



Dean of Business

The University of Denver (DU) invites nominations and applications for the position of dean of the Daniels College of Business (Daniels).

Reporting to the provost and executive vice chancellor, the dean serves as the College's chief academic and administrative officer. Sitting squarely in the Denver city limits, one of the country's fastest growing start-up and innovation centers, the University and Daniels are home to a diverse, inclusive, and collaborative community that supports the intellectual curiosity and growth of students at all levels. The College is home to approximately 1,600 undergraduate and 750 graduate students, 120 faculty, and 100 staff.

One of America's first business schools and a pioneer in ethical pedagogy, the Daniels College of Business is named after Colorado's legendary entrepreneur and civic leader, the founder of the cable television industry, Bill Daniels. Having benefited from strong, forward-thinking leadership in recent years, the AACSB-accredited College is poised to refine and differentiate its position as an innovative leader in business education. Within the University, the next dean will find colleagues eager to collaborate on new cross-disciplinary programs and degrees that will further distinguish a Daniels education and prepare students for life after DU.

The next dean will lead the charge of expanding and deepening the strong relationships between Daniels and leaders in many sectors in the Denver Metro area, across the country, and on the global stage. With numerous and ever-evolving industry clusters taking root and maturing in the Metro area, the next dean will be someone who capitalizes on the unique opportunities this thriving and growing region provides. The most qualified candidate will be a bold, innovative, and collaborative leader with experience in an academic community or a business environment, demonstrate an ability to build relationships across organizations, value innovation, have a strong commitment to diversity and inclusion, remain student-centered in all decision-making processes, and possess a history of significant fundraising success. In addition, the successful candidate will work effectively and transparently within a shared governance environment.

The University of Denver: An Overview

Founded in 1864, the [University of Denver](#) is a private, doctoral granting university with high research activity. The University has become increasingly known nationally and internationally for its creative, 21st-century approaches to problem-based scholarship, a holistic, student-centered approach to learning, and a dedication to the public good through local, national, and international partnerships. It plays an integral role in the cultural, social, economic, and educational life of the vibrant and fast-growing city and region it calls home.

Known commonly as DU, the University of Denver is located on a 125-acre campus less than six miles from Downtown Denver. The beautiful campus has sweeping views of both the Denver skyline and the Rocky Mountains and is designated as an arboretum.

During the last 20 years, the University has invested close to \$1 billion in the construction of new buildings, including the [Daniels College of Business](#), as well as in the renovation of existing facilities. Currently, the University is constructing a Community Commons, a 500-bed first-year residence hall and a career achievement center that will serve both students and alumni. All this is part of a long-term planning effort known as the [Denver Advantage Campus Framework Plan](#), which aims to integrate the campus and the surrounding neighborhoods into a knowledge/innovation/residential village.

Both the city of Denver and the state of Colorado are attractive destinations for business and industry. Denver holds the #4 position for [best places for business and careers](#), and Colorado ranks second in the [State Technology and Science Index](#). Denver is ranked as the [#1 mid-sized metropolitan college town in the US](#), and DU is among the top 20 major employers in the region, credited with providing an annual economic benefit of over \$1 billion.

As of 2018, the nine-county Metro Denver and Northern Colorado region ranks fifth for [fossil fuels energy employment](#) and fourth among the nation's 50 largest metro areas for “cleantech” employment concentration. A number of other [industry clusters](#) call the region home, including aerospace, aviation, beverage production, financial services, healthcare and wellness, and IT-software. Colorado’s 33 federally funded research facilities collectively contribute an estimated \$2.6 billion to the state’s economy annually and employ 17,600 people. Colorado ranks as the [second most educated state in America](#), with more than 39 percent of adults holding a bachelor’s degree or higher and a median household income of \$63,909, significantly higher than the \$55,775 for the average American household.

In addition to the attractions of working within an energized economic environment, *U.S. News and World Report’s* [2018 Best Places to Live](#) study ranked the city of Denver in the third spot, citing its proximity to outdoor recreation and its walkability. The City and County of Denver are home to a [diverse population](#), including about a third of residents who identify as Latino/Hispanic, ten percent as African American, and nearly five percent as Asian.

