Dean
The Belk College of Business

2019-2020
THE OPPORTUNITY

The University of North Carolina at Charlotte (UNC Charlotte) invites nominations and applications for the Dean of the Belk College of Business.

The University of North Carolina at Charlotte

UNC Charlotte is North Carolina’s urban research university. It leverages its location in the state’s largest city to offer internationally competitive programs of research and creative activity, exemplary undergraduate, graduate, and professional programs, and focused community engagement initiatives. UNC Charlotte is committed to addressing the cultural, economic, educational, environmental, health, and social needs of the greater Charlotte region.

Responding to the need to serve returning veterans immediately after WWII, the University of North Carolina at Charlotte is one of a generation of schools founded in metropolitan areas just after the war to meet the rising post-war demands for higher education. On September 23, 1946, the State of North Carolina opened the Charlotte Center of the University of North Carolina with an enrollment of 278 students. In 1961, the school moved its main campus from Uptown Charlotte to its current location on a 1,000-acre campus ten miles from the city center. The main campus is now connected to UNC Charlotte Center City building by Charlotte Area Transit System light rail.

From its inception, in keeping with the State of North Carolina’s commitment to provide affordable access to quality education, the University has worked to make learning accessible to all. Though now a large research-intensive urban university and the third largest of the 17 institutions within the state system, the University has maintained its entrepreneurial culture and its commitment to innovation.

UNC Charlotte is the fastest growing institution in the UNC System, comprising seven academic colleges and offering 24 doctoral programs, 65 master’s degree programs, and 75 bachelor’s degrees. There are more than 1,400 full time faculty and fall 2019 enrollment exceeds 29,500 students, including over 5,400 graduate students. UNC Charlotte has more than 144,000 living alumni including over 76,000 alumni in the Charlotte region.

The University’s 2016-2021 Institutional Plan affirms its responsibility to produce degree recipients who will contribute to the state of North Carolina as well-prepared, highly-skilled and productive citizens and lifelong learners able to function in a rapidly evolving global society. The plan recognizes the centrality of the arts, humanities, and sciences to achieving these goals, the value of an interdisciplinary approach, and the importance of other experiences that can be embedded in a coherent collegiate experience, including international travel and study, internships and service-learning opportunities, and community service. Additional information can be found online at www.uncc.edu.

Charlotte, North Carolina
Fueled by rapid job growth and an affordable cost of living, in 2018 Charlotte was ranked as the
country’s third fastest growing big city and is a top millennial hub. With an estimated population of 860,000 and an average of 60 people moving to Charlotte per day, Charlotte is the 16th most populous city in the US, 22nd largest metro area, and the second largest banking hub in the US. The University’s Center City campus in the heart of Charlotte is the only University of North Carolina building conceived and designed specifically to serve the people, organizations, and businesses of the urban center. Conveniently located next to the Center City campus, a new light rail system provides a physical connection between Center City and University City campuses. Center City provides the University with an enduring presence in the city’s business and cultural district, bringing the University’s considerable intellectual resources to the heart of the Charlotte community. With 143,000 square feet, 25 classrooms and design studios, meeting and performance spaces, an art gallery, and a four-acre park, it speaks to a new vision in higher education that includes urban education, research, engagement, and sustainability.

THE BELK COLLEGE OF BUSINESS

The Belk College of Business at UNC Charlotte is part of a large and growing university that has an excellent reputation regionally and a growing reputation nationally and abroad. The College and its expanding programs create a synergy that attracts outstanding students and faculty from across the country and the world to its various disciplines.

The Belk College strives to be a leading urban research business school, with strategic goals rooted in the needs of the greater Charlotte community and the strengths and aspirations of its faculty and students. As the region’s only major research institution, UNC Charlotte leads the transformation of business education and research. Through six academic units, the College not only prepares tomorrow’s business leaders, but also serves as a vital intellectual resource to the Charlotte business community.

UNC Charlotte has been educating future business leaders since the 1960s. Today, with over 3,800 undergraduate and 800 graduate students, more than 100 full-time faculty, and an alumni base of over 32,000, the Belk College of Business is one of the Carolinas’ largest business schools. The College is home to three undergraduate degree programs encompassing nine majors, six master’s degree programs, and two doctoral degree programs, and participates in several interdisciplinary graduate degree programs. The faculty, led by excellent departmental leadership, comprises over 100 full-time tenured, tenure track, and non-tenure track faculty, including many individuals with national and international reputations. There are roughly 50 adjunct faculty who teach for the College each year, including core community partners and industry leaders. The College’s staff comprises approximately 50 individuals who play critical roles in supporting student services, advancement, operations, technology, and administration. The College operating budget, which consists of both state and private funds, totals approximately $5.5 million annually. (FY2019).

The College – like the University – has a strong foundational commitment to open access to education: 63% of undergraduates receive financial aid, and about a quarter of first year students are first generation college students. The University is the leading institution in the system for the enrollment of transfer students, and like the University, approximately half of the College’s students enter as transfers from community colleges and other schools. The College
has articulation agreements and degree completion plans in place with state community colleges to support students’ graduation in four years. The College is committed to student success, and the Niblock Student Center, opened in 2018 with a major contribution from an alumnus, provides extensive resources including academic and career coaching, professional development programs, and scholarship support. Students and faculty all benefit from the College’s commitment to personalized academic and career coaching from specialized, full-time professional advisors.

