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Dean, Stephen M. Ross School of Business

2021

## The Institution

<b>Location</b>	Ann Arbor, Michigan
<b>About the Institution</b>	<p><b>University of Michigan</b></p> <p>The University of Michigan has a long and distinguished history beginning with its founding in 1817 as one of the first public universities in the nation. It is one of only two public institutions consistently ranked among the nation’s top ten universities. The University is distinguished by its broad excellence across many disciplines, with many of its departments and professional schools ranked among the top ten in the country. Currently with more than \$1.6 billion in research expenditures annually, the University ranked first overall in total research expenditures among U.S. public universities as of 2019, according to the tally made by the National Science Foundation. The University has an annual all funds budget of over \$10.7 billion for the 2021 – 2022 academic year and an endowment valued at \$12.5 billion. In October 2018, the university became the first public university to raise more than \$5 billion in the most successful fundraising campaign in its history.</p> <p>Originally established in Detroit, the School moved to Ann Arbor in 1837, where its flagship campus is located. The University has two additional campuses located in Flint, opened in 1958, and in Dearborn, opened in 1959.</p> <p>The University’s academic programs are organized into 19 schools and colleges on the Ann Arbor campus. Collectively, the Schools and Colleges in Ann Arbor enroll more than 50,000 students, broken down into 32,300 undergraduates and 18,000 graduate students. The University has more than 5,200 faculty in Ann Arbor. Its faculty has received numerous awards, including MacArthur Foundation awards, Pulitzer Prizes, National Medals of Science, National Medal of Technology, and Nobel Prizes. Recognition for creative accomplishments in the arts, media, and public service is also widespread.</p> <p>As one of the nation’s great public research universities, Michigan encourages the members of its community to make a serious commitment to public service, to diversity in all its manifestations, and to access to opportunity on the widest scale. Faculty research addresses a large range of critical issues—health care, the environment, social issues, technology, educational reform and improvement, and many others. Students take part in community-based service and learning projects, and take advantage of opportunities made possible by the University’s many collaborations with other universities, colleges, and K-12 schools, as well as with a variety of national, state, and private agencies.</p> <p>The administrative leadership model at the University of Michigan is decentralized in that the deans of the schools and colleges have significant autonomy in terms of their vision, activities and budgets. In broad terms, the University’s budgeting system is “activity-based,” so that increases in certain activities lead to automatic flows of resources and costs to the units that do the work and obtain the revenue. In addition, UM central administration provides a great deal of support for campus-wide activities and intellectual initiatives that cut across the schools and colleges.</p>
<b>About Ann Arbor</b>	<p>Ann Arbor offers an exceptionally high quality of life, combining the safety and intimacy of a smaller city of about 123,000 residents with an abundance of cultural opportunities exceeding those of cities of much larger size. Situated on lush, rolling terrain along the banks of the Huron River, Ann Arbor is one of the world’s great college towns. Intellectual, artistic, and recreational opportunities in the broader community abound for people of all ages. Ann Arbor perennially</p>

ranks in magazine polls as one of the best places in the United States to live and raise a family.

Ann Arbor and the University of Michigan provide a major venue for college sports. Several well-known sports facilities exist in the city, including Michigan Stadium ("the Big House"), the largest college football stadium in the country with a seating capacity of 107,601.

Ann Arbor is 30 minutes away from the Detroit airport, a major international hub, making day trips to the Eastern and Central U.S. common and offering easy access to cities around the world.

For additional information on living in Ann Arbor and in Michigan, see <https://www.annarbor.org/>.

## About the Stephen M. Ross School of Business

Regularly ranked among the top ten business schools in the world, the Stephen M. Ross School of Business capitalizes on the broad excellence of the University of Michigan, an institution that excels in socially relevant, cross-functional research with rich intra-campus and external business relations.

