

Dean

College of Business



The Search

The University of Texas at Arlington (UTA), renowned for its size, diversity, and commitment to student achievement, invites nominations, applications, and inquiries for the position of dean of the College of Business (COB). This is a unique opportunity for an accomplished and visionary leader who is passionate about advancing student success, spearheading academic program innovation, and driving fundraising efforts to support COB's mission. Reporting to the provost and senior vice president for academic affairs, the dean will champion student outcomes, serve as a catalyst for new and enhanced academic programs, and play a pivotal role in cultivating philanthropic partnerships that benefit students, faculty, and the broader University community.

COB at UTA stands out as one of the largest and most impactful business colleges in the United States, known for its commitment to academic excellence, innovative program development, and industry leadership. The College consistently ranks among the top business colleges in the nation for research funding, entrepreneurship, and the production of well-prepared graduates who drive economic growth across Texas and beyond. Building on its strong foundation in business education, COB aims to further its transformation into a nationally recognized leader in business innovation, expanding its reach through career-focused degree programs, including graduate and professional degrees on the main campus, at UTA West, and online.

The next dean will inspire and energize the COB community to create transformative experiences for students, enhance academic programs, and forge meaningful connections with alumni and external partners through strategic fundraising initiatives. The dean will identify priorities for investment, provide visionary leadership in scholarship and research, and ensure the effective management of financial and administrative operations. The ideal candidate will bring substantial leadership experience, a proven track record of supporting student achievement, a commitment to innovation, and demonstrated success in fundraising at a large and dynamic institution. In addition, the dean should hold a doctoral degree in a business discipline, possess an outstanding record of educational and research accomplishment and leadership, and have academic credentials suitable for appointment as a tenured full professor at UTA, a distinguished Carnegie R-1 research university.

The University of Texas at Arlington has retained WittKieffer, a national executive search firm, to assist with this search. Inquiries, nominations, and applications should be directed to the firm in confidence, as indicated at the end of this document.

The University of Texas at Arlington

The University of Texas at Arlington (UTA) is located in the heart of the Dallas-Fort Worth-Arlington Metroplex, a vibrant and diverse metropolitan area that is home to over 7 million people, one of the fastest-growing tech economies in the United States, and a wide array of arts, entertainment, and cultural activities. As a comprehensive teaching, research, and public-service institution, UTA is dedicated to the advancement of knowledge through scholarship and creative work. With an enrollment of more than 42,000 students, UTA is the second largest university in the University of Texas System. Our strategic plan, *UTA 2030: Shared Dreams, Bright Future*, serves as our foundation, guiding every aspect of our work and emphasizing a commitment to people and culture, student success, research and innovation, alumni and community engagement, and strong finance and infrastructure stewardship. As a result of its combination of rigorous academics and innovative research, UTA is designated as a Carnegie R-1 "Very High Research Activity" institution and nationally recognized for its commitment to student success and service. It ranks No. 5 in the nation on *Military Times'* "Best for Vets: Colleges" list and is the top university in North Texas for its graduates' salaries (*The Wall Street Journal*). UTA is designated as both a Hispanic-Serving Institution and an Asian American and Native American Pacific Islander-Serving Institution and is No. 6 for undergraduate ethnic diversity in the United States (*U.S. News & World Report*, 2025). UTA earned recognition in 2025 as a Carnegie Opportunity University for its dedication to student success. With a global alumni network of approximately 280,000—including leaders at many of the 24 Fortune 500 companies headquartered in North Texas—UTA contributes an estimated \$29 billion annually to the Texas economy.

UTA is expanding its regional footprint by building a new campus, called UTA West, in Parker County on the far west side of Fort Worth. It is scheduled to open in fall 2028. This initiative aligns with the University's strategic growth and commitment to serving the broader community. Furthermore, UTA has launched the RISE 100 faculty hiring initiative, aiming to recruit 100 new tenure-stream faculty to strengthen its research enterprise and leadership in key academic areas.



UTA Leadership

President Jennifer Cowley

[Jennifer Cowley](#), Ph.D., is the first female president of UTA and the 10th overall. She is also a professor of public affairs and planning in the College of Architecture, Planning, and Public Affairs.

Before joining UTA in 2022, she served as the provost and vice president for academic affairs for five years at the University of North Texas (UNT), following 16 years at The Ohio State University in roles including vice provost for capital planning and regional campuses, associate dean of the College of Engineering, head of city and regional planning, and professor.



Provost Tamara L. Brown

[Tamara L. Brown](#), Ph.D., is the provost and senior vice president for academic affairs at UTA, serving as the University's chief academic officer. She is also a professor of psychology in the College of Science. Provost Brown oversees the University's ten colleges and schools along with key operational units such as the Libraries, Student Success, Student Affairs, Academic Affairs, Enrollment Management, and more.

