



## Dean, College of Business

2018

Clemson University invites inquiries, nominations, and applications for the position of Dean of its highly regarded College of Business.

### **THE COLLEGE OF BUSINESS**

The Clemson University College of Business enhances economic well-being of South Carolina, the Nation, and the World through faculty and students who are innovators, entrepreneurs, and leaders capable of succeeding in the global marketplace of ideas. Through an immersive educational experience, both in and out of the classroom, students become proven, market-ready leaders, poised to shape the future. The College nurtures individual development, bolsters entrepreneurial thinking, spurs social and economic prosperity, provides customized professional education, and sparks a lifelong desire for learning through high levels of interaction and collaboration among students, faculty, business and industry, nonprofit centers, and civic and governmental agencies. From the classroom to the community, the College of Business develops bold leaders who will make a positive and lasting impact on society.

### **Departments and Schools:**

Clemson's College of Business is comprised of the following divisions:

- School of Accountancy
- John E. Walker Department of Economics
- Financial Management
- Graphic Communications
- Management
- Marketing
- MBA Programs
- ROTC Aerospace Studies (Air Force)
- ROTC Military Leadership (Army)

In addition, the College is home to the following centers and institutes:

- Arthur M. Spiro Institute for Entrepreneurial Leadership
- BB&T Center for Education and Economic Policy Studies

- Center for Corporate Learning
- Clemson Institute for the Study of Capitalism
- Information Economy Project
- Small Business Development Center
- The Sonoco Institute of Packaging Design and Graphics

The College of Business has 177 faculty and 49 staff, with 3,854 undergraduate majors and 735 graduate students. Its budget for FY18 is approximately \$42M. The College includes a state-of-the-art facility in Greenville that houses the MBA program and some of the school's several MS programs including: Accounting (MPAcc); MBAC – Corporate (Full- and Part-time); MBAe – Entrepreneurship & Innovation (Full- and Part-time); MBAba – Business Analytics (Part-time); Economics (M.A.); Graphic Communications; Management; Marketing; and Technology Entrepreneurship (Certificate). Additionally, the College is committed to expanding PhD programs in Business Administration and currently offers programs in the areas of Management and Economics with a rich history in developing skilled scholars and placing them in Carnegie Research Very High institutions.

Points of pride for the College of Business include the following:

- The John E. Walker Department of Economics ranks No. 8 among U.S. southern universities in faculty research productivity, according to a recent study that includes all U.S. colleges and universities located in the South which are designated by U.S. News & World Report's "America's Best Colleges" as national institutions. In a recent National Research Council Assessment of Doctoral Programs, Clemson's applied economics graduate programs ranked No. 2.
- The College of Business ranks among the top ten institutions in the world for management information systems research.
- The Department of Graphic Communications has had a 95 percent or higher graduate job placement rate, many years achieving 100 percent, since it was formed in 1999. All students are required to complete two internships before graduation.
- College Choice ranked the College of Business No. 24 among the nation's top undergraduate business degree programs and No. 1 in South Carolina.
- The accounting program is ranked No. 17 in the country in the First-Time CPA Exam Pass Rates in the Large Programs category.
- The Bachelor of Science in financial management was named one of the "30 Best Financial Programs" by Financial Planning Magazine.
- The Bachelor of Science in marketing is ranked No. 13 among the nation's top undergraduate marketing degree programs and No. 1 in South Carolina, according to College Choice.

- Air Force ROTC (Aerospace Studies Department) has been ranked as the No. 1 of 4 Detachments in South Carolina for the past six years and was No. 1 of 38 in the Southeast Region in 2016.
- Army ROTC (Military Leadership Department) had 33% of their most recent senior class rank in the Top 10% nationally, and was tied for No. 1 out of 275 programs for cadet performance during annual Advanced Camp in 2017.
- The College of Business is accredited by AACSB International.

### **A New Home for Business Education**

Soon to be located across from Bowman Field in the heart of campus, the new College of Business building will be a think tank environment, bringing students, faculty, and industry together in a collaborative, inspiring space that is forward thinking in its design and daily application. Business students will have the kind of attractive environment that compels them to work, engage, study, ask hard questions, challenge themselves, and work together. The College's new home will have space to accommodate growth, encompassing more than twice the square footage of Sistine Hall, allowing students and faculty to be centrally located in one building and incorporate the technological capabilities of this top university, with the capacity to evolve as technology changes. For more up-to-date information about new building developments, please visit: <http://www.clemson.edu/business/new-building/about.html>.