### **Facts & Figures (More available [here](#))**

#### ***School Programs***

The Ross School manages a broad portfolio of degree programs, including:

- Bachelor of Business Administration (BBA)
- Minors in: Business; Entrepreneurship; Real Estate Development
- Full-Time Master of Business Administration (MBA)
- Evening Master of Business Administration (MBA)
- Weekend Master of Business Administration (MBA)
- Online Master of Business Administration (MBA)
- Executive Master of Business Administration (EMBA)
- Global Master of Business Administration (MBA)
- Master of Accounting (MAcc)
- Master of Management (MM)
- Master of Supply Chain Management (MSCM)
- Master of Business Analytics (MBAn)
- Doctor of Philosophy, Business Administration (PhD)

#### ***Total Enrollment | Fall 2021: 4,326***

- Undergraduate: 2,421
- Graduate: 1,905

#### ***Faculty Profile | Fall 2020***

- Tenure-track: 120
- Other Faculty: 89

The School's faculty members are thought leaders in their fields, holding highly influential editorial and administrative positions in prominent academic organizations as well as governmental appointments affecting public policy. Its professional and administrative staff of more than 350 provides extensive support to faculty and students, including its highly regarded career development resources.

The Ross School is dedicated to general management education, facilitated by a balanced structure of area groups, including Accounting; Business Communication; Business Economics and Public Policy; Business Law; Finance;

Management and Organizations; Marketing; Strategy; and Technology and Operations. The School also has non-departmentalized groups in Business Networks; Entrepreneurship; Global Business; Healthcare; Leadership; Positive Business; Real Estate; Social Impact; Supply Chain Management; Sustainability; and Tax Policy. Students also have access to some of the world's premier graduate programs and faculty in other units at the University of Michigan.

There are many ways to enrich students' business education and worldview through programs that span beyond the Ross School. The University of Michigan is home to dozens of schools and departments rated among the best in the world, and Ross School faculty hold joint appointments with many of them. Reflecting its interdisciplinary nature, Ross currently has established dual and joint degree programs in areas as varied as architecture, education, engineering, information, law, medicine, natural resources and the environment, and public policy. Students may also easily design their own dual degree through a student-initiated dual degree process.

The Ross School is a pioneer in connecting the world of ideas to the world of practice and is unique in its commitment to action-based learning in business and the community. Students in all the School's degree programs and executive education offerings benefit from the School's extensive experience with providing experiential learning that have been a hallmark of a Michigan business education for 25 years. Today both BBA and MBA students develop their teamwork and leadership skills through the cornerstone Action-Based Learning, and the Multi-Disciplinary Action Projects (MAP) that were developed at Ross and later replicated by other Universities. Through these experiential education opportunities, students can develop their own businesses; consult with a real-world organization on a pressing issue of strategic importance; manage eight different focused investment funds; or lead and operate an ongoing business concern, working with established corporate partners.

Student life at the Ross School is very active, reflecting the ideas, diversity, and action that enliven an educational experience. More than 70 student clubs and organizations provide support and access for recruiting, interviewing, and networking for internships and jobs. Experts and industry leaders participate in on-campus lecture series, conferences, and special events, many of which are led by students. The Ross School's 52,000 alumni are a loyal, active and valuable international resource and continue these traditions through their involvement in a wide range of Ross School advisory boards, a global network of regional clubs, and frequent campus visits to faculty and students.

The five-building 179,000 square foot business school complex on the central campus in Ann Arbor contains classrooms, offices, high-tech team breakout rooms, laboratories, a trading floor, full-service gym, food services, and a hotel for executives. In August 2016, two new or fully-renovated buildings (Jeff T. Blau Hall and Kresge Hall) opened in the complex, creating a fully architecturally unified, state-of-the-art set of facilities that have earned LEED® Gold certification from the U.S. Green Building Council.

The Ross School houses 19 research institutes and centers that provide extraordinary thought leadership and learning opportunities in the areas of sustainable business, entrepreneurship, leadership, operations excellence, positive business, and emerging economies, among others.

For a complete list of of institutes, centers, and initiatives, see <https://michiganross.umich.edu/faculty-research/institutes-centers-initiatives>.