Before joining UTA in 2022 and becoming its first Black female provost, Dr. Brown served as executive dean at UNT for three years and held several roles in her seven years at Prairie View A&M University, including interim dean, dean, and executive director. A trained clinical psychologist and tenured full professor, Brown started her career as faculty at the Medical University of South Carolina for four years and later served at the University of Kentucky for 13 years.



College of Business

COB at UTA began as a business administration department in 1961 and achieved College status in the mid 1970s, celebrating 60 years in 2025. The College's first master's degrees were awarded in 1969, and the first Ph.D. in Business Administration was awarded in 1977. Since the late 1970s, enrollment and programming have grown dramatically, and the College has produced over 65,000 alumni worldwide. Today, COB is one of the nation's largest and most diverse business colleges, delivering an exceptional business education at the undergraduate, master's, and doctoral levels.

COB has garnered impressive national and international recognition for its academic programs and research excellence. In 2024, it was ranked among the top 100 business schools in the U.S. and in the top 50 among public universities by *Poets&Quants*. The College was also named the No. 5 Top Undergraduate Business School in Texas by Top Management Degrees. In addition, it was recognized in the Top 35 Best Colleges for bachelor's in accounting, according to College Rank. The MBA program was recognized as a Tier One MBA program by *CEO Magazine* and secured the No. 8 spot for Best MBA Program in Texas by Top Management Degrees. College of Business faculty from all departments publish in top-ranked journals such as *Academy of Management Journal*, *Accounting Review*, *Journal of Applied Psychology*, *Journal of Finance*, *Journal of Financial and Quantitative Analysis*, *Journal of International Business Studies*, *Journal of Marketing*, *Journal of Operations Management*, *Management Information Systems Quarterly*, *Marketing Science*, *Organization Science*, *Review of Economics and Statistics*, and *Strategic Management Journal*. The school's graduates include founders, CEOs, senior executives, entrepreneurs, and faculty members and administrators in highly visible business schools in North America and internationally.

Continuously accredited by AACSB since 1969, the College's vast array of degree programs enrolls more than 4,500 undergraduate and 1,100 graduate students each year. The College has six academic departments-- Accounting, Economics, Finance and Real Estate, Information Systems and Operations Management, Management, and Marketing

The College's degree programs are offered on the main campus in Arlington, at the University's downtown Fort Worth Center, and at the soon-to-be-opened UTA West in Parker County, west of Arlington. As the largest North American provider of Executive MBA degrees in China, the College also has a substantial global reach. Advanced business degrees are offered in Beijing, Shenzhen, Shanghai, and Taipei, preparing business and state enterprise leaders for the changing business environment of 21st-century Asia.

The University's location in the thriving Dallas-Fort Worth-Arlington Metroplex affords the College rich opportunities for partnerships with area businesses. A growing network of corporate partners and advisors provides strategic guidance to the College, mentors students, and employs business graduates. Executives and community leaders comprise the College's advisory councils.

Faculty, Staff, and Students

COB boasts 182 FTE faculty and 54 FTE staff who are talented and passionate about education. In fall 2025, COB enrolled 4,576 students in its undergraduate programs and 1,105 students in its graduate programs. The College is supported by \$2.5M in annual endowment distributions.

Academic Programs

COB offers campus-based and online undergraduate, masters, doctoral, and certificate programs.

Undergraduate Programs

- Bachelor of Business Administration (BBA) in Accounting
- BBA in Economics
- BBA in Entrepreneurship
- BBA in Finance
- BBA in Hospitality Management
- BBA in Human Resource Management
- BBA in Information Systems
- BBA in International Business / Foreign Language
- BBA in Management
- BBA in Marketing
- BBA in Operations and Supply Chain Management
- BBA in Real Estate
- Bachelor of Science (BS) in Accounting

- BS Business Analytics
- BS in Economics
- BS in Information Systems

Graduate Programs

- Master of Business Administration
- Executive MBA
- Master of Professional Accounting
- Master of Science in Accounting
- Master of Science in Business Analytics
- Master of Science in Economic Data Analytics
- Master of Science in Health Care Administration
- Master of Science in Human Resource Management
- Master of Science in Information Systems
- Master of Science in Marketing Research
- Master of Science in Quantitative Finance
- Master of Science in Real Estate
- Master of Science in Taxation

Certificates

- Managing Diversity and Inclusion in Organizations Certificate
- Business Analytics Certificate
- Entrepreneurship Undergraduate Certificate
- Sales Certificate
- Graduate Certificate in Business Analytics
- Professional Development Certificate Program
- Graduate Certificate in Health Care
- Graduate Certificate in Real Estate Development
- Graduate Certificate in Taxation
- Graduate Certificate in Entrepreneurship

Doctoral Programs

- PhD in Business

Accreditation

Business programs in the College of Business are accredited by the Association to Advance Collegiate Schools of Business (AACSB), and its health care management programs are accredited by the Commission on Accreditation of Healthcare Management Education (CAHME).