More information about the College of Business can be found here:  
[www.clemson.edu/business](http://www.clemson.edu/business).

### **THE UNIVERSITY**

Founded in 1889, Clemson is a selective, public research university in a college-town setting. The University offers a wide array of high quality baccalaureate programs built around a distinctive core curriculum. Graduate, continuing education, doctoral, and research programs contribute to the state of knowledge and to the economic future of the state, nation, and world. The University provides bachelor's, master's, and doctoral degrees in more than 100 majors through seven academic colleges: the College of Agriculture, Forestry and Life Sciences; the College of Architecture, Arts and Humanities; the College of Business; the College of Behavioral, Social, and Health Sciences; the College of Engineering, Computing, and Applied Sciences; the College of Science; and the College of Education.

Clemson aims to attract a capable, dedicated, and diverse student body with priority to students from South Carolina. It enrolls 19,402 undergraduate and 4,985 graduate students. A faculty of over 1,200 and staff of 3,500 support over 70 undergraduate degree offerings and more than 75 masters and 45 doctoral programs. An annual operating budget of \$1.1 billion and an endowment of more than \$680 million fund programs and

operations.

Clemson combines the benefits of a major research university with a strong commitment to undergraduate teaching and individual student success. Students, both undergraduate and graduate, have opportunities for unique educational experiences throughout South Carolina, as well as in other states and countries. Experiential learning is a valued component of the Clemson Experience, and students are encouraged through creative inquiry, internships, and study abroad to apply their learning beyond the classroom. Online courses and degree programs also provide a variety of learning opportunities. Clemson's extended campus includes teaching sites in Greenville and Charleston, five research campuses, and five public service centers throughout the state of South Carolina, as well as four international sites.

The University is committed to exemplary teaching, research, and public service in the context of general education, student engagement and development, and continuing education. In all areas, the goal is to develop students' communication and critical-thinking skills, ethical judgment, global awareness, and scientific and technological knowledge. The distinctive character of Clemson is reflected in the culture of Clemson family, collegiality, and collaboration among faculty, students, staff, the administration, and the University Board of Trustees.

### **Research**

With an emphasis on research and economic development, Clemson is strongly focused on collaboration and encouraging faculty, students, and economic partners to embrace and pursue bold ideas. Clemson's teaching, research, and outreach initiatives are driving development and improving the quality of life in South Carolina and beyond. In fact, Clemson's externally funded research expenditures surpassed \$100 million in the past two years. Clemson is growing selected graduate programs and building new research and economic development centers across the state. These centers support a knowledge-based economy and are focused on advanced materials, health innovation, sustainable environment, energy, transportation, advanced manufacturing, cyberinfrastructure, big data science, and human resilience. Clemson entrepreneurs, students and faculty alike, are bringing technology and research findings to market. From manufacturing to medicine, Clemson is building tomorrow's economy and workforce today.

### **Mission Statement**

Clemson was established to fulfill founder Thomas Green's vision of "a high seminary of learning" to develop "the material resources of the State" for the people of South Carolina. Nurtured by an abiding land-grant commitment, Clemson has emerged as a research university with a global vision. Clemson's primary purpose is educating undergraduate and graduate students to think deeply about and engage in the social, scientific, economic,

and professional challenges of our times. The foundation of this mission is the generation, preservation, communication, and application of knowledge. The University is also committed to the personal growth of the individual and promotes an environment of good decision making, healthy and ethical lifestyles, and tolerance and respect for others. The University's distinctive character is shaped by a legacy of service, collaboration, and fellowship forged from and renewed by the spirit of Thomas Green Clemson's covenant. The University's highest held values are respect, integrity, and honesty.

