

# University of Utah

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Dean, David Eccles School of Business



**2023**

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## The Institution

### The David Eccles School of Business

[The David Eccles School of Business](#) (“the Eccles School”) was founded in 1917 on a tradition of business success and leadership. The Eccles School’s mission is to build strategic leaders, embrace diverse backgrounds, and apply ethical principles to create value. Focused on the imprint the school has on the business world and the influence for good students and faculty can have on the community, the Eccles School defines itself as a community of doers. Four principles define the Eccles School experience for faculty, staff, and students: entrepreneurial grit, continuous curiosity, empathetic global citizenship, and confidence to impact the world. The Eccles School has a \$125M endowment, with a \$90M operating budget.

Students from the Eccles School become the next generation of strategic leaders who transform the business landscape. The AACSB-accredited school offers a diverse set of educational programs—9 undergraduate majors, 10 undergraduate minors, 8 graduate programs in business, 4 MBA programs, and 5 Ph.D. specializations, as well as executive education—that currently enroll more than 6,000 students across all programs. The Eccles School awards more than \$17 million in scholarships each year. The Eccles Alumni community is also large and geographically diffuse, with more than 42,000 graduates across the world. Highly committed to the success of the school, over 50% of donor dollars came from the Alumni community in 2022.

Eccles’ faculty are innovative thinkers who generate business knowledge through path-breaking research. With strong support through seminars, research centers and other initiatives, the Eccles School takes pride in its ability to recruit and retain world-class faculty. Eccles School faculty feature in top research productivity among state business schools. Eccles School of Business includes 82 tenure-track faculty, 81 career-line faculty, 178 adjunct faculty, and 305 staff.

#### Academic Departments

- School of Accounting
- Entrepreneurship and Strategy
- Finance
- Management
- Marketing
- Operations and Information Systems
- Quantitative Analysis of Markets and Organizations

#### Institutes

- The [Kem C. Gardner Policy Institute](#) provides independent economic, demographic, and public policy data, as well as research and analysis to support informed decision-making throughout Utah and beyond.
- [Lassonde Entrepreneur Institute](#) is a nationally ranked hub for student entrepreneurs and innovators at the University of Utah. Lassonde has something for all students wanting to learn how to become a founder, creator, or change-maker.
- The [Marriner S. Eccles Institute for Economics and Quantitative Analysis](#) provides transformational, interdisciplinary opportunities for students in fields related to economics.
- [Sorenson Impact Institute](#) advances the understanding and application of free enterprise principles to create scalable, sustainable societal change. They create innovative, data-driven approaches to difficult social and public health challenges.

### Centers

- The [Center for Business, Health, and Prosperity](#) promotes societal advancement by integrating value-creating innovation and entrepreneurship with health-enabling practices in pursuit of economic, social, and political well-being.
- The [Goff Strategic Leadership Center](#) builds a bridge between the classroom and community for all University of Utah students. Each Goff experience is anchored in hands-on learning; the Eccles School works with organizations across the world to provide students transformational learning opportunities.
- The [Ivory-Boyer Real Estate Center](#) prepares the next generation of leaders in real estate through academic programs, degree options, executive education programs and the Utah Real Estate Challenge.
- The [Sorenson Center for Discovery & Innovation Studies](#) is a dedicated research center for the David Eccles School of Business. They support post-doc fellowships, faculty research, research conferences, and high-level policy work.
- The [Stena Center for Financial Technology](#) at the University of Utah unites education and industry to accelerate financial innovation and inclusion. It is a collaborative effort of the David Eccles School of Business and the John and Marcia Price College of Engineering.

### About the University of Utah

Founded in 1850 and located in Salt Lake City, the [University of Utah](#) is the flagship institution of higher learning in Utah, with 18 schools and colleges, more than 100 undergraduate and 90 graduate degree programs, and an enrollment of more than 35,000 students from all 50 states and more than 100 countries.

With revenues more than \$6 billion (FY21), the University is considered one of Utah's primary economic engines. The institution generates more than \$600 million annually for the state of Utah in nontax revenue, is the state's largest employer, and has been a catalyst for research, technology, energy development and sustainability.