Academies and Centers Supporting Success

- **Center for Innovation and Digital Transformation (CIDT):** CIDT bridges businesses and digital innovation, helping organizations identify and implement business value through innovation. The center offers support via certificate programs, internships, and collaborative research opportunities.
- **Goolsby Leadership Academy:** The academy develops tomorrow's leaders. Established in 2003 through an endowment honoring alumnus John Goolsby ('64 BBA), former president and CEO of the Howard Hughes Corporation, and his wife Judy, the Academy reinvigorates traditional learning with a strong emphasis on leadership principles. Goolsby Scholars—undergraduates selected based on academic performance and leadership potential—take focused leadership courses, engage with executive mentors, and participate in leadership research. They also interact with executives through internships, exploratory studies, and special projects, working alongside distinguished faculty in a dynamic, collaborative environment that nurtures problem-solving and ethical leadership.
- **Resilience. Integrity. Selflessness. Excellence (RISE) Academy:** The academy provides first-generation COB students with professional development and career preparation. The program helps students get career-ready through workshops, networking, and mentorship.
- **Ryan-Reilly Center for Urban Land Utilization:** Serving as a bridge between academics and the real estate industry, this center connects students with practical experiences in urban economics and land utilization.
- **Veterans Business Outreach Center (UTAVBOC):** UTAVBOC offers collaborative, hands-on learning opportunities for veterans, including classroom instruction, experienced coaching, workshops, and networking to empower business success.

Alumni and Development

The Office of Development and Alumni Relations partners with the dean to engage the COB external constituency, including over 65,000 alumni, friends, and industry partners. The development team for COB

includes an assistant dean of development that manages a director of development and development coordinator. The team supports the fundraising strategies for the College that include a robust portfolio of existing and potential donors. UTA is currently in the silent phase of its first comprehensive fundraising campaign: Shared Dreams, Bright Future. The dean will provide vision for the development of campaign fundraising priorities and opportunities for COB and collaborate with Development and Alumni Relations to advance alumni engagement and philanthropic efforts.

Role of the Dean, College of Business

The dean is a senior leader and ensures the long-term viability, success, and quality of the college's programs by overseeing all administrative responsibilities and providing academic leadership for teaching, service, and scholarly activities. Reporting directly to the provost, the dean is expected to foster effective communication across the College, strategically manage and secure resources, and develop initiatives to increase enrollment, all while upholding the highest academic standards. Student success remains central to the dean's mission, guiding priorities in academic programming, support services, and career readiness efforts.

The next dean will be a visionary and entrepreneurial leader, charged with setting and executing an ambitious, creative, and distinctive agenda that expands COB's academic offerings and elevates its reputation. COB is poised to play a pivotal role in advancing the *UTA 2030* strategic plan, and as UTA pursues its strategic priorities, the next dean will be expected to champion initiatives that drive this vision forward. Fundraising and development are critical components of the role, as the dean must actively cultivate relationships with alumni, industry partners, and donors to enhance financial resources and support innovative programs. Leveraging robust industry connections, the dean will enrich academic and research opportunities, with a particular emphasis on creating internships, job placements, research collaborations, and community engagement initiatives. With an eye toward shaping the future of COB, the dean will expertly manage a budget of nearly \$37 million, supported by a leadership team comprising four direct reports: associate dean for faculty affairs, associate dean for research, associate dean for students and programs, and assistant dean.

Opportunities and Challenges

The incoming dean will join UTA at a pivotal moment of significant growth and must demonstrate the comprehensive leadership experience necessary to effectively guide a college of COB's size, complexity, and ambition. The ideal candidate will have a strong record of advancing academic excellence and fostering student success, demonstrated through meaningful initiatives that enhance teaching, research, and student support systems. Proven fundraising success is essential, with experience cultivating donor relationships and securing resources to support innovative academic programs and student opportunities. The successful candidate will be dedicated to the continuous improvement of academic standards, career readiness, and the overall student experience, positioning COB as a leader in higher education and ensuring its long-term vitality by addressing these key opportunities and challenges:

Lead a strategic vision for growth and innovation

The COB seeks a dean to drive innovation and maintain excellence by building on current strengths and supporting strategic growth. The new dean will advance innovative program development, including entrepreneurial initiatives, and strengthen faculty recruitment efforts to elevate the College's academic reputation. Strong academic and industry engagement skills are essential, and the dean must forge partnerships that benefit the University and promote collaboration and innovation. The development of enrollment growth strategies is also critical to success in this role.