### ***ClemsonForward* Strategic Plan**

*ClemsonForward* focuses on the emergence of Clemson as a national leader in higher education by targeting research, engagement, the academic core, and the living environment, easily remembered by the acronym REAL. The following is a brief description of each of the four strategic priorities:

- **Research:** Clemson will be nationally recognized as a leader in research, consistently ranked among institutions with the highest level of research activity.
- **Engagement:** Clemson will continue to be recognized as a leader in engagement, encompassing student engagement, community outreach, and public-private partnerships.
- **Academic Core:** Clemson will protect and strengthen the academic core, ensuring that it remains perennially ranked among the nation's top public universities.
- **Living:** Clemson will enhance the living environment to make the University an outstanding place to live, learn, and work while also increasing diversity and a climate of inclusive excellence.

For more information on *ClemsonForward* please visit:

<http://www.clemson.edu/provost/strategic-plan/>

### **Clemson, South Carolina**

The University is the cultural center of the city, with a quaint two-block downtown located directly to the north of the campus. The community was originally named "Calhoun" and was renamed "Clemson" in 1943. In addition to the University, the city of Clemson is home to the [South Carolina Botanical Garden](#), [Fort Hill Plantation](#), and the [Bob Campbell Geology Museum](#). [Lake Hartwell](#), a reservoir, is a popular recreation area that borders the city on the west. The [Blue Ridge Mountains](#) are located just 30 miles from the city center.

## LEADERSHIP

### The President

James P. Clements became Clemson's 15th president on December 31, 2013. Since his arrival, the value of the Tiger Paw has never been higher, thanks to an increasing academic reputation and the national exposure from recent success in athletics.

Under Clements' leadership, Clemson has raised the bar in admissions, enrollment, research, athletics, graduation and retention rates, and fundraising, including the successful completion of the \$1 billion Will to Lead capital campaign. In addition, the campus is currently undergoing the largest construction boom in the history of the University.

Clements is a nationally recognized leader in higher education who has served as president of a university in three different athletic conferences – the Big East, the Big 12, and the ACC – where he is also the current chair of the ACC Council of Presidents. He was awarded an honorary degree as Doctor of Public Education from his Alma Mater, the University of Maryland – Baltimore County.

Before coming to Clemson, Clements, a first-generation college student himself, served as the president of West Virginia University for nearly five years. During that time, WVU set significant records in private fundraising, enrollment, academic rankings, and research funding. Clements was a leader in West Virginia – chairing the boards of the West Virginia United Health System, the WVU Hospitals and the WVU Research Corporation. And while he loved his time at WVU, he decided he would leave for only one institution – Clemson University.

Clements has published and presented more than 75 papers in the fields of computer science, higher education, information technology, project management and strategic planning. He also served as principal investigator or co-investigator on more than \$15 million in research grants. Clements' *Successful Project Management* book is now in its seventh edition and is published in multiple languages and used in numerous countries.

Prior to his service at WVU, Clements served as provost and vice president for academic affairs, vice president for Economic Development & Community Outreach, and the Robert W. Deutsch Distinguished Professor of Information Technology at Towson University, where he was a four-time winner of the Faculty Member-of-the-Year Award, given by Towson students.

More information about President Clements and his accomplishments can be found at <https://www.clemson.edu/president/biography.html>.

## **The Provost**

Robert H. (Bob) Jones became Clemson's chief academic officer and first Executive Vice President for Academic Affairs and Provost in September 2014.

Jones has responsibility for all facets of undergraduate and graduate education, academic support programs, outreach, and research at over 170 sites across the state including Clemson, Greenville, Columbia, Greenwood, and Charleston.

A two-time Clemson graduate, Jones earned a Bachelor of Science in forest management in 1979 and a Master of Science in forestry in 1981. He completed his doctorate in forest ecology at the State University of New York College of Environmental Science and Forestry, Syracuse University in 1986. Before returning to Clemson, Jones served as dean of the Eberly College of Arts and Sciences at West Virginia University and as department head and professor of biological sciences at Virginia Tech.

More information about Academic Affairs and the Provost can be found at <https://www.clemson.edu/provost/>.

