



DEAN, SPEARS SCHOOL OF BUSINESS

*Oklahoma State University
Stillwater, Oklahoma*

The Board of Regents for Oklahoma State University invites nominations and applications for the position of Dean, Spears School of Business. The Dean reports to the Provost and Senior Vice President, Division of Academic Affairs.

The Spears School of Business is a dynamic academic organization composed of 92 tenured or tenure-track faculty and 44 faculty of professional practice located in Stillwater and Tulsa. It provides an environment that encourages faculty personal and professional development, student attainment of academic and professional success, strong partnerships with private- and public-sector organizations, and enhancement of its excellent reputation. Spears Business is composed of the School of Accounting, the School of Entrepreneurship, the School of Hospitality and Tourism Management, the School of Marketing and International Business, and the Departments of Business Administration, Economics, Finance, Management, Management Science and Information Systems, and the Watson Graduate School of Management.

Through these units, Spears Business offers undergraduate degrees with majors available in 10 fields of study, an MBA degree, and MS degrees in Accounting, Business Analytics and Data Science, Economics, Hospitality and Tourism Management, Management Information Systems, and Quantitative Finance. It also offers a PhD in Economics and the PhD in Business Administration, with specialization in one of seven functional business areas. Additionally, a PhD with an executive research option has been offered since 2012.

In Fall 2022, Spears Business grew undergraduate enrollment on the Stillwater/Tulsa campus and online enrollment by nearly 6 percent to record numbers (nearly 4,900 undergrad students). Also, the school's current enrollment includes nearly 700 master's students and over 100 doctoral students. In addition to its strong undergraduate and graduate on-campus programs (Stillwater and Tulsa), Spears Business has been a longtime leader in offering online undergraduate degree completion programs and online master's programs. Many of the programs are highly ranked. For example, the MS in Business Analytics/Data Science is ranked No. 9 by *Fortune* Magazine. The Online MBA Program is ranked No. 28 by *US News & World Report*. Our Entrepreneurship students have done well in many prestigious business plan competitions and secured venture funding. Several departments also have high rankings for their research productivity. Spears Business also continues to grow its sponsored research activity through industry and state/national funding agencies. Faculty members include leaders in professional societies, editorial board leaderships, and Fellows of prestigious professional organizations. Spears Business also houses several research and service centers that focus on major topics including health innovation, analytics, societal impact, entrepreneurship, future of work, and financial wellness, among others. The Career Readiness Program (offered through the Eastin Center) as a graduation requirement and embedded in the academics is unique and creates a foundation of lifetime career success for Spears Business students.

Oklahoma State University's state-of-the-art \$72-million Business Building was opened in 2018 to better serve students and faculty. OSU business students have unlimited opportunities thanks to the award-winning 147,450-square-foot building that anchors the east end of campus. The "Power of Personal" motto are words we live by at Spears Business, and faculty, students and staff create an environment where personal connections are paramount, and academic excellence is strengthened by interpersonal prowess. All programs were fully reaffirmed in 2019 by the AACSB International, and Spears Business remains among the top five percent of the world's schools offering business degrees. Further information about programs and activities can be found at the school's web site: business.okstate.edu.

Oklahoma State University has a rich history of institutional success and growth. A land-grant institution with more than 35,000 students across a five-campus system, we've graduated more than 264,000 students to serve the state of Oklahoma, the nation and the world. Over the past year, President Kayse Shrum and Provost and Senior Vice President Jeanette Mendez – OSU's new, transformational leadership team -- have taken steps to advance

the institution further with the development of a strategy for the next era of OSU. This fall, OSU will launch the university system strategy with a focus on becoming the nation's preeminent land-grant institution. The Spears Business Dean will lead the execution of this vision for their respective college and have the opportunity to shape the future success of OSU as well as ensure imperatives are achieved. As part of the strategy, the Dean will also assist in identifying key areas where OSU can make a difference in solving societal problems, be student-centric, with a focus on providing each student with a thoughtful set of competencies to prepare them for life after graduation.

QUALIFICATIONS: Candidates must possess proven leadership and management skills in higher education; a thorough knowledge of the operations, philosophy and mission of an AACSB-accredited college of business administration; a knowledge of the operations, philosophy, and mission of a land-grant university; a demonstrated capacity to lead, communicate, and work effectively with diverse faculty, students, and leaders in business, industry, and other educational agencies and institutions; and clear evidence of ability to lead a fundraising campaign, develop relationships, and secure external financial support in cooperation with the OSU Foundation. Candidates also should be an innovative collaborator with a focus on interdisciplinary outcomes and a proponent of outreach activities. An earned doctorate or appropriate terminal degree in an area generally associated with Business, as well as scholarly achievement in teaching, research, and service that will result in a tenured appointment at the rank of professor, are strongly preferred. A minimum of three years of recent leadership experience at a comprehensive research university is also strongly preferred. In addition to proven administrative skills, candidates should possess a demonstrated record of promoting ethical behavior and social responsibility, as well as a demonstrated commitment to shared governance, transparency and academic freedom.