All units, with the exception of graduate and executive program staff, are located in one building on the main UNC Charlotte campus, furthering a sense of academic and co-curricular connection. With a focus on partnering with the Greater Charlotte region, the College continues to engage with regional businesses to develop innovative and interdisciplinary programs, meeting the needs of employers and demands of students, while remaining well-positioned to advance research, education, and outreach. Much of this interdisciplinary work, which aligns the College well with the integrative research and curricular goals of the campus-wide Institutional Plan, is carried out across units reaching beyond the main campus to UNC Charlotte Center City and the greater Charlotte community. Many of the College’s graduate programs boast offering classes in the University’s uptown Charlotte Center City campus, bringing the College significantly closer to the community to the mutual benefit of industry, students, and faculty. In addition, the College’s executive education program staff work with industry partners to develop cutting edge programs tailored to the client’s needs.

**Academic Departments and Programs**

The College’s academic programs are organized into five departments and one school:

- The **Department of Business Information Systems and Operations Management** (BISOM) offers undergraduate majors in Business Analytics, Management Information Systems, and Operations and Supply Chain Management. BISOM faculty teach courses for the MBA concentrations in business analytics, information and technology management, and supply chain management, as well as for the interdisciplinary PSM in Data Science and Business Administration, and serve as dissertation advisors for students in the interdisciplinary PhD in Computing and Information Systems – Business Track.
- The **Department of Economics** offers two programs leading to the BS degree, one with a Business Administration emphasis and another with a Liberal Arts emphasis. The Department also offers an MS in Economics with concentrations in quantitative and applied economics, financial management, and quantitative finance. Additionally, Economics faculty teach courses in the MBA, MS in Mathematical Finance, PhD in Business Administration, and PhD in Public Policy programs.
- The **Department of Finance** is dedicated to maintaining and further advancing its leadership role in high quality educational programs, basic and applied research, and service to the professional and community. The department administers one undergraduate major in Finance, as well as MBA concentrations in real estate finance and development, business finance, applied investment management, and financial institutions/commercial banking. Finance faculty are also actively involved in the MS in Mathematical Finance, the MS in Real Estate, the MS in Economics with a concentration in finance, and the PhD in Business Administration with a concentration in finance.
The Department of Management directs its teaching, research, and service activities toward developing and enhancing the ability of students and practitioners to identify, assemble, and coordinate the skills and resources needed to create economic wealth within ethical and societal boundaries. The department administers the undergraduate majors in Management and in International Business as well as MBA concentrations in entrepreneurship and corporate venturing, global business, and management. In addition, Management faculty actively participate in the interdisciplinary PhD in Organizational Science and in entrepreneurship initiatives throughout the College and University.

The Department of Marketing seeks to provide an intellectually challenging educational program that will develop marketing and other business students as ethical and competent managers and leaders; to conduct and publish research that will contribute significantly to the knowledge and understanding of marketing; and to reach out to the community and region through continuing education, applied research, service, and consulting activities. The department administers the undergraduate major in Marketing as well as curriculum for the MBA concentrations in innovation and growth strategies and marketing, and participates in the interdisciplinary PSM in Data Science and Business Administration.

The Turner School of Accountancy seeks to discover and disseminate knowledge essential to the practice of accounting. Named in 2016 for Thomas C. Turner, professor emeritus who helped establish the accounting program at UNC Charlotte and whose significant financial gift prompted a matching gift campaign, the School has an approximate endowment of $6 million to support students and faculty. The School offers programs for students at various stages of their professional accounting careers including a BS in Accounting and a Master of Accountancy, both of which benefit from the specialized accounting accreditation by AACSB International.

In addition to the specialized master’s programs, the College offers graduate degrees incorporating a variety of business disciplines including the MBA, MS in Management, and Doctorate in Business Administration programs. It is also part of a number of interdisciplinary programs throughout the University including Data Science and Business Administration, Organizational Science, and Public Policy. For more information about the Belk College of Business, please visit [https://belkcollege.uncc.edu/](https://belkcollege.uncc.edu/).

THE CITY OF CHARLOTTE AND ITS CONNECTION TO THE COLLEGE

Located in Charlotte, the largest city in North Carolina, the University is part of a vibrant and rapidly growing metropolitan region that ranks as one of the country’s leading communities for arts, culture, and the creative economy. The Charlotte Metropolitan Statistical Area, which also includes Concord, Gastonia, and Rock Hill, has an estimated population of over 2.5 million. Charlotte is currently home to six Fortune 500 companies, with Honeywell and Truist Financial relocating their headquarters to Charlotte soon.