With 300 days of sunshine a year, Denver provides [plenty of reasons](#) to get outside. Not only is Colorado the country’s most popular ski destination, but it is also home to four national parks, 42 state parks, and many outdoor recreation areas for hiking, camping, fly-fishing, snowmobiling, and biking. DU students, faculty, and staff enjoy countless adventures in the great outdoors of the vast Rocky Mountains and can explore the multi-cultural attractions, major league sporting events, and lively food and music scene of Colorado’s Mile High City.

About the Chancellor

Chancellor [Rebecca Chopp](#) is a thinker who loves doing—a visionary grounded in reality. She is a distinguished scholar in religion and politics with nearly two decades of administrative experience at some of the nation’s leading colleges and universities. Since arriving at DU in 2014, she has led and continues to lead the effort to shape higher education to meet the demands—and opportunities—of the 21st century.

Under Dr. Chopp’s leadership, DU is creating a holistic student experience, engaging the entire DU and Denver community and using knowledge to solve problems in the Rocky Mountain West and around the world. She is passionate about helping students prepare to be leaders, achieve career success, and lead lives of purpose.

Before coming to DU, Dr. Chopp was president of Swarthmore College in Pennsylvania, founded in 1864 outside Philadelphia and ranked the third-best liberal arts college in the United States by *U.S. News and World Report*. As president of Swarthmore, she passionately upheld the College's longstanding commitment to admitting the most highly qualified students without regard for their financial circumstances. She supported innovative ways for faculty and students to interact and extended Swarthmore's distinct role in educating students to build inclusive communities and to become leaders motivated to contribute to the common good.

Before joining Swarthmore, Dr. Chopp served as president of Colgate University, where she led a comprehensive strategic plan that expanded the University's academic space, strengthened academic programs, and developed new interdisciplinary centers. She also served as provost and executive vice president for academic affairs at Emory University and as a dean at Yale University.

Dr. Chopp has a strong track record of mentoring colleagues who have gone on to serve as presidents and successful leaders. She is a widely published author and editor. Dr. Chopp is also the immediate past chair of the Centennial Conference President's Council. Previously, Dr. Chopp served on the governing boards of the Association of American Colleges and Universities and the National Survey of Student Engagement. She has also served as a member of the executive committee of the Annapolis Group, the Board of Trustees of the Carnegie Foundation for Teaching, and president of the American Academy of Religion. A native of Kansas, Dr. Chopp received a BA from Kansas Wesleyan University, an MDiv from St. Paul School of Theology, and a PhD from the University of Chicago. Each of her alma maters has honored her with distinguished awards, and she has received numerous honorary doctorates from other colleges and universities.

About the Provost

Dr. [Jeremy Haefner](#) is the provost and executive vice chancellor at the University of Denver, where he oversees the academic enterprise and serves the campus in a broad leadership role.

Prior to joining the University of Denver, Dr. Haefner served as provost and senior vice president for Academic Affairs at Rochester Institute of Technology (RIT) for ten years. As provost, Dr. Haefner oversaw the education and research missions of the University and was responsible for nine colleges, two institutes, one school and three global campuses, and several university-level programs.

Before RIT, Dr. Haefner was at the University of Colorado at Colorado Springs where he served, over the course of 18 years, in several leadership roles including dean of engineering and applied science, associate vice chancellor for research, and dean of the graduate school.

As a mathematician, Dr. Haefner studies integral representation and module theory, and 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.

Dr. Haefner graduated from the University of Iowa with a BA in mathematics and has an MA and PhD in Mathematics from the University of Wisconsin.

The Strategic Plan

Under the leadership of Chancellor Chopp, the University of Denver has a bold and courageous vision for higher education in the 21st century called [DU IMPACT 2025](#). Guided by the plan, the University is creating substantial changes that will have an enormous impact on its students, the research of its faculty, the community, and beyond. The University will innovate around its strengths in teaching, learning, and discovery, and the faculty will accelerate the ways research can be used to address society's most vexing problems. The plan is the direct result of thousands of interviews with students, faculty, friends (and critics alike), and community partners.

Diversity and Inclusive Excellence

DU possesses an established commitment to inclusive excellence. Three senior administrators in the chancellor's cabinet have direct accountability in areas of inclusive excellence: the vice chancellor for campus life and inclusive excellence; the vice chancellor for human resources and inclusive community; and the senior advisor to the chancellor and provost on diversity and inclusion, who works with academic deans on unit-specific diversity plans. The University is committed to recruiting and retaining a diverse community and promotes the full participation and prosperity of all of its members. The University also embraces a distinctive philosophy that employs senior leadership as catalysts in a concerted effort to recruit all members of the University community—students, staff, faculty, and administrators—in the implementation of comprehensive plans for diversity and inclusion. DU's [IRISE research incubator](#) is just one example of that commitment.

