



Opportunity Profile

Search for the Dean of The Bill Munday School of Business St. Edward's University, Austin, Texas

St. Edward's University (St. Edward's, SEU), a nationally ranked, independent Catholic university and Hispanic Serving Institution (HSI), characterized by its commitment to the Holy Cross educational mission, seeks an innovative, collaborative, and strategic academic leader to serve as Dean of The Bill Munday School of Business (MSB). The successful candidate will guide a strong, progressive academic school to new heights of excellence marked by its recently granted full accreditation with the Association to Advance Collegiate Schools of Business (AACSB). Through robust connections with a vibrant business community in Austin, the Dean will develop additional fund-raising opportunities, and placements for students and graduates, and serve as a leader in the city and region's economic development.

In July 2021, St. Edward's welcomed as president Dr. Montserrat "Montse" Fuentes, a native of Spain and the first Hispanic president of St. Edward's. In 2021-22, she led the university through a successful strategic planning process, which resulted in the ambitious themes of Strategic Plan 2027. (See Vision and Strategic Goals below.)

The Dean will join the university at the perfect moment to work closely with a dedicated and passionate faculty and staff to find new and insightful ways to educate the hearts and minds of a diverse student body that is deeply committed to working toward a more humane, just, and sustainable world. The Dean will be a key player advancing the MSB's undergraduate and graduate professional programs within the context of a liberal arts institution as the university continues its upward trajectory of excellence in Austin, one of the most dynamic cities in the United States.

The University

Established in 1885 by the Congregation of Holy Cross, St. Edward's is a private liberal arts university with a network of partner universities around the world. The university's founders believed that the mind must not be cultivated at the expense of the heart, a belief that the university still embraces today. Critical thinking, ethical reasoning, and multicultural understanding are emphasized in the university's innovative core curriculum. More than 35 faith traditions are represented. Small classes allow students to form close mentor-mentee relationships with faculty and enjoy a personalized approach to education. Because of its location in a vibrant, progressive city, students have access to rewarding internship placements and service-learning opportunities. St. Edward's offers 58 bachelor's and master's degree programs to approximately 3,500 students from 39 states and 46 countries. Minority enrollment accounts for 61% of the student body, and 5% are from other countries. Among incoming freshmen, 51% rank in the top quarter of their class.

The University has garnered a number of points of national recognition including:

- Currently ranked #8 in Regional Universities West by U.S. News and World Report, elevated from #9 in 2021.
- Chosen as one of the “Best Regional West Universities for Veterans” in the 2022-23 U.S. News and World Report rankings.
- Listed among “America’s Top Colleges” by Forbes and “Best Colleges” by The Princeton Review.
- Named the nation’s #1 producer of Fulbright U.S. HSI students among master’s-granting institutions in 2018–2019 and 2015–2016. To date, St. Edward’s has been named a top producer of Fulbright Students by the U.S. Department of State 12 times, with 78 winners since 2008. Moreover, SEU is one of 35 Hispanic-Serving Institutions nationally, and three in Texas, to be recognized as a Fulbright HSI Leader.
- Recognized as the nation’s longest, continuously running College Assistance Migrant Program (CAMP), which began in 1972. For a recent article on SEU’s impactful CAMP program, see <https://www.dallasnews.com/news/education/2022/09/28/how-this-texas-university-helps-farmworkers-kids-through-college/>.
- SEU’s McNair Program prepares low-income or underrepresented first generation students for graduate school by giving them opportunities to conduct research.
- Named among the top universities in the nation by Phi Theta Kappa in 2021 as an institution that provides an excellent transfer pathway for community college students. Selection criteria includes transfer data, admissions, cost of attendance, campus life, recruitment practices and peer reviews.

For more information about SEU’s distinctive qualities and recognition, see <https://www.stedwards.edu/about-st-edwards-university/facts-awards>.

Mission

St. Edward’s University is an independent Catholic university that welcomes qualified students of all ages, backgrounds and beliefs and serves a culturally diverse student body. The university’s undergraduate programs achieve a balance among the humanities, the sciences and the professions. These programs seek to make graduates competent in a chosen discipline, help them understand and appreciate the contributions of other disciplines, and prepare them to further their life goals. Graduate and professional development programs enhance students’ knowledge and skills to prepare them to take advantage of more challenging employment opportunities.

Graduates in all programs should be prepared, through training in critical and creative thinking as well as moral reasoning, to analyze problems, propose solutions and make responsible decisions. They should be able to express themselves articulately in both oral and written form. They are encouraged to develop an understanding of the human person that is derived from reason and open to faith.

The university promotes excellence in teaching and learning in an environment that encompasses innovative pedagogy in the curriculum and co-curriculum as well as engagement with the broader community. Caring faculty and staff, recognizing that learning is a lifelong

process, teach the skills of independence and productivity. They encourage individuals to confront critical issues of society and to seek justice and peace. Students are helped to understand themselves, clarify their personal values and recognize their responsibility to the world community. The university gives the example of its own commitment to service.

St. Edward's was founded by the Congregation of Holy Cross, from which it acquired distinguishing characteristics: the courage to take risks, an international perspective, and the commitment to provide educational opportunities for students of varied cultural, religious, educational, and economic backgrounds.