## **THE POSITION**

The Dean of the College of Business is the chief academic and administrative officer of the College and reports directly to the Provost and Executive Vice President for Academic Affairs. The Dean holds faculty rank and provides leadership, vision, and strategic planning to help formulate and implement educational policies while serving as the collegiate faculty's agent in the execution of such policies. The Dean serves as the principal internal and external spokesperson for the College and for its mission. Performance in office is reviewed at regular intervals by the Provost per the Faculty Manual. Responsibilities of the Dean include the following:

- **Intellectual Leadership:** Provide leadership and vision for academic programs, considering innovation, cost effectiveness, fidelity to standards and accreditation; establish and maintain high research and academic standards; ensure effective student quality, recruitment and retention;
- **Endowment and Outreach:** Establish a foundation for active and sustainable fundraising; participate in various councils, commissions, and committees as set forth in university policy; represent the College within state and national boards and organizations, and other appropriate groups;
- **Fiduciary Decisions:** Manage the budget and other resources.

- **Departmental Administration:** Appoint department chairs and college administrators and periodically review the performance of chairs and administrators in concert with the Provost;
- **Personnel:** Hiring; establish job titles and salaries; make decisions and review policies regarding renewal, tenure, promotion, and dismissal; authorize faculty leave; review faculty annual evaluations; promote departmental mentoring and development opportunities;
- **College Governance:** Create *ad hoc* committees of the collegiate faculty; hear faculty grievances; promote academic freedom and responsibility; ensure that the College provides a diverse, opportunity- and perspective-rich environment;
- **Diversity and Inclusion:** Foster diversity and inclusivity among students, faculty, and staff; and
- **Exemplary Leadership:** Effectively demonstrate a commitment to Clemson Core Values and engage the College in the campus, state, and national communities.

### **Opportunities and Challenges for the next Dean**

At a time of great growth and momentum for the College of Business, the next Dean will have the opportunity to:

- Continue to raise the profile of the College of Business through bold leadership, creative vision, and an unyielding commitment to excellence;
- Provide intellectual leadership and foster innovation in programing and research, supporting faculty scholarship and building graduate programming;
- Effectively represent the College to internal and external stakeholders and raise funds to continue to build support for the College;
- Lead the transition of the College into the new building, promoting and enabling a collaborative and transparent process; and
- Build partnerships on behalf of the College to enhance educational opportunities for students on both the undergraduate and graduate levels.

### **Qualifications**

Candidates must possess an advanced degree, with a Ph.D. strongly preferred. Experience in a university setting is also strongly preferred. Leading candidates will demonstrate a

track record of providing dynamic and visionary leadership for a top tier institution or organization. In addition, the next Dean will have many of the following attributes:

- Demonstrated ability to articulate a clear vision for fundamental business education, research, and outreach;
- Ability to understand and engage with the academic community while simultaneously building relationships with alumni, donors, and the broader business community;
- Demonstrated commitment to research and scholarship, and support for faculty and students pursuing technology transfer, commercialization and entrepreneurship;
- Ability to administer college-wide programs and demonstrate a commitment to undergraduate and graduate education;
- Demonstrated record of building connections and increasing donor support on behalf of an institution or organization;
- Strong fiscal management ability;
- Demonstrated commitment to building a culturally diverse environment;
- Appreciation of the breadth of pertinent issues facing society and how these will impact academic programming for a college of business in a land-grant institution;
- Active membership and leadership in professional organizations;
- Experience fostering interdisciplinary activities; and
- Excellent interpersonal, oral, and written communication skills.

Additionally, the next Dean must demonstrate the following personal characteristics:

- Creative problem-solving ability and change management skills;
- An entrepreneurial and collaborative spirit; and
- An appreciation for, and commitment to, the mission and core values of Clemson.

## **DETAILS**

### **Additional Information**

To learn more about Clemson, please visit the University's home page:  
[www.clemson.edu](http://www.clemson.edu).

### **Applications & Nominations**

For best consideration, please send all nominations and applications, electronically and in confidence, to:

**Tom Fitch, Partner and Ruth Shoemaker Wood, Partner**  
**Julia Patton, Consulting Associate**  
**Storbeck / Pimentel & Associates, LP**  
**1400 N. Providence Road, Suite 6000**

**Media, PA 19063**

**Email: [ClemsonBusinessDean@storbecksearch.com](mailto:ClemsonBusinessDean@storbecksearch.com)**

*Clemson University is an AA/EEO employer and does not discriminate against any person or group on the basis of age, color, disability, gender, pregnancy, national origin, race, religion, sexual orientation, veteran status or genetic information. Clemson University is building a culturally diverse faculty and staff committed to working in a multicultural environment and encourages applications from minorities and women.*