Since 2005, DU has seen a 62 percent increase in domestic students of color, from 13 to 21 percent of the student body. An additional nine percent are international students who represent 35 countries. Seventeen percent of appointed faculty members are domestic persons of color, and new hiring guidelines and retention efforts are designed to support an increasingly diverse set of faculty and staff members. Within the University, Daniels College is also committed to creating and supporting a community in which members and visitors feel valued and can share all of who they are; engage in the free exchange of ideas; and do so in an environment characterized by openness, honesty, trust, and respect. The [Inclusive Excellence Committee](#) at Daniels works closely with the University's [Department of Culture, Access, and Transitions](#) to value, engage, and include the rich diversity of students, staff, faculty, administrators, and alumni constituents.

Daniels College of Business

Daniels College of Business is the eighth-oldest business school in the country. The [most recognized business college](#) in the Rocky Mountain West, Daniels served as a pioneer in teaching ethical business pedagogy. Today, the College is ranked among the world's top business schools and has maintained continuous AACSB accreditation since 1923. The only business school in Colorado to receive high rankings and recognition from *Bloomberg Businessweek* and *U.S. News and World Report*, Daniels offers a [wide range of courses](#) that has [prepared graduates well](#) for today's and tomorrow's marketplaces.

Bill Daniels and Ethical Leadership

The legacy of [Bill Daniels](#), widely regarded as “the father of cable television,” is one of vision, entrepreneurship, and humanitarianism. Daniels is recognized for both his excellent business sense and his commitment to ethics and integrity. He attributed his personal and professional success to his values and principles, which he grouped into the key areas of honesty, integrity, humaneness, reliability, loyalty, innovation, and community spirit. In this vein, ethical leadership became a hallmark of the Daniels education.

The College's [leadership in this area](#) extends beyond the classroom with programs such as Business Ethics Boot Camp and the [Institute for Enterprise Ethics](#), which provides consultation to and resources for organizations seeking to integrate ethically and socially responsible practices into their corporate culture.

The Daniels Strategic Plan

Interwoven with the vision of *DU IMPACT 2025*, Daniels College of Business's five-year strategic plan, [Daniels in Focus](#), launched in 2015 and will run through 2020. *Daniels in Focus* places the College at the forefront of the University's efforts, channeling thought leadership and action into the Denver business community and beyond. The four core priorities that are the focus of this plan are to:

- Elevate academic programs, infusing them with relevance for today's marketplace;
- Act as a wellspring of talent and ideas for Denver's thriving business community;
- Create an unrivaled student experience: inclusive, exciting, demanding, and personally fulfilling; and,
- Retain and recruit excellent faculty members while supporting and promoting rigorous, impactful research.

The dean will leverage this framework to move forward the College's progress in these areas, but *Daniels in Focus* is just the beginning. Daniels is ever evolving and welcomes new vision to continue to expand its innovative, entrepreneurial, and creative initiatives.

Faculty and Staff

The College's dedicated and student-focused faculty and staff are committed to preparing students not only for the jobs of today but for being productive and adaptable members of the workforce in positions and industries that have not even yet been conceived. The College's approximately 100 staff members are distinguished by their passion and dedication to student success and achievement and by the important role they play in developing and maintaining Daniels' connections to and partnerships with the local Denver community.

Daniels' 120 full- and part-time faculty members are highly engaged with students, working to leverage their connections to business and industry to create practical, hands-on experiences at both the undergraduate and graduate levels. They are also dedicated and successful researchers. Highlights include:

- **Ali Besharat:** Published in the Financial Times Top 50 journals, Dr. Besharat is the co-founder and co-director for [Consumer Insights and Business Innovation Center](#) (CiBiC), an interdisciplinary center established for the study of human behavior with an emphasis on market-driven results. His areas of research interest within the domain of consumer behavior include: behavioral judgment and decision making; and marketing communications and branding. He has been featured in popular media outlets, including *Time*, *CNN Money*, *Yahoo!*, *The Week*, *Business Insider*, and *WalletHub*, among others. He currently serves on the Editorial Review Board of *Journal of Advertising*.
- **Young-Jin Lee:** Dr. Lee is the co-director for [Center for Analytics and Innovation with Data](#) (CAID), a multi-functional space for conducting various types of computational and quantitative research through data management and analytics. His research interests span economic and social impacts of online social media, sharing economy, and mobile IT markets. He has many publications in the Financial Times Top 50 journals and prestigious conferences such as International Conference on Information Systems (ICIS). His paper, co-authored by professors from the Wharton School and the University of Washington, "Do I Follow My Friends or the Crowd? Information Cascades in Online Movie Ratings," won the 2017 Best Paper Award in Information Systems from Management Science. He serves as an associate editor on the editorial board of *Communications of the Association for Information Systems*.

- **Tricia Olsen:** Dr. Olsen, the assistant dean for research and academic affairs and Marcus Faculty Fellow, has conducted research and fieldwork on corporate-community relations in Chile and Peru within the mining industry. She recently partnered with Paul Seaborn, assistant professor of management at Daniels, and Jason Howell, a former assistant professor of finance at Daniels, to co-author the paper, “Is Insider Control Good for Environmental Performance? Evidence from Dual-Class Firms,” which was recently published in the journal, *Business & Society*.

Students

As of fall 2018, there are approximately 1,600 undergraduates who have declared majors, 450 undeclared but accepted pre-business undergraduates, and 750 graduate students enrolled at Daniels. Six percent of the student body is international, forty-five percent of students are female, and twenty-eight percent identify as domestic minorities. Students are attracted to Daniels because of its unique and engaging approach to education. Utilizing a groundbreaking model of management education that shakes off the notion that the classroom is the center of learning, Daniels students experience courses that emphasize, along with ethical leadership, challenge-driven education, market readiness, and leadership and legacy in what is known as [the Daniels Difference](#). The Daniels Difference is not a set of isolated experiences but rather a cumulative, highly integrated, developmental process that produces high-impact graduates armed with new ways of thinking and working for today’s modern world. When students leave Daniels, they are poised to be successful as well-rounded and ethical leaders in both the business world and their communities.

Alumni

The Daniels’ alumni community comprises a valuable network for graduates and current students alike. After graduation, the College provides lifelong professional development, social events, and other support to its 37,000 alumni, 44 percent of whom reside in Colorado, but with representation in all 50 states and 145 different countries. Last year, alumni generously gave back, contributing over \$7 million to the College’s annual fund. Notable Daniels alumni include: former Chairman of the board of MillerCoors, [Peter Coors](#); Chairman of Cox Enterprises, [Jim Kennedy](#); entrepreneur and former Chief Strategy Officer of Snapchat, [Imran Khan](#); CEO of Toyota Motor North America, Inc., [James Lentz](#); former CEO of Visa Inc., [Joe Saunders](#); Executive Chairman of Enterprise, [Andy Taylor](#); and Chief Financial Officer of Home Depot, [Carol Tome](#).

Advisory Leadership

Members of the [Daniels Executive Advisory Board](#), all of whom are top business executives from across the country and industry sectors, bring unmatched experience and visionary leadership to the table. These exceptional individuals meet regularly and provide insight to the College, act as a sounding board, and share best practices from their respective experience in leading some of the world’s largest organizations. The Executive Advisory Board is complemented by an active [Alumni Advisory Board](#). Serving two-year terms, alumni on this board advise the dean on the best ways to build and maintain a strong and robust alumni engagement program that provides value for alumni, supports and advances the College, and develops and strengthens the bonds among alumni, current students, and the College.

The Role of the Dean

Reporting to the provost and executive vice chancellor and managing a budget of approximately \$44 million, the dean leads a senior team of four academic associate/assistant deans, the associate dean/COO, and the assistant dean for finance while working closely with the advancement office.