APPLICATION: The Division of Academic Affairs has a strong commitment to diverse people's well-being and development. As such, applications are encouraged from candidates who understand and model the importance of inclusive excellence in higher education. While applications will be accepted until a successful candidate has been appointed, interested parties are encouraged to submit their materials by November 15, 2022, to receive optimal consideration. Applications (letter of interest, curriculum vitae, and the names, addresses, E-mail addresses, and telephone numbers of five references) must be submitted online at [Jobs.okstate.edu](https://jobs.okstate.edu), [Req 12540](#), and to:

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Oklahoma State University, as an equal opportunity employer, complies with all applicable federal and state laws regarding non-discrimination and affirmative action. Oklahoma State University is committed to a policy of equal opportunity for all individuals and does not discriminate based on race, religion, age, sex, color, national origin, marital status, sexual orientation, gender identity/expression, disability, or veteran status with regard to employment, educational programs and activities, and/or admissions. For more information, visit eeo.okstate.edu.

POSITION DESCRIPTION

I. TITLE

Dean, Spears School of Business, Oklahoma State University

II. AUTHORITY

The Dean has the responsibility for all activities within the Spears School of Business and has commensurate authority for performing the duties of the office as determined by the Provost and Senior Vice President. While appropriate duties and proportionate authority may be delegated to others, the Dean may neither delegate nor relinquish responsibility for results.

Under the direction of the President and the Provost and Senior Vice President of the University, the Dean is the chief academic, business, and fiscal officer of the School and works regularly with the University vice presidents and with the deans of the other colleges. Major functions include working with faculty to formulate and implement policies, establishing and overseeing the organizational structure, developing and allocating resources, representing the School to its constituents, and developing relationships and securing external financial support in coordination with the OSU Foundation.

III. MAJOR RESPONSIBILITIES

Provide strong and forward-looking leadership. Maintain effective communications with those involved in planning, developing, implementing, evaluating, reporting, and promoting programs of the Spears School.

A. Duties Related to Leadership and Management.

1. Leads the faculty and staff in developing long- and short-range plans and objectives for the Spears School, along with necessary policies and programs for achieving those objectives.
2. Leads the faculty and staff in developing requirements for the instructional, research, and outreach programs, and oversees faculty and staff development and evaluation processes for the Spears School.
3. Devotes significant energy promoting external relations and allocates the time and effort necessary to obtain substantial external funding to enhance the Spears School.
4. Effectively leads vice deans, associate and assistant deans, department heads, and directors of the Spears School. Selects, when necessary, with appropriate faculty counsel, aforementioned positions. Acts on recommendations for all faculty and staff personnel actions, subject to final approval by the Provost, President and Board of Regents. Demonstrates a commitment to achieving

cultural diversity.

5. Prepares, in conjunction with faculty and staff, salary and non-salary budgets for instruction, research, and outreach activities within the Spears School, allocating funds to each function, and monitoring the use of such funds. Works to ensure a strong financial position for the Spears School.
6. Seeks, in conjunction with faculty, grants and contracts from extramural sources for the improvement of the programs within the Spears School. Assures accurate fiscal records are maintained relative to all grants and contracts and to the apportionment and expenditure of such funds.
7. Provides leadership in student recruitment and in providing an environment for students that results in improved student success outcomes.
8. Provides leadership in achieving Spears School and University accreditations and recognitions.
9. Provides leadership in engaging with local, national and international community partners, institutions, and stakeholders that enhance the teaching, research and outreach missions of the Spears School.

B. Duties Related to Instruction, Research, and Outreach

1. Responsible for supervision and coordination of instruction, research, and outreach activities within the Spears School.
2. Leads the development of and approves policies and programs relative to instruction, research, and outreach within the Spears School.
3. Actively leads and supports faculty and staff development designed to enhance the quality of instruction, research, and outreach.
4. Leads, with faculty counsel, the encouragement of and proper oversight of interdisciplinary programs, centers, and institutes.

C. Duties Related to Public Service

1. Represents the Spears School and the University by participating in the activities of appropriate professional, technical, and civic organizations.
2. Represents the Spears School and the University in discussion of those public issues which are related to expertise found within the Spears School.

D. Other Duties as Deemed Appropriate.

IV. QUALIFICATIONS

- A. Demonstrated history of promoting ethical behavior and social responsibility, and the capacity to lead, work, and communicate effectively with faculty, students, alumni and leaders in business, government, and other educational agencies and institutions.
- B. Earned doctorate or an appropriate terminal degree are strongly preferred, along with an outstanding record of scholarly achievement in teaching, research, and service that will result in a tenured appointment at the rank of professor in one of the Spears School's academic units.
- C. Minimum of three years of recent leadership experience at a comprehensive research university is strongly preferred.
- D. Demonstrated leadership abilities, including strong and effective interpersonal skills, the abilities to relate to people, to manage resources, and to delegate responsibilities and proportionate authority.
- E. Demonstrated ability to lead a fundraising campaign, develop relationships, and attract and manage external funding in cooperation with the OSU Foundation.
- F. Strong understanding of accreditation standards and operations of the Association to Advance Collegiate Schools of Business (AACSB) and involvement with the AACSB.
- G. Demonstrated commitment to the promotion of inclusion and diversity within every aspect of the Spears School, as well as experience in recruitment, retention, and support of a diverse faculty, staff, and student body.
- H. Willingness to take responsible risks, innovate, and make decisions in accord with appropriate faculty counsel and sometimes prior to the acquisition of complete information.
- I. Demonstrated knowledge of the operations of a major land grant, comprehensive research ranked university and the operations of a large and significant college of business.

V. PROFESSIONAL DEVELOPMENT

The Dean should pursue a course of action designed to enhance all aspects of professional responsibilities.

Approved by the OSU/A&M Board of Regents on September 9, 2022.