



Dean Search Overview

Virginia Commonwealth University, School of Business



The Position

Virginia Commonwealth University (VCU) invites applications and nominations for a visionary and strategic leader to serve as the Dean of the School of Business.

A close-knit community within a leading urban, public university, the School of Business enrolls nearly 4,000 students in a wide range of bachelor's, master's, certificate and doctoral programs. Since 1937, the School has developed strong connections within the Richmond business community and beyond, with students actively engaged in internships, corporate and research projects and learning from executives. VCU has earned both business and accounting



accreditations by AACSB International, placing it in the top five percent of business schools worldwide. The School of Business, its programs and faculty have received national recognition from top publications such as *U.S. News & World Report*, *The Princeton Review*, *Bloomberg Businessweek*, *CEO Magazine* and *Advertising Age*. Its possibilities are extraordinary.

Reporting to the Provost and Senior Vice President for Academic Affairs, the Dean will provide leadership for academics, research, community engagement and outreach, and resource development in the School of Business and have responsibility for matters relating to the management of the resources of the School, including its academic programs; centers/institutes; its faculty, staff and students; its facilities, and its budget. The Dean will be a strong advocate for the School of Business internally and externally and an excellent communicator able to convey the School's mission, achievements, and impact to diverse stakeholders. As part of the senior leadership of the university, the Dean works with other senior officers and deans to realize VCU's promising future.

Leadership Opportunities

Provide Visionary Leadership For the School of Business

The School of Business is committed to excellence in education, research, and societal impact. The Dean will contribute to, help shape and implement the School's strategic plan, which serves as a roadmap for the School's continued growth and success -- maintaining its commitment to access while elevating its reputation as one of the preeminent business schools in the country. To accomplish this objective, the Dean will be forward-looking with a keen understanding of where the rapidly changing field of business is moving, building on the School's current successes and driving future growth and impact in emerging areas. The Dean will lead efforts to assure the quality and relevance of academic programs in the School, ensuring they align with industry trends, emerging technologies, and the global economy. In addition, the Dean will embrace online education and other innovative teaching methods, the development of interdisciplinary initiatives, and expanded experiential learning opportunities to enrich the educational experience for students.

Advance the Profile of the School of Business

The School of Business seeks a Dean who will embrace the distinctiveness of the School of Business and work to build the School's reputation, enhance brand awareness, and create greater visibility for the School in an increasingly competitive environment. The Dean must possess the ability to articulate the School's value proposition to students and parents, champion research excellence and community impact, convey the School's distinctive advantages to employers and other partners, support faculty in their roles as thought leaders, and promote the success of its alumni.



Foster Impactful Research and the Success of the School of Business' Centers, Institutes, and Labs

Research is a cornerstone of the School of Business' mission. The Dean will develop and implement a vision for research growth, fostering a scholarship-oriented culture, ensuring that there is a strong research support infrastructure, promoting interdisciplinary and applied research, facilitating and advancing high-level research activities, and increasing the visibility of research conducted in the School of Business with enhanced communication of research impact to the community and beyond. In addition to their individual research, School of Business faculty support the initiatives of the various centers, institutes and labs that provide students with research and experiential learning opportunities in their disciplines.

Enhance Enrollment and Foster Student Success

The Dean will continue to grow enrollment by expanding recruiting initiatives into new markets, including international markets. In addition, the Dean will be inspired by the School of Business' diverse student population and foster an inclusive environment that cultivates success for all by prioritizing initiatives that support student engagement, retention, graduation, and post-graduation outcomes. The Dean will have a data-informed approach to both enrollment and student success, leveraging analytics to identify trends, optimize recruitment strategies, and target support resources to maximize retention and graduation rates. The Dean will have a strong focus on students, both undergraduate and graduate, and a commitment to providing the services and support necessary to ensure their success.

Grow Increased Philanthropic Support for the School of Business

Working in partnership with VCU Development and Alumni Relations and the School of Business Foundation, the Dean will be an energetic and successful relationships builder and storyteller who will make fundraising one of their top priorities. The Dean will engage with alumni, who have a strong affinity for their alma mater, as well as friends, foundations, and corporations, to grow philanthropic support for the School of Business to support strategic priorities. As VCU is in the leadership phase of a campaign set to launch in fall 2025, one of the exciting opportunities the Dean will have is to envision work toward transformational opportunities for our students, faculty, staff and community.