Opportunities and Challenges

Since the 1980s, Denver has intentionally shaped itself into a model 21st-century city. Beginning with what *The Wall Street Journal* describes as the [nation's best airport](#), the city has made itself home to a dynamic and diverse economy that attracts new residents from across demographics. The next dean has an unprecedented opportunity to capture the energy of this vibrant city by engaging with its accessible and eager leaders to transform the business school in exciting ways. S/he will find students, faculty, staff, and administrators at both the College and University level who are eager to collaborate. Working with these partners, the dean will leverage the following opportunities and embrace the following challenges in moving the College forward:

- Extending and deepening the College's reputational reach both in Denver and beyond: With a notable brand and reputation locally, Daniels benefits tremendously from its location in Denver, one of the country's fastest growing cities. With new industries taking root and businesses expanding on a continuous basis, opportunities abound for the next dean to build new and deepen existing relationships with the community. In addition to a commitment to serving the local community, the next dean will also have the opportunity to leverage the College's strong educational programs and reputation to raise the College's national and international profile further, ensuring a broad, global experience for its students.
- Ensuring the College's curriculum meets the needs of the market and the interest of students: With the backdrop of the rapidly expanding and innovating Denver Metro area, the dean has an unprecedented opportunity to evolve business education along with these developing and growing industries. Many parts of the College's curriculum have recently been refined, and the next dean, in consultation with the faculty, will continue to innovate and refine the curriculum. Possible efforts include: expanding the entrepreneurship minor into a major to meet student interests on the undergraduate level; expanding certificate and continuing education opportunities to match the needs of working professionals; and creating new programs to support employees in rapidly expanding industry clusters such as aviation, clean energy, healthcare, and financial technology. Targeting key sectors will enable the next dean to attract new student populations as well as meet the needs of the market.
- Collaborating with campus partners on a variety of exciting and new initiatives: The University of Denver is highly committed to expanding and encouraging deeper interdisciplinary opportunities for students across DU. The next dean of the Daniels College of Business will find a dean's council eager to partner on a variety of initiatives, in both curricular and co-curricular realms. Examples might include partnering with University College for a business of music management program or encouraging collaboration between business and engineering students in co-curricular, national competitions.
- Building and supporting continued momentum around philanthropic support of the College: The next dean will have the opportunity to leverage alumni success and appreciation for Daniels into an ever more successful development operation. By engaging with alumni, connecting them back to campus, and encouraging their generous support, the dean will have an exceptional opportunity to endow professorships, finance additional staff positions, and invest in academic initiatives. The dean will have further opportunities to engage with the business community, foundation world, and other current and potential partners around additional philanthropic partnerships. S/he will find strong allies in the Daniels Executive Advisory Board and the active Alumni Advisory Board. With increased fundraising success, the next dean of Daniels will help provide greater financial support for the University as it heads into the public phase of a \$1 billion campaign.

- Guiding the College through the AACSB Accreditation process: The 2018-2019 academic year is the College's "study year" for the AACSB accreditation cycle. Arriving in the summer of 2019, and with positive findings thus far, the next dean will partner with campus leadership to ensure that any concerns raised during the year are successfully addressed to guarantee reaccreditation in the 2019-2020 year.

Desired Qualities and Qualifications

The successful candidate will demonstrate a proven track record of leadership through organizational change, an ability to enhance an institution's reputation in the business and broader communities, and a commitment to a collaborative and transparent leadership style. In addition to these qualities, the ideal candidate will demonstrate the following attributes:

- Deep and wide-ranging leadership experience and acumen within a complex organizational environment;
- Excitement around and experience with collaborating with other leaders, both internal and external, on new initiatives;
- Commitment to providing the best possible holistic student experience;
- Desire and ability to connect the business community to the work of the College and University;
- Outstanding professional ethics and a sensitivity to the important role ethics plays in a Daniels education;
- Comfort with and a history of success with fundraising in both individual and organizational settings;
- Understanding of and engagement with the business landscape nationally and in the Denver region specifically, both today and in terms of what is on the horizon;
- Dedication to embracing diversity in all forms and to creating an inclusive and welcoming environment;
- Experience with creating new and "niche" initiatives to respond to market needs and to enable an organization to stand out in a crowded marketplace;
- A highly collaborative approach in order to work with other schools and colleges to create and support interdisciplinary programs that meet the needs of students and society;
- Familiarity with the AACSB accreditation process;
- An engaging, transparent, and inspiring communications style;
- Ability to articulate the value of and advocate for the role of a business education within a broader liberal arts environment; and,
- An innovative, start-up mentality.

Information for Candidates

This position is anticipated to begin in the summer of 2019. The salary and benefits will be competitive. Please send all nominations, inquiries, and expressions of interest in confidence and electronically to:

Shelly Weiss Storbeck, Managing Partner
Anne Koellhoffer, Senior Associate
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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 employer.