Externally, the next Dean will build coalitions to ally with key stakeholders in the business community, and partner with development staff to cultivate and steward philanthropic donors. A key existing relationship is the Daniels Fund Ethics Initiative, and the Dean will play a critical role in supporting the relationship with the Fund established by the College's namesake.

Foster a culture of shared governance through empathetic and collaborative communication and management

As an experienced manager and leader of a complex and decentralized college, the Dean will support Daniels' high-achieving leadership team, faculty, and staff at all levels. In doing so, this individual will motivate and mentor internal team leaders to support the College's programs, as well as internal and external efforts. The Dean will foster a positive and inclusive work environment that attracts employees and ensures their professional growth and success. The Dean will oversee the College's budget and will seek to diversify its resource base to strengthen its financial health. By modeling and promoting empathetic and transparent communication, the Dean will ensure a culture of shared governance permeates the Daniels community.

Manage and grow resources for the College to realize the strategic objectives co-created with the Daniels community

The College aspires to advance a 21st century business education: prioritize undergraduate student retention and academic success; enhance graduate student excellence; advance equity, diversity, and inclusion; and advocate for resources to support the College's facilities and academic programs. As the College and University continues to emerge from the effects of the global pandemic, the Dean will need to address strategic investments while diligently managing complex fiscal realities.

Located in the heart of Denver, Daniels operates in a dynamic environment. The incoming Dean is well positioned to take advantage of the city's local business communities, philanthropic sources, and a growing alumni base. Responsible for creating and participating in activities that support fundraising, the Dean will have ambitious fundraising goals and should be skilled in stewarding donors and securing resources from a wide range of sources. The incoming Dean will work with their advancement team to identify and support the needs of the College, including student scholarships, endowed faculty lines, classroom technology, capital projects, interdisciplinary programs with other colleges, and other key initiatives. They will use their financial acumen to effectively manage resources and ensure the College has a healthy and sustainable future.

Strengthen critical relationships across the Daniels College of Business, the University of Denver, and with external stakeholders

The Daniels College of Business is part of a university striving for the highest standards of academic, research, and teaching excellence. Collaboration is critical to the College's success. The Dean will continue to build strong relationships with faculty, staff, students, alumni, and leaders within the broader College and University community. To help all units within the College tell the Daniels' story and share its vision more effectively and cohesively, the Dean will examine existing organizational structures to fully leverage the power of the team while ensuring alignment, productivity, and efficiency. The work of the Dean will

extend beyond campus to include local and regional industry partners as they seek not only to extend the College's reach, but to have a broader impact on the Rocky Mountain region.

The College is uniquely poised to assist in the continued growth of Denver's economy. The incoming Dean will work to further students' immersive and interdisciplinary exposure by utilizing the city and its resources and by emphasizing both theory and practice. Through the development of mutually beneficial partnerships with business and industry across the city, the Dean will ensure that students gain the creative confidence and the skills needed for the deep understanding of the contemporary business practices that will support the economic health and vitality of Denver and the Rocky Mountain Region.

Advance equity, diversity, and inclusion efforts

The Daniels College of Business takes pride in its commitment to equity, diversity, and inclusion within and beyond its academic environment. The College upholds the strategic imperatives defined by the University of Denver through teaching, research, and commitment to the public good. Supporting a diverse community of faculty, staff, students, and alumni to achieve inclusive excellence is a priority at the College. The Dean currently chairs the Daniels Diversity, Equity, and Inclusion committee, and will work with this committee, student groups, and other key stakeholders to support its community from diverse backgrounds. By bringing an awareness of and critical consciousness to inequities within business education, the incoming Dean will work to break down barriers to success and to foster a learning environment where students, staff, and faculty feel welcome and supported.

Recruit, retain, delegate to, and inspire a talented faculty and staff

The College's committed faculty and staff are indispensable to its mission. As the College continues to further its reach and impact, the Dean will oversee recruitment and retention of talent. They will invest in employee retention efforts and professional development opportunities for faculty and staff recognizing that their work can be taxing.

