

DEAN, SOULES COLLEGE OF BUSINESS

Position Profile

The University of Texas at Tyler invites nominations and applications for a visionary leader to serve as the next Dean of the Soules College of Business. The university seeks individuals with significant experience successfully leading complex organizations in the higher education, not-for-profit, or for-profit sectors. The Dean will be an integral part of UT Tyler’s senior leadership as the university continues to work towards achieving its vision of being the educational and economic driver of East Texas and building on the pillars emphasized in the university’s strategic plan: Student Success, Student Engagement, Research, and Community Engagement.

The Soules College of Business

The largest of UT Tyler's six colleges, the Soules College of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB); the Association of Technology, Management and Applied Engineering (ATMAE); and the Category Management Association. The College grew by more than 60 percent from Fall 2013 to Fall 2017 and moved into a new, 140,000-square-foot facility in Fall 2018. The College serves more than 1,400 undergraduate, 1,200 graduate, and 50 doctoral students across a range of academic programs:

<p>Undergraduate Majors</p>	<ul style="list-style-type: none"> • Bachelor's Degree in Accounting (BBA) • Bachelor's Degree in Finance (BBA) • Bachelor's Degree in Management (BBA) • Bachelor's Degree in Marketing (BBA) • Bachelor's Degree in Computer Information Systems (BS) • Bachelor's Degree in Computer Science (BS) • Bachelor's Degree in General Business (BS) • Bachelor's Degree in Human Resource Development Degree (BS) • Bachelor's Degree in Industrial Technology with Minor in Business Degree (BS) • Bachelor's Degree in Industrial Technology with Emphasis in Surveying and Mapping (BS)
<p>Master’s Programs</p>	<ul style="list-style-type: none"> • Master of Business Administration (MBA) – includes specializations in organizational development; quality management; oil, gas & energy; and engineering management • Executive MBA Healthcare Management Program (EMBA HCM) • Accelerated Master of Business Administration (MBA) – includes specializations in healthcare management; marketing; and cyber security

Master's Programs (Cont.)	<ul style="list-style-type: none">• Coordinated Master of Science in Nursing and Master of Business Administration (MSN-MBA)• Master of Accountancy (MAcc)• Master of Science in Human Resource Development (HRD)• Master of Science in Industrial Management• Master of Science in Computer Science
Doctoral Programs	<ul style="list-style-type: none">• Ph.D. in Human Resource Development (HRD)

Faculty and students are engaged in a range of organizations, including ATMAE, the Accounting Society, Beta Alpha Psi, Beta Gamma Sigma, Soules College of Business Ambassadors, ENACTUS, Epsilon Pi Tau, Financial Management Association, and the Society for Human Resource Management. The [SCOB internship program](#) gives students hands-on experience and often turns into full-time employment opportunities.

The college has 60 full-time faculty and 15 full-time staff and is organized into the following academic units:

- The Department of Accounting, Finance, and Business Law;
- The Department of Management & Marketing;
- The Department of Human Resource Development; and
- The School of Technology (which includes the Department of Technology and the Department of Computer Science)

Academic programs are supported by the Computer Integrated Manufacturing Lab and the Brookshire Grocery Company Retail Lab. Additionally, the college has several outreach centers that serve as connection points with the business community:

- [Center for Consumer Cybersecurity](#)
- [Center for Family & Small Enterprises](#)
- [Center for Retail Enterprises](#)
- [Hibbs Institute for Business & Economic Research](#)
- [Entrepreneurship & Innovation Institute](#)
- [Leadership Institute](#)
- [Texas Productivity Center](#)

The College has received numerous recognitions in recent years, including:

- [Being named among the top 25 "Best Affordable AACSB Online MBA Programs";](#)
- [Ranking 11th in the "Best Online MBA in Health Care Management" programs in the country;](#)
- [Being named among the top 30 "Best Online Master's in Human Resources Programs";](#) and
- [Ranking 10th out of the "Best Deals in Public Graduate Accounting."](#)

Responsibilities of the next Dean include, but are not limited to:

- Working with university administration, faculty, staff, students, and external stakeholders to shape a collective vision for the college that aligns with the pillars of UT Tyler’s strategic plan: Student Success, Student Engagement, Research, and Community Engagement;
- Effectively communicating the mission, vision, and strategies of the college with all vested stakeholders;
- Building external partnerships that benefit faculty, staff, and students and further the economic development of the East Texas region;
- Managing existing resources and identifying new resources that enable continued quality and growth in the college, including engaging in the advancement and fundraising efforts of the university;
- Ensuring strong academic standards and continued AACSB accreditation;
- Fostering a collegial, engaging, and exciting environment for faculty, staff, and students; and
- Creatively supporting interdisciplinary efforts within the college and across the university.

The University of Texas at Tyler

UT Tyler is the premier comprehensive, public university of East Texas. Less than 50 years old, UT Tyler has emerged from its original senior college mission with many outstanding, highly-regarded academic programs at both the undergraduate and graduate level. The university has strong programs including arts and sciences, engineering, health sciences, business, education, psychology and pharmacy. Students enjoy excellent value as well, with one of the lowest tuitions, smallest class sizes and highest graduation rates in the region.