Increase research productivity and capacity

Increasing research capacity is essential to upholding our standards as an R-1 university. As the College expands into new innovative programming, it intends to grow its capacity for scholarly contributions to the field. The incoming dean will be expected to advance a culture of research by supporting and promoting scholarship from current faculty and doctoral students, as well as recruiting new faculty to expand the College's research enterprise. The next dean will find ways to encourage and provide incentives to existing faculty to expand research programs and develop collaborative relationships. In addition, the dean will partner with departments and faculty across the University to identify and expand emerging interdisciplinary research areas of distinction.



Creatively grow financial resources through new programs and development

To advance the College's goals, the next dean will be responsible for creatively and strategically managing existing resources and making data-driven decisions within the University's RCM budget model, positioning COB to be a net contributor. They will implement new programs informed by student demand, job market trends, and industry competition, aiming to maximize revenue through the strategic allocation of human and financial resources. The dean should possess strong financial acumen and a keen eye to accurately assess current needs and opportunities, and to realign organizational structure, staffing, systems, and program offerings as needed. In addition, the dean must passionately advocate on behalf of COB to cultivate support among an expanding network of friends, supporters, and engaged alumni. In partnership with development professionals, the dean will actively work to broaden the donor base, maintain existing contributions, and increase giving levels.

Recruit, retain, and inspire a deeply committed faculty and staff

The dean will draw an exceptionally talented and dedicated faculty and staff to COB and will work with University leadership to provide the support needed to attract and retain them. In addition, COB faculty encompass a broad spectrum of interprofessional faculty in tenure/tenure track, clinical track, research track, and professors of practice positions. The dean will attend to the needs of this group while creating an inclusive culture that appreciates the ongoing contributions of each member of the COB community, including identifying opportunities to strengthen the infrastructures that support clinical-track faculty, tenure/tenure-track faculty, and staff. The dean will also be a visible presence and frequent communicator and will model the values of inclusion and transparency.

Qualifications and Characteristics

The next dean must prioritize academic excellence and student success (both retention and post-graduation outcomes), with a deep understanding of the educational mission and the evolving needs of students and faculty. The ability to champion innovative teaching, foster research productivity, and develop robust support systems for

students is essential for the ongoing vitality and growth of COB. The successful candidate for this position will meet these requirements and possess many of the qualifications and characteristics below:

Requirements

- An earned doctorate in a business or business-related field from a regionally accredited program;
- Scholarly distinction appropriate for appointment as a tenured full professor at UTA;
- A distinguished record of research and teaching excellence with demonstrated experience in both traditional and online educational programs;
- Proven ability to lead and scale a large, complex academic institution
- Seasoned administrative skills, including budget management, stewardship of funds, and the use of data analytics for program assessment;
- A successful record of developing, implementing, and sustaining innovative policies and programs that foster excellence in teaching, research, and service in higher education;
- Demonstrated ability to grow enrollment and increase scholarly output;
- Successful record of accomplishment in developing and managing interdisciplinary teams and guiding faculty staff and students toward shared goals;
- Demonstrated ability to successfully fundraise, whether through a documented history or by exhibiting exceptionally strong fundraising skills and potential;
- Broad understanding of educational, professional, governmental, corporate, and nonprofit organizations as it pertains to the disciplines within COB;
- Demonstrated or exceptionally strong potential for enhancing relationships with local constituents, corporate entities and foundations, local and regional governments and boards, and other external stakeholders through exceptional interpersonal skills;
- Broad vision and a deep understanding of higher education and the dynamic business landscape.
- Integrity in all aspects of personal, institutional, and community involvement;
- Research experience, including knowledge, and understanding of grants to elevate the college research profile;
- Entrepreneurial leadership track record that demonstrates an appreciation for shared governance and cultivating a positive workplace culture
- Broad vision and a deep understanding of higher education and the dynamic business landscape.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

The University of Texas at Arlington has retained WitKieffer to assist in the search. Please direct all inquiries, nominations, referrals, and applications in strict confidence to:

Mercedes Chacón Vance
207-749-9118
mcvance@wittkieffer.com

Natalie Song
786-310-5306
nsong@wittkieffer.com

Electronic submission of materials is required and can be submitted to
UTABusinessDean@wittkieffer.com.

It is the policy of The University of Texas at Arlington (UTA or The University) to provide an educational and working environment that provides equal opportunity to all members of the University community. In accordance with federal and state law, the University prohibits unlawful discrimination, including harassment, on the basis of race, color, national origin, religion, age, sex, sexual orientation, pregnancy, disability, genetic information, and/or veteran status. The University also prohibits discrimination on the basis of gender identity, and gender expression. Retaliation against persons who oppose a discriminatory practice, file a charge of discrimination, or testify for, assist in, or participate in an investigative proceeding relating to discrimination is prohibited. Constitutionally protected expression will not be considered discrimination or harassment under this policy. It is the responsibility of all departments, employees, and students to ensure the University's compliance with this policy.



Office of Talent,
Culture, and Engagement

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