The University of Utah strives to be a model public university, delivering unmatched value in higher education and health care while making social, economic, and cultural contributions that improve the quality of life throughout the state, the nation, and the world. With a distinguished legacy of advancing research, teaching, and service, the University of Utah stands proudly at the forefront of discovery, academic achievement, and global impact.

The University of Utah is a member of the Association of American Universities—an invitation-only, prestigious group of 71 leading research institutions marked by excellence in academic expertise and research impact, student success, and securing resources in support of its core missions. The University of Utah is firmly committed to equity, diversity, and inclusion; safety; health and well-being; academic freedom; and sustainability.

### Fast Facts

- 18:1 student-to-faculty ratio
- 32% of domestic first-year students are of color
- 24% of undergraduates identify as first-generation college students
- 85% of students receive scholarships/financial support
- 120 undergraduate majors
- 125 graduate programs
- 300,000+ U alumni

### Campus

The University of Utah is set on the east bench of the Salt Lake City with views of the areas to the west, north, and south. Salt Lake City is the 47th- largest metropolitan area in the United States. In recent years, the region has grown

in population, cultural diversity, and accolades as Utah was named the 2023 No. 1 best state overall by U.S. News and World Report. The area is frequently listed by prestigious magazines and news outlets among the “best places to live” due to a variety of factors including recreational options, the business environment, climate, and a low crime rate.

From Forbes Magazine to CNBC, Utah has been rated one of the best states in the nation for doing business. Large business and residential development are popping up across the Wasatch Front, offering great career opportunities for graduates. Utah is home to a growing technology community, often referred to as Silicon Slopes, that ranges from start-ups to the biggest and most well-known tech companies, like Qualtrics, Domo, and Adobe.

## The Position

<b>Title</b>	Dean, David Eccles School of Business
<b>Reports to</b>	Provost and Senior Vice President, Academic Affairs: <a href="#">Mitzi M. Montoya</a>
<b>Location</b>	Salt Lake City, Utah
<b>Summary of the Role</b>	<p>The University of Utah is on the rise, as measured by nearly every key indicator, from graduation rates to research funding and support from private and public partners. The Eccles School of Business, similarly, has made significant gains—a result of both ambitious innovation and its strategic leverage of the platform a world-class flagship institution provides. As the University aspires to become a top-10 public university: the next Dean of the Eccles School will lean into that momentum, leading key internally- and externally focused priorities to unlock the School’s full potential.</p> <p>The Eccles School of Business seeks a strategic and entrepreneurial leader for its next Dean who will develop a strategic plan for the future of the School, in concert with faculty, staff and alumni. The Dean will have the vision, talent, and energy to further advance the Eccles School’s impact at the University of Utah, across the broader business community, and around the world. To that end, they may emphasize natural opportunities for the Eccles School that arise from the University’s notable strengths (i.e., Responsible AI) and regional economic priorities (i.e., fintech). In pursuing these priorities, the Dean will be mindful to also develop additional resources to advance the mission of the Eccles School.</p> <p>They will bring a successful track record of leadership experience relevant to a business-focused academic setting, an outstanding record of scholarly achievement and research, and a reputation in the broader business community. The successful candidate will demonstrate a commitment to engaging with faculty, staff, students, alumni, and external stakeholders, as well as advancing diversity, inclusion, and belonging efforts in a meaningful way.</p>
<b>Responsibilities</b>	<p>The Dean of the Eccles School is responsible for ensuring success in the Eccles School’s programmatic, teaching, and research enterprise. The Dean will report to the Provost and Senior Vice President for Academic Affairs.</p> <p>The Dean will lead the school in developing a strong academic foundation by pursuing rigorous academic standards in faculty, as well as excellence in curricula, programs of research, and students.</p> <p><b>Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Establish an innovative and inclusive vision for the Eccles School.</li> </ul>

- Provide leadership, administering the policies established by the University and the Eccles School, overseeing faculty and staff development, maintaining rigor and accreditation of programs, and facilitating communication within the Eccles School, the University, and the community.
- Foster an environment that attracts and retains the very best business faculty, staff, and students.
- Enhance the student experience to promote student recruitment, success, and retention.
- Promote an interdisciplinary and collaborative culture and facilitate growth in research and grants.
- Promote and support collegial and collaborative interactions across the university.
- Create and cultivate relationships and conditions with alumni, colleagues and the wider business community that will attract significant philanthropic investments.
- Demonstrate an entrepreneurial mindset using a strong business acumen to manage and drive the Eccles School's success.
- Foster an environment of research excellence among faculty and students.
- Lead through cooperation, sincere communication, personal accountability, and ethical governance, with excellent communication skills, management skills.
- Work effectively with and build collaborative relationships across multiple constituencies, including students, staff, faculty, alumni, local governments, and members of the philanthropic, business, and broader communities.