The Dean will display exceptional interpersonal and management skills and will be an accessible and visible leader. They will inspire loyalty and dedication to the College's mission and will further boost and enhance morale for faculty and staff at all levels. This individual will be committed to ensuring a healthy workplace environment and will have experience mentoring, managing conflict, and empowering employees. The incoming Dean will seek to create more transparency and equity within the College and will work to examine what drives faculty and staff satisfaction, including but not limited to compensation, increasing efficiencies while limiting burnout, diversity, equity, and inclusion efforts, and other key policies and procedures.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will be an experienced leader with a high level of energy and drive. The Dean must thrive in engaging with all cohorts of the College community, including but not limited to students,

faculty, staff, parents, alumni, corporate partners, and donors. While no individual will possess all the qualifications in equal measure, the successful candidate will bring many of the following experiences and values to the role:

- An exceptional record of academic and/or industry achievement;
- Demonstrated fiscal acumen and sophisticated fundraising abilities;
- A proven commitment to the values of equity and inclusivity and the willingness to create an inclusive and equitable community, as evidenced by past accomplishments;
- A record of providing inspirational, visible leadership and effective management of a sizable and complex organization;
- Proven ability to create a strategic vision and implement a strategic plan in an academic setting or similarly complex environment;
- An entrepreneurial spirit;
- Exceptional oral and written communication skills;
- Proven collaborative and decisive leadership ability;
- Intellectual depth and strategic abilities;
- The capacity to translate ideas into actions;
- Perceptive listening skills;
- Exceptional interpersonal skills, empathy, and emotional intelligence. The ability to use these skills to unify, build trust, and heal divisions;
- The desire to embrace and engage with the greater Denver and Colorado communities and other stakeholders;
- The ability to work on the achievement of a future vision while maintaining the operational and financial excellence needed today;
- A doctorate degree or terminal degree is strongly preferred.

LOCATION

The Denver Metro Area is one of the fastest growing metropolitan centers in the country with approximately 3,000,000 residents, about a 16% increase since 2010. Denver International Airport's ranking as the third busiest airport in the world plays a major role in the regional economy. Key industry clusters include healthcare, airlines, financial services, bioscience, energy, analytics, aerospace, broadband and digital communication, food and beverage, and software. Entrepreneurship is a key component of the Denver economy, with over 350 start-up companies in the city in 2021 and nearly \$6 billion in funding raised in 2022. Colorado is also a destination for educated Americans, with 38% of Coloradans having a bachelor's degree, the second highest rate in the country. Fourteen percent of residents hold a graduate or professional degree.

The Mile High City is located on high rolling plains, 12 miles east of the "foothills," a series of mountains that climb to 11,000 feet. The city boasts sunny weather year-round and mostly mild winters relative to other northern cities. Activities include winter sports and outdoor recreation in the Rockies, while the city

itself has beautiful architecture, extensive parks, multiple high-tech startups, and many national and international corporations. Denver offers a dynamic music scene, including concerts at the famed Red Rocks Amphitheater, an outdoor venue built into rock, and an ever-growing number of breweries and distilleries. With 300 days of sunshine a year, the outdoor industry is a key economic driver for the state. Colorado boasts four national parks, 42 state parks, and many outdoor recreation areas including the most popular skiing and snowboarding destinations in the country.

Any Denverite would also note that Denver loves dogs, and DU staff and faculty enjoy bringing their dogs to the office.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-denver/dean-college-business>. Electronic submission of materials is required. The salary range for this position is \$400,000 to \$475,000 and is commensurate with experience.

Julie Filizetti, Micah Pierce, Rafa Escobedo, Katie Pusecker, and Rachel Banderob
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The University of Denver is committed to enhancing the diversity of its faculty and staff and encourages applications from women, minorities, members of the LBGT community, people with disabilities and veterans. The University is an equal opportunity/affirmative action employee.