St. Edward's expresses its Catholic identity by communicating the dignity of the human person as created in the image of God, by stressing the obligation of all people to pursue a more just world, and by providing opportunities for religious studies and participation in campus ministry. St. Edward's seeks to foster an environment in which freely chosen beliefs can be deepened and expressed.

Commitment to Diversity, Equity, and Inclusion

St. Edward's University is a diverse community devoted to proactively nurturing a campus-wide culture that promotes and ensures equity, respect, inclusion, and safety for all members regardless of race, color, national origin, age, gender, religion, sexual orientation and gender identity, socio-economic background, or physical ability. We are one University that opens our hearts and minds to conversations, learning, and creating a community that is welcoming of all. Regardless of position, it is expected that each employee will embrace this commitment and demonstrate an attitude of respect toward and acceptance of all members of our community. For more information on our commitment to diversity, please visit our website <https://www.stedwards.edu/about-us/diversity-equity-inclusion>.

Vision and Strategic Goals

A shared governance process deeply engaged our students, faculty, staff, alumni, external constituents, and partners, resulting in a strong framework with transformational, ambitious, and measurable goals as *A Destination University for a More Just World*.

Strategic Plan 2027 Vision: St. Edward's University, a Holy Cross, Catholic institution, will improve lives and transform communities by providing an excellent education of distinguished quality that prepares students to create a more humane, just, and sustainable world. To realize this impressive vision, the St. Edward's community has identified five themes for SP2027:

- Academic Excellence and Achievement
- Diversity, Equity, Inclusion, and Justice
- Vibrant and Inclusive Campus
- Austin Impact
- Infrastructure and Resources

For more information on SEU's strategic plan, see <https://www.stedwards.edu/about-st-edwards-university/strategic-plan>.

Academic Affairs

Dr. Marianne Ward-Peradoza leads the faculty and the division of Academic Affairs as the university's Provost, which includes oversight of all academic schools, the Honors Program; Global Initiatives; Fellowships; Undergraduate Research; the Registrar's Office; Sponsored Programs; Office of Faculty Diversity, Equity, Inclusion and Justice; Center for Teaching Excellence; General Education; and the Student Success Center, which includes Academic Counseling and Exploration, Career and Professional Development, International Student Services, and CAMP. Her direct reports include the academic deans and associate vice presidents for academic affairs. Dr. Ward-Peradoza serves on the president's Cabinet and as administrative liaison for the Institutional Oversight of the Academic Experience Committee of the Board of Trustees.

Academic programs are housed in four schools:

- Arts and Humanities
- Behavioral and Social Sciences and Education
- Natural Sciences
- The Bill Munday School of Business

As part of the Strategic Plan 2027 goals for Academic Excellence and Distinction, a School of Health Sciences will launch in the coming years.

Approximately 375 full-time and part-time faculty serve the institution. The average class size is 18, and there is a 15:1 student/ faculty ratio. Three notable centers/institutes enrich the academic environment: the Kozmetsky Center of Excellence, the Wild Basin Creative Research Center, and the Center for Teaching Excellence. The University has 20 partner universities on five continents.

The Bill Munday School of Business

Mission Statement

The Bill Munday School of Business delivers an experiential, values-based education in the liberal arts and in the Holy Cross traditions of learning and service. The school educates students to excel professionally in the dynamic 21st century business environment by emphasizing creative thinking, critical analysis, global collaboration, lifelong learning, adaptation to change, and ethical behavior. The school promotes relationships on campus, with global partners, and across Austin's extensive business ecosystem, focusing on technology, creativity, social enterprise, and emerging trends.

The School

The beginnings of business education at St. Edward's date back to 1922 when the institution offered a two-year program in Commerce or Business Administration. Two years later, the B.B.A. was inaugurated. The M.B.A. program opened in 1970 and, in 2008, a Master of Accountancy program began. In 2014, the School was named for Austin business leader Bill

Munday. In Spring 2022, the school launched two fully online master's programs, the Master of Science in Accounting Analytics (MSAA) and the Master of Science in Business Analytics (MSBA), building on the model of the Master of Science in Digital Marketing and Analytics (the MSDGMA) program that was launched in 2018.

MSB's mission is supported by an integrated business education model that provides structure for all elements of the MSB educational offerings, ranging from curriculum, research, student associations, guest speakers, and Advisory Board members. The MSB business education is built on five pillars, which reflect Austin's business environment: entrepreneurial thinking, social enterprise, innovation management, global collaboration, and business analytics. Our focused business education model and personal, active engagement with students aim to provide the most relevant and impactful student experience and prepare our graduates for the challenges of a connected, digital world.

Undergraduate majors and minors are offered in the following fields: Accounting, Accounting Information Technology, Business Administration, Digital Media Management, Economics, Entrepreneurship, Finance, International Business, Management, and Marketing. Graduate degrees are awarded in four fields: M.B.A., M.S. in Accounting Analytics, M.S. in Business Analytics, and M.S. in Digital Marketing and Analytics. These disciplines are administratively housed in three departments: Accounting, Economics, and Finance; Management; and Marketing, Operations, and Analytics.