## The Person

	<p>The successful candidate for this position should possess the following credentials and experience:</p> <ul style="list-style-type: none"> <li>• Superior academic credentials and record of scholarly achievement with a track record of leadership and administrative experience</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>• A recognized career of achievement in business, with experience in and a strong understanding of business education, scholarship, and university culture</li> </ul>
<p><b>Pivotal Experience &amp; Expertise</b></p>	<p><b>Intellectual Leadership:</b> A distinguished teacher and scholar who has a passion for students, research, and service. If the candidate comes from outside the academe: a genuine, palpable appreciation for the importance of research in a business school, and an aptitude to advance teaching and peer-reviewed scholarship.</p> <p><b>Business Acumen and Organizational Management:</b> Strong business acumen that demonstrates an astute understanding of finances and the relationship between academic priorities and the budget. A record of accomplishment in recruitment, retention, and equity for outstanding faculty or staff, and students, including women and those traditionally underrepresented in business programs.</p> <p><b>Strategic Orientation:</b> A forward-looking leader with a demonstrated ability to articulate a compelling vision. Brings a strong track record of developing and implementing a strategic plan. Experience collaborating with a diverse set of academic disciplines to foster inter- and multi- disciplinary programs and partnerships, as well as experience collaborating with industry partners to stimulate growth and advancement.</p> <p><b>Community and Industry Engagement:</b> Excellent communication skills with the ability to communicate, fundraise, and develop relationships with multiple stakeholder groups, including faculty, staff, students, fellow university leaders, alumni, donors, board members, and industry leaders.</p>
<p><b>Leadership Competencies and Desired Characteristics</b></p>	<ul style="list-style-type: none"> <li>• Collaborator. Leads through collaboration with the ability to cultivate a strong sense of pride, builds consensus, as well as make tough decisions.</li> <li>• Participatory leader. Has a commitment to an environment of shared governance and participatory decision-making.</li> <li>• Dedication to a culture of well-being and possessing the ability to create an environment of holistic, lifelong learning where all members of the community can grow and learn to lead healthy, purposeful, impactful lives.</li> <li>• A demonstrated commitment to diversity, equity, inclusion, and belonging.</li> <li>• Highly ethical and holds others to the highest standards of ethical conduct and integrity.</li> <li>• A highly empathetic and emotionally intelligent leader.</li> <li>• Leads and inspires by example.</li> </ul>

### Nomination/Application Information

Initial screening of applicants will begin immediately and continue until the position is filled. The University of Utah's David Eccles School of Business Dean search will be assisted by Jackie Zavitz, Abby Rudman, and Sulli Cressler of Heidrick & Struggles, Inc. Nominations and applications should be directed to:

[EcclesDean@heidrick.com](mailto:EcclesDean@heidrick.com)

*The University of Utah values candidates who have experience working in settings with students, staff, faculty, and patients from diverse backgrounds and possess a strong commitment to improving access to higher education, employment opportunities, and quality healthcare for historically underrepresented groups. Individuals from historically underrepresented groups, such as minorities, women, qualified persons with disabilities and protected veterans are encouraged to apply. Veterans' preference is extended to qualified applicants, upon request and consistent with University policy and Utah state law. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.*

*The University of Utah is an Affirmative Action/Equal Opportunity employer and does not discriminate based upon race, ethnicity, color, religion, national origin, age, disability, sex, sexual orientation, gender, gender identity, gender expression, pregnancy, pregnancy-related conditions, genetic information, or protected veteran's status. The University does not discriminate on the basis of sex in the education program or activity that it operates, as required by Title IX and 34 CFR part 106. The requirement not to discriminate in education programs or activities extends to admission and employment. Inquiries about the application of Title IX and its regulations may be referred to the Title IX Coordinator, to the Department of Education, Office for Civil Rights, or both.*