APPENDIX I: UNIVERSITY LEADERSHIP

Jeremy Haefner, Chancellor



Dr. Jeremy Haefner is the University of Denver's 19th chancellor, and he brings over three decades of leadership experience in higher education to DU. Named chancellor by the University of Denver Board of Trustees in 2019, Dr. Haefner strongly believes DU is an institution uniquely able to serve students as they prepare for lives of purpose and careers for fulfillment—all while serving the public good. In DU's faculty, he sees limitless potential and talent to further the creation of knowledge and serve the public good. As chancellor, Dr. Haefner energetically supports the University's commitment to diversity, equity, and inclusive excellence, and he continues to build on DU's long legacy of innovation and ethical leadership.

Previously, Chancellor Haefner served as DU's provost and executive vice chancellor. He also served as provost and senior vice president for academic affairs at Rochester Institute of Technology (RIT) and as dean of engineering and applied science, associate vice chancellor for research, and dean of the graduate school at University of Colorado at Colorado Springs. He has held fellowships with the American Council on Education, the National Learning Infrastructure Institute, and the University of Murcia in Spain.

As a mathematician, Chancellor Haefner studies integral representation and module theory. His research has been supported by the National Security Agency, the National Science Foundation, the Air Force Office of Scientific Research, and the government of Spain. He graduated from the University of Iowa with a BA in mathematics and has a PhD and an MA in mathematics from the University of Wisconsin.

Mary Clark, Provost and Executive Vice Chancellor



Mary Clark serves as the University of Denver's provost and executive vice chancellor. With expertise in the areas of higher education law, women's legal history, legal ethics, judicial politics, and property, Provost Clark also holds an appointment as professor in the Sturm College of Law. Prior to being named provost at DU, Provost Clark served as interim provost, deputy provost, and dean of faculty at American University (AU), associate dean for faculty & academic affairs at AU's law school, director of its doctor of juridical science program, and acting director of its government program.

Before joining American University, Provost Clark was a visiting lecturer and research scholar at Yale Law School, a Supreme Court fellow with the Federal Judicial Center, a teaching fellow and adjunct professor at Georgetown University Law Center, and an appellate attorney with the U.S. Equal Employment Opportunity Commission in Washington, D.C. She clerked for the U.S. Court of Appeals for the Eleventh Circuit in Montgomery, Alabama, following graduation from law school. She is a graduate of Bryn Mawr College (magna cum laude) and Harvard Law School, and publishes in the fields of women's legal history and judicial politics.

APPENDIX II: SCHOOLS AND DEPARTMENTS

The School of Accountancy

The School of Accountancy is one of 194 accounting programs in the world accredited by AACSB. The School has received high rankings from *Bloomberg Businessweek*, *the Princeton Review*, and *U.S. News & World Report*. Students can earn both bachelor's and master's degrees in 5 years or less through the 3/2 degree program, and 97% of students accept positions within 6 months of graduation. The School also recently started a STEM designated Master of Science in Accounting, Technology, and Analytics degree. More information about the School of Accountancy can be found [here](#).

Reiman School of Finance

The Reiman School of Finance, consisting of 17 full-time faculty members, offers an undergraduate degree in finance, a finance minor, a master's degree in applied quantitative finance, and provides core classes for the MBA and PhD programs as well as for other degrees within the College. The department is known for hands-on experiences, such as travel classes to key financial centers, case competitions, the Chartered Financial Analyst Research Challenge, and the student managed Marsico and Reiman Funds. More information on the Reiman School of Finance can be found [here](#).

Fritz Knoebel School of Hospitality Management

The Fritz Knoebel School of Hospitality Management offers a Bachelor of Science in Business Administration in hospitality management. The School trains students for all aspects of the hospitality and tourism business. Concentrations are available in lodging real estate, revenue management and analytics, restaurant/food and beverage management, and conference services management. All students study abroad for a full quarter and have a language requirement, two areas highly valued by industry. Graduates are also required to finish 1,000 hours of work and internship experience. Instructors have advanced degrees and extensive industry experience. Daniels students pursuing their degrees in hospitality management have ample opportunity to gain real-world experience in Denver's world-class resorts and establishments. Each year, more than 40 companies recruit at the school. More information on the Fritz Knoebel School of Hospitality Management can be found [here](#).