### **Diversity, Equity, and Inclusion at Michigan Ross**

The Ross School is committed to advancing diversity, equity, and inclusion (DEI) through its teaching, research, and engagement. The values of DEI enrich the learning process, lead to greater innovation, and help achieve our mission to build a better world through business. Ross pledges its commitment to fight discrimination, racism, bias, and prejudice. Together, as faculty, staff, students,

alumni, and business partners, the School is dedicated to creating an inclusive community, working collaboratively to promote equity and justice.

Recent times have shined a light on persistent social and racial injustices in society, leading the School to reinforce its values with the Ross Commitment to Action. To support anti-racism and live up to shared responsibilities in business and education, the Black Business Student Association and Michigan Ross community came together to establish the Ross Commitment to Action in June 2020. It identifies specific actions that can be taken to form a more equitable community at Michigan Ross and beyond.

For a complete overview of Ross' DEI strategic plan and its Commitment to Action progress report, see <https://michiganross.umich.edu/about/diversity>.

## The Position

<b>Location</b>	Dean, Stephen M. Ross School of Business
<b>Reports to</b>	Provost and Executive Vice President for Academic Affairs, University of Michigan
<b>About the Role</b>	<p>The Dean is the chief academic and administrative officer of the Ross School of Business, responsible to the Provost and Executive Vice President for Academic Affairs for oversight and quality of all the School's academic and research programs, managing a budget of approximately \$200 million. The University of Michigan has a decentralized governance structure granting significant autonomy to schools and colleges to deploy their resources flexibly and intelligently.</p> <p>The Dean of Ross will inherit a strong School that is well-positioned for continued progress in a competitive, fluid market. In concert with the faculty, the Dean will envision and execute a strategic plan that leverages the world-class platform that the University of Michigan offers, including the opportunity to expand the School's interdisciplinary degree programs and other collaborations with Michigan schools. In doing so, the Dean will both create new programs and build upon existing endeavors, which may also require new strategic innovations in the format and delivery of degree and non-degree programs.</p> <p>The Dean of the Ross School will have overall responsibility for defining the School's strategic priorities; fostering an inclusive culture and furthering DEI and anti-racism initiatives; recruiting and maintaining a faculty of excellence; creating and supporting educational programs of the highest quality; attracting excellent students; creating collaborative opportunities with other schools and departments within the University; and enhancing productive relationships with alumni, donors, and local, national and international communities.</p> <p>The successful candidate will have the vision, talent, and energy to build on the Ross School's legacy of academic excellence and provide an inclusive environment for faculty, students, staff, and alumni to continue to make a profound impact in business and society.</p> <p>The Dean will be a champion of the School as a community of scholars, teachers, and leaders and will model the School's core strengths and values, especially a commitment to diversity. The new Dean will inspire a dynamic and innovative academic culture appropriate for a changing world.</p>

**Responsibilities**

The detailed responsibilities of the Dean and expectations for the successful candidate include the following:

- Provide strategic direction for Ross' continued pursuit of its mission in the face of changing social, economic, and political landscapes and the opportunities provided by them;
- Develop and build on the School's financial strength via fundraising;
- Oversee innovative program development that redefines business education, including interdisciplinary programs;
- Provide national and international visibility for Ross to advance the School's programs and research, encourage the development of global programs and partnerships, and foster the ability to instruct Ross students to address global issues;
- Create a scholarly environment that promotes excellent research and teaching; promotes equity, diversity, inclusion, and anti-racism; and enhances the School's curricula and reputation, including in official business school rankings;
- Lead and manage a highly engaged and motivated faculty and administrative staff to support the mission of the School, and cultivate the School's research culture to ensure its academic vitality and further its reputational advancement;
- Promote recruitment, mentoring, and retention of outstanding staff, lecturers, and tenure-track faculty from across management disciplines with special attention to diversifying faculty and staff;
- Engage with current students in a way that reinforces and builds the connected, purpose-driven nature of the community;
- Encourage the development of global programs and partnerships; and foster the ability to instruct Ross students to address global issues; and
- Cultivate relationships with alumni and business leaders on a local, national, and international level for the benefit of students and faculty.