The university operates with the understanding that the wellbeing of the region and the success of UT Tyler are intertwined. Its passion is to see the continued success of East Texas. East Texas has a proud history and a unique subculture within the state of Texas. The region of nearly two million people embodies diversity in its many dimensions. Economically however, the region has not been as diverse as its people, primarily relying on an agrarian base and riding the booms and busts of the petroleum industry for nearly a century. Additionally, opportunities exist to improve regional public health indicators and educational attainment. The university recently embarked on a [strategic plan](#) to be the educational and economic driver of East Texas.

Leadership

President Tidwell

Dr. Michael Tidwell was appointed as the fourth president of UT Tyler on January 1, 2017. He has served in the field of higher education for 16 years as an administrator and professor at universities around the nation and abroad. Prior to accepting the presidency of UT Tyler, Dr. Tidwell was Dean of the Eastern Michigan University College of Business. He has also served as Dean of the College of Business at Bloomsberg University of Pennsylvania and as Assistant Dean of the Clayton State University School of Business.

A native of Southern California, Dr. Tidwell earned a Bachelor of Science in Communication at Ball State University in Muncie, Indiana. He went on to earn his Master of Arts in Communication and his Ph.D. in Organizational Studies from Washington State University.

Over his career, Dr. Tidwell has been published in various scholarly journals, including the International Journal of Management Theory and Practices, the Journal of Business Communication, and Nonprofit Management and Leadership. He has been a speaker at numerous national and international conferences. His recent research efforts have focused on managing business relationships across international boundaries. He has also been a management and research consultant for business leaders seeking to resolve critical human resource issues since 2003.

Provost Mirmiran

Dr. Amir Mirmiran was named Provost and Vice President for Academic Affairs in April 2015. He also holds the UT Tyler Sam Lindsey Chair in civil engineering. Dr. Mirmiran came to UT Tyler from Florida International University in Miami, where he has spent seven years serving as Dean of the College of Engineering and Computing.

Dr. Mirmiran holds a master of science and Ph.D. in civil engineering, both from the University of Maryland. He has also served as a faculty member at the University of Central Florida, University of Cincinnati and North Carolina State University.

The Community

No other town in Texas lays claim to a budding heritage quite like Tyler. Tucked serenely in beautiful East Texas, Tyler, the Rose Capital of America, is home to the largest municipal rose garden in America and is known for its beauty nationwide. The Tyler Metropolitan Statistical Area, Smith County, has over 227,000 residents and a retail trade area of over 500,000. Tyler has a diverse economy with key sectors including agriculture, distribution, education, food production, health care, manufacturing, medical research, and tourism.

Tyler is home to the University of Texas-Tyler, Texas College, and Tyler Junior College. More than 21,000 students enroll each semester at these institutes of higher learning. In 2017, The City of Tyler collaborated with UT Tyler to open a small-business incubator and maker space, Tyler Innovation Pipeline. It already has close to 100 members and growing. Through programs like this and others, Tyler is working hard not only to educate young entrepreneurs, but also encourage them to stay in Tyler to shape the local labor force.

Tyler is not only a great place to work, but also a great place to play. In the past several years, the City of Tyler has partnered with Tyler Economic Development Council, Visit Tyler, and the Tyler Area Chamber of Commerce to revitalize the downtown area with new restaurants, boutique shops, attractions, and several new housing options set to open soon. Tyler is also home to 27 public parks, five golf courses, and Tyler State Park, which is consistently listed as one of the best state parks in Texas. It features a 13-mile bike trail, water recreation, camping, hiking for all skill levels, and more. There are many attractions and events for the whole family as well as a thriving arts scene. Tyler is the entertainment and shopping hub for the East Texas area. The area is full of talent ranging in everything from food to music and more. The area continues to grow year after year, attracting new businesses and residents.

Qualifications

The successful candidate should possess the following skills and qualifications:

- Demonstrated success leading complex organizations in the higher education, not-for-profit, or for-profit sectors, including the shaping of a vision and executing a plan to accomplish strategic objectives;
- A track record of innovation and a willingness to take calculated risks that further goals of an organization;
- Strong verbal and written communication skills that motivate, engage, and promote transparency among vested stakeholders;
- An understanding of higher education and a commitment to public education;
- The ability to lead within a higher education environment, including supporting faculty, staff, and students in achieving their goals;
- Demonstrated success effectively managing resources and identifying new resources that will advance the goals of an organization;
- The ability to engage with stakeholders outside of an organization and build partnerships that benefit all parties; and
- Demonstrated commitment to enhancing diversity within an organization.

Nomination and Application Process

The Search Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. However, in order to assure the fullest consideration, candidates are encouraged to have complete applications submitted to the search firm assisting the university by September 19, 2018. Requested application materials include a letter of interest; curriculum vitae; and the names, telephone numbers, and e-mail addresses of at least five professional references. All applications, nominations, and inquiries will remain confidential. References will not be contacted until after the first screening of applications and then only after the applicant has given explicit permission. All application materials must be submitted electronically in Microsoft Word or PDF format.

Please direct all applications, nominations, and inquiries for the position to the search firm assisting the university at the contact information below:

Ryan Crawford, Partner | Gretchen Hoffman, Senior Associate
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Refer to code "UTT-SCOB" in subject line

UT Tyler is an Equal Employment Opportunity/Affirmative Action Employer. Minorities, women, veterans, and individuals with disabilities are encouraged to apply.