The Franklin L. Burns School of Real Estate and Construction Management

Offering undergraduate and graduate degree programs, students at the Burns School of Real Estate and Construction Management learn the full life cycle of the built environment. They acquire a cohesive understanding of the built environment in addition to the specific educational discipline of their choice and learn to fill an increasingly important role as an integrated project leader. Faculty at the Burns School are directly connected to significant players in the Colorado Front Range, one of the most active real estate markets and construction areas in the U.S. The School is proud to be an industry leader by leveraging the recently built Marion J. Crean Collaboratory. This first of its kind classroom, the Collaboratory leverages

its “liquid galaxy” to connect students to experts and alumni from around the global. More information on the Burns School of Real Estate and Construction Management can be found [here](#) and more information on the Collaboratory is located [here](#).

Department of Business Ethics and Legal Studies (BELS)

The Department of Business Ethics and Legal Studies is the College’s interdisciplinary hub for research, teaching, and community engagement. BELS supports all Daniels programs to blend business, law, ethics, and public policy into one platform of study, allowing students to become exceptional multi-disciplinary decision-makers. The department offers a minor in legal studies and a graduate level Certificate in Global Business and Corporate Social Responsibility, and is also the home to the Daniels Fund Ethics Initiative (DFEI). This initiative is a foundational part of Daniels identity. As a founding member of the ethics consortium, the College plays a key role in teaching business ethics to students, faculty, and community members. The Dean plays a key role in this endeavor and helps to foster the DFEI relationship. More information on the Department of Business Ethics and Legal Studies can be found [here](#).

Department of Business Information and Analytics (BIA)

The mission of the BIA Department is to produce analytically competent and data-savvy professionals who diagnose, communicate, and drive evidence-based decision-making to create a positive impact on business and society. The BIA department works in partnership with the [Center for Analytics and Innovation with Data \(CAID\)](#) which engages students, faculty, and members of the community with industry collaborative projects, faculty research and student projects. The department is especially known for its master’s degree in business analytics, a first of its kind program for the discipline. More information on the Department of Business Information and Analytics can be found [here](#).

Department of Management

The Department of Management at the Daniels College of Business offers an undergraduate degree in management, a management minor, a master’s of science degree in management, and is responsible for teaching multiple core courses in each of the undergraduate, MBA, and executive PhD curricula. With a curriculum offering human resource management and consulting tracks, the department is noted for ensuring its students are career ready through live projects for companies, case competitions, and engagement with managers. The faculty are known for their research and outreach in the areas of innovation and growth and of leadership and business impact. More information on the Department of Management can be found [here](#).

Department of Marketing

The Department of Marketing at Daniels offers a graduate degree and both an undergraduate major and minor. All three degrees focus on graduating students with the key skills wanted by employers. To

meet that goal, marquee courses challenge students with live client projects, providing opportunities for real-world learning and connections. Students leverage the department's network of more than 500 local companies and 5,800 corporations globally while building connections with world-class faculty at the graduate and undergraduate level. The department houses the Sales Leadership Center, which is building a strong sales minor and extra-curricular activities in the sales space. Additionally, the Consumer Insights and Business Innovation Center, an interdisciplinary research center, is led by two marketing professors (more information can be found [here](#)). More information on the Department of Marketing can be found [here](#).

Executive Education Program

Executive Education at the Daniels College of Business offers webinars, workshops, courses, and customized programs on a variety of leadership and business topics. Executive Education offers several cost and time-effective courses that develop leaders in business. These include expedited programs that bring working professionals up to speed in various disciplines so they can create immediate results. The Executive Education programs at Daniels offer flexible and customizable modules of relevant and research-backed programming. These modules can be as short as one day to accommodate busy schedules or span several months for deeper learning. Executive Education is also home to both the Bailey Program for Family Enterprise and the Linger Center on Franchising. In addition, Daniels launched a Leadership in Outdoor Recreation Industry (LORI) program in 2022 with support from the VF Foundation. More information on Executive Education at Daniels College of Business can be found [here](#).