UNC Charlotte has fueled the growth of the region, serving as a research partner, helping to address major business challenges and developing top-tier talents through its academic programs. The College is an economic power player in the city of Charlotte. More than 60% of the College’s alumni live and work in the Charlotte region. Our students benefit from the
College’s deep-rooted connection to the city’s business center and the College is a vital intellectual resource to the business community. Our partnerships with business leaders in the Charlotte area shape our industry-relevant curriculum and inform our applied research. The College has long been a driving force and partner in the economic growth of the greater Charlotte region.

The University’s Center City campus in uptown Charlotte houses the College’s top-ranked graduate programs, the Childress Klein Center for Real Estate, UNC Charlotte Executive Education, a library, classrooms, computer labs, and much more. Restaurants, cafes, and hotels are a short walk from the uptown campus.

KEY OPPORTUNITIES AND CHALLENGES

To fulfill its mission and realize its vision, the Belk College must be at the forefront of modern business education. This means offering a full slate of degree programs that are responsive to the talent development needs of Charlotte and the region, maintaining strong partnerships with the community, and employing faculty members who produce basic research which influences the academic literature as well as applied research which addresses problems relevant to the citizens and businesses of Charlotte.

The College is poised for expansion and growth with increasing demand for business and analytics professions in the Charlotte region and beyond. There is great opportunity to grow and enhance existing graduate programs, consider online program offerings, continue supporting meaningful improvements aimed at increasing undergraduate student success, expand the portfolio offerings and reach for executive education, and to continue to grow the brand and image of the College.

The College enjoys strong support from both the UNC Charlotte administration and the Charlotte business community. It does, however, still face a number of challenges, including supplementing current state funding levels with private donations, an increasingly competitive market for graduate students, and a large wave of faculty retirements.

Embracing access and student success, the dean will build the College’s financial resources, alumni, and community relationships. The next dean will also continue to build the strategic goals to best support the growing College.

In close collaboration with the provost, other deans and officers of the University, and key stakeholders, the dean will:

- Support and grow scholarship and application that is relevant to the needs of industry and community leaders worldwide, including those in the Greater Charlotte community;
- Provide leadership for six departments and schools including: 1) Business Information Systems and Operations Management, 2) Economics, 3) Finance, 4) Management, 5) Marketing, and 6) the Turner School of Accountancy;
- Strengthen collaborations with community and industry partners;
- Foster an inclusive environment for a diverse group of students, faculty and staff;
● Provide leadership to continue and enhance an interdisciplinary academic environment across campus;
● Evaluate current programs and explore and develop new programming to best serve students and the city of Charlotte, the country, and the world;
● Serve as the external face of the college; and
● Take up additional tasks and responsibilities, as appropriate and necessary, in consultation with University leadership.

THE ROLE OF THE DEAN

Reporting to the Provost and Vice Chancellor for Academic Affairs, the dean is the chief academic and administrative officer of the College. The dean is a member of the Deans Council.

The dean will be supported by a leadership team consisting of the senior associate dean, associate dean for graduate and executive programs, associate dean for undergraduate programs, director of finance and personnel, executive director of external relations, executive director of information technology and facility operations, director of academic planning and accreditation, dean’s fellow, and an executive assistant. The dean’s office works with the College’s department chairs, program directors, faculty, staff, and students, as well as other units across the University, in particular with the Division of University Advancement, to advance undergraduate and graduate education.

QUALIFICATIONS

The University seeks candidates who bring the following skills and experiences:

● Demonstrated scholarly and professional accomplishment commensurate with an appointment as a tenured full professor in the College and continued knowledge of advances in the field;
● A demonstrated commitment to UNC Charlotte’s mission of access and diversity and to building an organization that values and practices diversity and inclusion, affirmative action, and equal opportunity;
● An ability to lead a faculty community that encompasses an array of disciplines;
● Demonstrated administrative ability to delegate, prioritize, and make timely, transparent, and collaborative decisions;
● Experience with the alignment of resources with strategic goals;
● A record of effective budget management for a complex organization;
● Demonstrated fundraising experience and success;
● Experience facilitating interdisciplinary work that transcends traditional boundaries and inspiring and leading faculty in civic engagement and community-engaged scholarship;
● Ability to develop curricula and programs that prepare students for rapidly changing fields;
● Demonstrated success in fostering collaboration, motivating others, and building effective working relationships with internal and external stakeholders;
● An informed grasp of key issues affecting faculty recruitment, retention, promotion, and scholarly productivity;
● Familiarity with national issues affecting research and higher education;
• The ability to be an effective spokesperson and strong advocate for the College; and
• A terminal degree.

EDUCATION

The Dean of the Belk College of Business should possess an earned Ph.D., or equivalent terminal degree(s), and possess a record of recognized achievement in leadership, service, teaching and research.

NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by January 24, 2020. Applications should include 1) a detailed resume and 2) a letter of interest that addresses the responsibilities and requirements described above, as well as the applicant’s motivation to apply. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to:

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As an EOE/AA employer and an ADVANCE Institution that strives to create an academic climate in which the dignity of all individuals is respected and maintained, the University of North Carolina Charlotte encourages applications from all underrepresented groups. The candidate chosen for this position will be required to provide an official transcript of their highest earned degree and submit to a criminal background check.