The school has 27 full-time faculty in the School. In the 2022 fall semester, there were 705 undergraduate and 184 graduate students enrolled. MSB is housed in Trustee Hall, where classrooms, a Bloomberg Finance lab, and faculty offices are located. An engaged Advisory Board assists the School in its strategic planning, fund-raising, and educational efforts.

The Bill Munday School of Business is newly accredited by AACSB.

The Position

The Dean reports to the Provost and serves as a member of the Dean's Council. The Dean provides vision and leadership to all areas of the School's operation: academic and curricular affairs, student success, promotion/tenure, fund-raising, external partnerships, and community service, among others. The Dean is expected to provide leadership for academic excellence and distinction within the school, support equitable student success outcomes, promote mutually beneficial engagement with the community, and guide the School in continued compliance with accreditation standards. Reporting to the Dean are the Associate Dean of Academic Programs, Outreach Coordinator, and Assistant to the Dean. The Dean also regularly meets with the school's three department chairs who represent Accounting, Economics, and Finance; Management; and the Marketing, Operations, and Analytics departments.

Opportunities

- The Bill Munday School of Business is newly accredited by AACSB. The successful candidate must be prepared to move a school characterized by excellence toward further achievement within the context of this prestigious accreditation.
- The Dean is expected to increase enrollment in the programs in the School at both the undergraduate and graduate levels.
- Expanding Austin community partnerships will be a major focus of the Dean's work. These partnerships will support student internship and research opportunities, enrollment, faculty research, and overall institutional reputation for excellence. The MSB, in concert with the University, enjoys a strong connection with the larger community. The Dean will have the opportunity to further that connection and, with numerous opportunities, will have the pleasant task of prioritizing those that should be pursued.
- As the university embarks on a new capital campaign, the Dean will be the champion for the school in support of the university's campaign goals. The Dean will develop relationships with the committed alumni of The Bill Munday School of Business and with the Austin community to generate resources in support of the institutional capital campaign.
- The Dean will have the opportunity to engage in ongoing strategic planning that involves all relevant stakeholders and is aligned with the University's strategic goals.
- The School's programmatic array and curriculum is generally well-subscribed and strong; however, opportunities exist for continuous improvement and new program development.
- The Advisory Board is extremely supportive of the School. The Dean will have the opportunity to enhance this Board.
- The MSB has developed a number of competitive online academic programs. The Dean will lead the School to a position of further competitive strength.
- MSB development will require the Dean's financial acumen in managing resources and identifying new revenue sources to fuel the School's growth.
- Collaboration among the many schools and offices is strong, and the Dean will be charged with further enhancing the school's positive relationship with the rest of the University to the increased benefit of students, faculty, and staff.

Required Qualifications:

- An earned doctorate and a scholarly/service record that positions the successful candidate for appointment to the rank of Professor with tenure.
- Comprehensive understanding of and experience with AACSB accreditation in Business.
- A record of successful and progressive academic administrative experience. Previous experience as dean is preferred but not required.

The ideal candidate will demonstrate the following:

- A thorough understanding of the process of conducting research and a record of strong scholarly accomplishments.
- Successful experience in collaborating with enrollment management (recruitment and retention).
- A success record in external relations, particularly in fund-raising, networking, and the development of student opportunities through relationships with community partners. Developing partnerships in the community that are mutually beneficial—to both the

university and the partner—are especially important given the Strategic Plan 2027 focus on Austin Impact.

- Demonstrated success in and commitment to advancing diversity, equity, inclusion, and justice initiatives.
- A sincere desire to learn about, embrace, and actualize the Holy Cross charism and mission in all professional activities.
- An intentional leader who connects and interacts well with students, faculty, staff, and external stakeholders characterized by a record of open, transparent leadership buttressed by strong oral and written communication skills.
- An understanding of and active participation in shared governance.
- A record of leadership in times of crisis, such as during the pandemic.
- A record that demonstrates strategic leadership in recognizing and seizing valuable opportunities. In particular, this record should evidence innovation and a willingness to take well-reasoned risks.
- Successful experience with strategic planning, including a record of persistence in completing strategic initiatives.

EQUAL OPPORTUNITY EMPLOYER: St. Edward's University, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action. The University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, or veteran status in employment, educational programs and activities, and admissions. We require U.S. citizenship or permanent residency for employment, and we are not offering visa sponsorship at this time.

Background Check:

A criminal history background check is required for finalist(s) under consideration for this position.

Application Process:

Screening of complete applications will begin immediately and continue until the completion of the search process. For full consideration, please submit the following materials by January 1, 2023.

Applicants should apply online at <https://stedwards.applicantpro.com>. A complete application package will include:

1. Cover letter.
2. Curriculum vita.
3. Names and contact information of five professional references, including the context in which they know you. References will not be contacted prior to the candidate's knowledge and agreement.
4. In addition, all applications must include a **diversity, equity, and inclusion statement** that details the candidate's (1) knowledge, (2) track record, and (3) plans for advancing

diversity, equity, and inclusion as a professional at St. Edward's University (two-page maximum).