Facilitate Enhanced Engagement and Partnerships with the Greater Richmond Business Community

The capital city of Virginia, Richmond is home to a diverse mix of companies, from established Fortune 500 corporations to startups, with sectors including banking and finance, insurance, , technology, healthcare and biotechnology, manufacturing and distribution, professional services, and others. The Dean will actively engage with the business community by forming strategic partnerships and facilitating student internships and experiential learning opportunities that address real-world challenges. By strengthening these ties, the Dean will aim to make the



School of Business a vital resource for business, fostering an ecosystem of shared knowledge, innovative solutions, and collaborations that fuel sustainable economic growth in the community.

Embody Collaborative Leadership

The Dean will embrace a collaborative and inclusive approach to leadership of the School of Business and foster a culture of integrity and transparency in all areas of the School's operations and activities. The Dean will foster a synergetic environment where faculty and staff work in unison toward shared objectives, creating a unified vision that aligns academic excellence with student-centered support. Additionally, the Dean will support the development and career progression of both faculty and staff.

Interdisciplinary Collaboration

The Dean will encourage interdisciplinary collaboration in academic programs and research within the School of Business and across VCU, fostering innovative approaches to address complex challenges. By fostering a School of Business culture of collaboration with other academic units and VCU Health, the Dean will assure that the School of Business harnesses its full potential to make a broader and more significant impact on society and provide students with academic and research experiences that will enrich their education and best prepare them for their future endeavors.

Qualifications, Knowledge, Skills and Abilities

The successful candidate has a record of distinguished academic leadership, research and teaching and/or strong leadership experience in corporate and industry. Applicants should have experience in business and management in an academic and/or professional environment including planning, budgeting, team building, problem solving and project management.

Candidates should have a proven record of professional accomplishments and effective leadership, and have demonstrated the ability to foster a climate where learning and discovery flourish. The Dean will have the ability to balance strong academic and intellectual leadership with effective external relationship-building and resource development, and will be a leader able to articulate the narrative of the School of Business's diverse accomplishments and aspirations with a sense of common purpose and pride.

This is an exceptional opportunity for an individual with the drive, skill and experience to bring creative leadership to a distinguished organization and to play a critical role in shaping its future. In addition to academic and/or industry experience, preferred qualifications include a record of distinguished public service; substantial administrative experience; demonstrated leadership and results in fostering equity, diversity and inclusion within organizations and communities;



proven success in external fund development; a strong commitment to shared governance; and credentials that merit appointment at the rank of full professor in the school.

In addition, the Dean will have the following preferred qualifications:

- An earned post-graduate degree in a discipline represented or related to the School of Business
- A demonstrated commitment to developing and promoting quality research and scholarship
- A student-centric focus with a deep investment in student outcomes, from academic performance to career placement
- A strong record and commitment to continuous improvement of student learning and faculty teaching
- A strong commitment to fostering community/university collaboration and partnerships
- A demonstrated commitment to faculty and programmatic development
- Demonstrated leadership in infrastructure development and organizational maintenance
- Familiarity with the processes for maintaining AACSB accreditation
- Experience with developing partnerships and working with international programs
- Deep understanding of contemporary and emerging issues in business to integrate them into the School of Business' curriculum and research agendas
- Proven strong communication, management and organizational skills
- The ability to articulate the School of Business' vision, goals, accomplishments and needs to constituents
- An entrepreneurial, innovative and global orientation
- Proven abilities and experience in fundraising
- A record of exemplary personal and professional integrity
- A demonstrated commitment to cross-disciplinary programs

Specific Responsibilities

- Serve as the chief academic and administrative officer of the School of Business at VCU, reporting directly to the Provost and Senior Vice President for Academic Affairs
- Supervise all full-time instructional faculty, faculty in affiliated centers and staff members within the School
- Create a climate that promotes diversity, equity and inclusion and meets the goals and vision of the School's diversity plan
- Support student success at both the undergraduate and graduate levels, focusing on quality of students and diversity; provide services to ensure their success and support innovative teaching that prepares students for success



- Provide leadership in the advancement of a strategic vision for the School of Business and take responsibility for effectively articulating a shared vision to both internal and external constituents.
- Oversee curricular planning and development, budget management, external resource development, including extramural research funding and development, and alumni relations.
- Recognize, reward, facilitate and advance the scholarship and research endeavors of the School of Business.
- Establish new and expand existing corporate partnerships.
- Establish and create relationships with diversity focused business organizations in the local and state business community.
- Develop a global strategy for student pipeline and faculty research collaboration with international partners.
- Develop long-term planning for faculty and staff recruitment, professional development and evaluation.
- Represent the School of Business on the Council of Deans and to all external constituents and partners of the school.
- Participate as an active voting member of the VCU School of Business Foundation Board of Trustees.