**The Person****Pivotal Experience & Expertise**

The successful candidate will bring either an impressive record of scholarly achievement in the academy with a track record of leadership and administrative experience, or a recognized career of achievement in another sector, with a strong understanding of business education, scholarship, and university culture. The Dean must be tenurable at the University of Michigan at the full professor level.

**Leadership Capabilities & Personal Characteristics**

In addition to the competencies necessary to achieve the goals indicated above, the personal and professional competencies desired include the following:

**Strategic Leadership**

- Ability to think strategically to improve impact, reputation, rankings, and financial strength
- Strong record of advancing current and new initiatives in equity, diversity, inclusion, and anti-racism

**Research and Faculty Development**

- Strong record of academic scholarship and/or business leadership that will garner respect among faculty, and a strong reputation as a teacher/educator who promotes inclusive excellence
- Ability to attract, recruit, and retain strong faculty
- Develop new and build on existing connections to industry that will enable the elevation of the School's profile within the local, national, and international management and entrepreneurship/innovation community
- Entrepreneurial instincts to help drive the development of new programs
- Familiarity with/ability to work with other disciplinary departments and schools to foster strong partnerships

**Organizational Leadership**

- Experience leading, managing, and developing staff within large and complex organizations with clear values of equity, diversity, inclusion, mutual respect, and fairness
- Solid understanding of varied business operations and industries
- Strong financial and budget acumen
- An appreciation of the unique characteristics of academic culture

**Stakeholder and External Engagement**

- Excellent communication skills and ability to interact and communicate with multiple stakeholder groups, including faculty, staff, students, fellow Michigan leaders, alumni, and Board members
- Demonstrated experience in fundraising, with an ability to coordinate effectively with business school development professionals and University fundraising efforts
- Experience collaborating with a diverse set of academic and professional schools to foster inter- and multi- disciplinary programs and partnerships, as well as experience collaborating with industry partners
- Positive role model for ethical leadership for students, faculty, and staff, and a strong advocate for social impact orientation in Ross' strategy and culture

## Engagement Team

### Jackie Zavitz

Partner, Philadelphia  
 Office: + 1 215 636 5062  
 Mobile: + 215 901 9098  
 Email: [jzavitz@heidrick.com](mailto:jzavitz@heidrick.com)

### J.J. Cutler

Managing Partner, Philadelphia  
 Office: + 1 215 988 1008  
 Mobile: +1 215 527 0658  
 Email: [jcutler@heidrick.com](mailto:jcutler@heidrick.com)

### Ellen Brown Landers

Senior Advisor, Atlanta  
 Office: + 1 404 682 7313  
 Mobile: + 404 259 0589  
 Email: [elanders@heidrick.com](mailto:elanders@heidrick.com)

### Meghan Ashbrock

Senior Associate, Chicago  
 Office: +1 312 496 1526  
 Email: [mashbrock@heidrick.com](mailto:mashbrock@heidrick.com)

### Ana Rosado

Senior Associate, New York City  
 Office: + 1 401 374 1064  
 Email: [arosado@heidrick.com](mailto:arosado@heidrick.com)

### Nomination/Application Information

Initial screening of applicants will begin immediately and continue until the position is filled. University of Michigan will be assisted by Jackie Zavitz, J.J. Cutler, Ellen Brown Landers, Meghan Ashbrock, and Ana Rosado of Heidrick & Struggles, Inc.

Nominations and applications should be directed to:

[michiganrossdean@heidrick.com](mailto:michiganrossdean@heidrick.com)

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**Sex/Gender Identity/Gender Expression/Sexual Orientation, including sexual misconduct:** ECRT Sexual and Gender-Based Misconduct Director and Title IX Coordinator

**Disability:** ECRT Disability Director and ADA Coordinator

**Race/Color/National Origin/Age/Marital Status/Religion/Height/Weight/Veteran Status:** ECRT Civil Rights Director