About the VCU School of Business





Since its founding in 1937, the School of Business has built strong ties with the business community in Richmond, the central Virginia region and beyond. The School of Business has embarked on an ambitious strategic journey with the theme of "Unlimited Opportunity Creation." This theme is at the core of our vision for Opportunity 2030, which aims to establish a thriving and inclusive community where students and alumni can identify and take advantage of business opportunities so they can then create opportunities throughout their lives. Our focus on: 1) exposing students to the opportunities of a business education and 2) developing them into well-rounded professionals, 3) innovative and impactful transdisciplinary research excellence, and 4) staying connected with our alumni and business partners, uniquely positions our students to become catalysts for opportunity creation. The School of Business aims to embed a unique, creative culture within its faculty, students and alumni by nurturing curiosity, celebrating diversity, sharing ideas openly, learning from each other, practicing teamwork, engaging with the vibrant campus community and city, engaging in state and regional business community groups and being willing to step out of comfort zones to take risks on new ventures.

The School of Business has achieved significant recognition. In addition to international accreditation, the master's programs regularly receive national recognition. The online MBA program was ranked 32nd by Fortune Magazine after only three years. Fortune magazine ranked the Executive MBA #26 in 2024 and the evening MBA program currently attained a new rank of 69th by U.S. News & World Report. Also, the Center for Sport Leadership program has been ranked 12th worldwide and ninth in North America in the 2020 Sport Business Postgraduate Course Rankings.

Although outside of the scope of AACSB accreditation, the VCU Brandcenter and VCU Center for Sport Leadership programs are affiliated academic units of the School of Business conferring master's degrees in separate locations around campus. Additionally, daVinci Center is shared among the Schools of Arts and Business, the Colleges of Engineering and Humanities and Sciences and VCU Health (supported by the School of Business administratively) and offers three undergraduate certificates and a Master's Degree of Product Innovation.

The School of Business enrolls approximately 4,000 students in a wide range of bachelor's, master's, certificate and doctoral programs across seven departments. New curriculum offerings represent creative reactions to a post-COVID learning tolerance for online-learning and a desire to capture a declining transfer population. Learn more about the [academic programs](#).

One-third of incoming VCU freshmen are first-generation students. A close relationship with Strategic Enrollment Management (SEM) has helped identify at-risk students through early alerts, and a recent move to consolidate Undergraduate Recruiting, Student Advising, Career



Services and Student Engagement within the school is poised to better support and retain all business students.

Strategic Plan

The VCU School of Business has embarked on an ambitious strategic journey with the theme of "Unlimited Opportunity Creation." This theme is at the core of our vision for Opportunity 2030, which aims to establish a thriving and inclusive community where students and alumni can identify and take advantage of business opportunities so they can then create opportunities throughout their lives. Our focus on: 1) exposing students to the opportunities of a business education and 2) developing them into well-rounded professionals, 3) innovative and impactful transdisciplinary research excellence, and 4) staying connected with our alumni and business partners, uniquely positions our students to become catalysts for opportunity creation.

Opportunity 2030 was shaped by an intensive analysis of the dynamic higher education marketplace and comprehensive research that included feedback from key stakeholders. Key insights reveal both challenges, such as a shrinking student population, increased competition in all forms, and overshadowed faculty and program excellence, as well as distinctions, such as our diversity, creative ecosystem, and deep connections with alumni and partners. It builds on these insights so we can grow enrollment, navigate change, and take advantage of our diversity, accessibility, creativity, and connections. Learn more about [Opportunity 2030](#).

Accreditation

VCU has earned both business and accounting accreditations by AACSB International, placing it in the top 5 percent of business schools worldwide. VCU was the first business school in the nation to be accredited by the Computing Commission of ABET, the recognized accreditor of college and university programs in applied and natural science, computing, engineering and engineering technology.

School of Business Foundation

Founded in 2005, the Virginia Commonwealth University School of Business Foundation was created to manage private assets and provide meaningful leadership from the corporate community to advance the School of Business. The foundation provides resources to educate students, achieve teaching excellence and promote scholarly research. It owns Snead Hall, which is leased to Virginia Commonwealth University to be used for School of Business classes and activities.

Centers, Institutes and Labs

- Brandcenter
- Capital Markets Center
- Center for International Business Advancement



- Center for Sport Leadership
- Customer Experience Lab
- da Vinci Center*
- Experimental Laboratory for Economics and Business Research
- Information Systems Research Institute
- Kornblau Institute
- Risk and Insurance Studies Center
- RVA Views
- VCU Center for Economic Education
- Virginia Council on Economic Education

*Collaboration of Schools of Arts and Business, the Colleges of Engineering and Humanities and Sciences and VCU Health



Sned Hall, home of the School of Business, opened in January 2008. Adjacent to the School of Engineering, the 145,000-square-foot facility is open year-round. Sned Hall is in use days, evenings, weekdays, and weekends for classes, study groups, interviews, student organization meetings and competitions for full and part-time students. The School regularly hosts Foundation meetings, advisory boards, conferences, regional employers, donors and alumni participating in the classroom, networking events and/or corporate education programs. The building is named in honor of 1976 graduates Thomas G. Sned Jr. and Vickie M. Sned and features such amenities as:

- Capital Markets Center



- Student Success suite containing academic advising and Business Career Services center
- Central atrium with a student commons and café
- Auditorium, collaborative learning spaces, tiered case study classrooms and team-building
- Breakout rooms
- Center for Corporate Education
- Faculty and staff offices

About Virginia Commonwealth University



Located in the heart of Richmond, the capital of Virginia since 1779, Virginia Commonwealth University serves an integral role in the economic health of the city and the state, educating the current and future workforce, reaching out to the community, advancing research and enhancing patient care.

VCU was founded in 1838 as the medical department of Hampden-Sydney College, becoming the Medical College of Virginia in 1854. In 1968, the General Assembly merged MCV with the Richmond Professional Institute, founded in 1917, to create Virginia Commonwealth University.



Today, VCU offers comprehensive undergraduate, master's, doctoral and professional programs and encompasses one of the largest academic health centers in the nation. VCU and the VCU Health System have been honored with prestigious national and international recognition for top-quality graduate, professional and medical-care programs, reflecting a commitment to be among America's top research universities, supporting students, faculty and the VCU community.

Comprehensive and updated information about VCU is available online. learn more about VCU:

- [Facts and Rankings](#)
- [Mission and History](#)
- [Leadership](#)
- [Quest Strategic Plan](#)

About Richmond, Virginia



VCU is at the center of a vibrant community of 1.2 million people that is a top destination for creative thinkers and entrepreneurs, foodies and artists, and nonprofit and government leaders. With the highest concentration of Fortune 500 companies of any urban area in Virginia, Richmond is a great place to work.



Home to 8

FORTUNE 500

Company headquarters

#1

American town to visit

2024 America's Best Towns to Visit
CNN Travel

#2 city with the best

USA Today, 2024

TOP 10

Most economic development projects per capita in the U.S.

Site Selection 2024

Only major city in the U.S. where you can take on **Class IV rapids** right through downtown.

RVA

Leading the pack

With the highest concentration of Fortune 500 companies of any urban area in Virginia, Richmond is a great place to work. Here are some well-known companies where our students have found employment.





Richmond is centrally located with the Atlantic beaches, Blue Ridge mountain ski slopes and hiking, and Washington, D.C., all within a two-hour drive. The city of Richmond combines big-city amenities with southern charm and ease. The city is home to the Virginia Museum of Fine Arts, easy parking, restaurants that win raves from national media and some of the best street art in the entire country. Learn more about Richmond. Learn more about [Richmond and the area](#).

Applications, Nominations and Expressions of Interest

AGB Search is pleased to assist Virginia Commonwealth University with this leadership search.

For best consideration, applications should be submitted by **January 10, 2025, to the AGB Search Portal**: [VCU Dean, School of Business](#). Candidates are requested to submit the following:

1. A curriculum vitae or resume,
2. A letter of interest that addresses the leadership opportunities and desired experiences and attributes in this profile, and
3. Contact information for five references (to be contacted at a later date with candidate's permission).

Nominations and expressions of interest in the Dean, School of Business position are encouraged. Please direct them to VCUDeanBusiness@agbsearch.com or to the AGB search consultants listed below.

- Kimberly Templeton, JD, Principal
 - kimberly.templeton@agbsearch.com / 540.761.9494
- Frederick Moore, JD/MBA, Senior Executive Search Consultant
 - fred.moore@agbsearch.com
- Anne Hoffman, Executive Search Associate
 - anne.hoffman@agbsearch.com / 805.490.9161

**AGB
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Advancing Higher Education Leadership



For more information on Virginia Commonwealth University, please visit vcu.edu.
To learn more about the VCU School of Business, please visit business.vcu.edu

Virginia Commonwealth University is an equal opportunity/affirmative action university providing access to education and employment without regard to race, color, religion, national or ethnic origin, age, sex (including pregnancy), political affiliation, veteran status, genetic information, sexual orientation, gender identity, gender expression or disability. Women, minorities, veterans and persons with disabilities are encouraged to apply.