

SEPTEMBER 2021

Dean Search: Eberhardt School of Business

UNIVERSITY OF THE PACIFIC
SACRAMENTO • SAN FRANCISCO • STOCKTON



University of the Pacific

CALIFORNIA'S PRIVATE UNIVERSITY OF CHOICE

University of the Pacific is a nationally ranked comprehensive university and California's first chartered institution of higher learning. Established in 1851, Pacific has nearly 6,300 students and 10 schools and colleges across three campuses in northern California. The majority of students and the NCAA Division 1 athletics program are based on the Stockton Campus, often cited as one of the nation's most beautiful college campuses. The Sacramento Campus

in California's state capital is home to the McGeorge School of Law, the new School of Health Sciences and an array of graduate programs while the renowned Dugoni School of Dentistry is based on the downtown San Francisco Campus. Pacific takes pride in providing the highly personalized and caring educational, social and residential environments of a small college combined with the choices and opportunities of a major comprehensive university.

Top 2%

In alumni earnings
(Georgetown University Center on Education and the Workforce)

14:1

Student/faculty ratio

#18

Best Universities in the West
(Wall Street Journal/Times Higher Education, 2021)

ABOUT PACIFIC

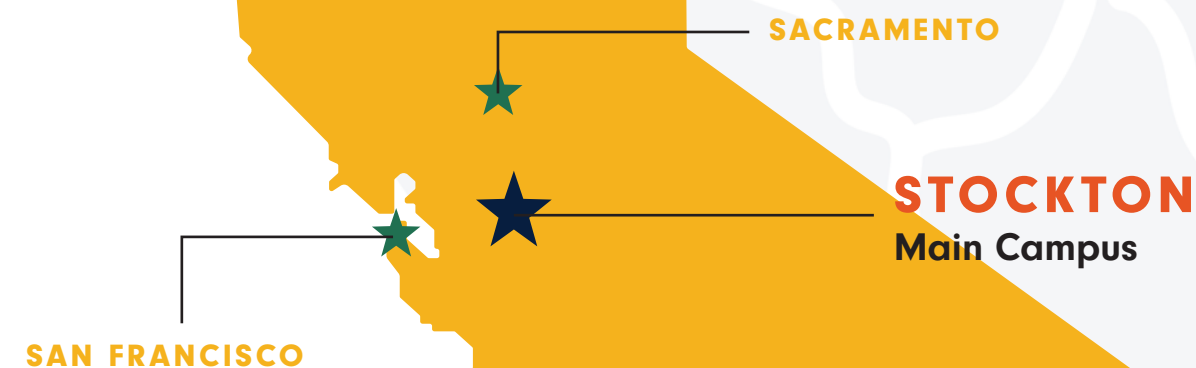
The University has three campuses— in Sacramento, San Francisco and Stockton—placing us in three of the most diverse and dynamic cities in the nation.

University of the Pacific was established in 1851 as California's first chartered institution of higher learning. It has a history of firsts including California's first music conservatory and California's first university to open its doors to women. The university has three campuses—in Sacramento, San Francisco and Stockton—placing us in three of the most diverse cities in the nation with some of the fastest growing and most dynamic industries in the country. The Wall Street Journal and Times Higher Education

rankings designate University of the Pacific as a Top 100 national university and #18 Best University in the West.

University of the Pacific's mission is to provide a superior, student-centered learning experience integrating liberal arts and professional education and preparing individuals for lasting achievement and responsible leadership in their careers and communities. We strive to accomplish this goal through ten schools, offering undergraduate,

graduate and accelerated professional degree programs: Arthur A. Dugoni School of Dentistry, College of the Pacific (natural sciences, social sciences, humanities, fine arts, performing arts), Benerd College (education), Conservatory of Music, Eberhardt School of Business, Graduate School, McGeorge School of Law, School of Engineering and Computer Science, School of Health Sciences, and Thomas J. Long School of Pharmacy.



The Stockton Campus, located in a diverse city of over 300,000 people, houses the majority of programs for undergraduates. Stockton is located in California's beautiful Central Valley and bordered by a thousand miles of Delta waterways. The San Francisco Campus, 90 minutes west of Stockton, is home to the MS Data Science program and the Dugoni School of Dentistry. The Sacramento Campus, 45 minutes north of Stockton, houses the McGeorge School of Law and Pacific's new School of Health Sciences.

About the Position

Under the leadership of President Christopher Callahan, appointed July 1, 2020, Pacific has the ambitious goal of becoming the best student-centered comprehensive university in the nation within a decade. His focus includes the personalized learning that is a hallmark of Pacific, expanded real-life learning opportunities coupled with service to communities, accelerating the pace of innovation and becoming a model for diversity, equity and inclusion. To accelerate the university's upward trajectory, Pacific recently appointed several new leaders in the areas of Enrollment Management; Diversity, Equity and Inclusion; Student Life;

Development and Alumni Relations; and a new Dean for the School of Engineering and Computer Science.

Now Pacific seeks its next leader, a forward-thinking and entrepreneurial Dean for the Eberhardt School of Business (ESB). Pacific's School of Business is poised for a bright future. President Callahan, Provost Maria Pallavicini and the ESB community invite inquiries from and recommendations of candidates who are eager to imagine, craft and implement programs that shape the role of business in the most diverse region in America, ninety minutes from Silicon Valley.

About the School of Business

The Eberhardt School of Business, founded as the School of Business and Public Administration in 1977, is an AACSB-accredited school at the University of the Pacific. The School of Business cultivates the leadership skills and innovative spirit of its students while providing training in state-of-the-art business applications. As a small business school with a global orientation, the Eberhardt School offers highly interactive classes that encourage close working relationships between students and faculty.

University of the Pacific Eberhardt School of Business ranks as one of the nation's best for undergraduate business degrees offered in a small university setting, according to a national survey. Poets and Quants, which covers and analyzes business education at U.S. universities, ranks the Eberhardt School No. 1 in the West – and No. 10 nationally – among business schools based at universities with 7,000 or fewer students. Among all universities participating in the survey, Pacific's Eberhardt School ranked No. 70 nationally.

The school's dynamic undergraduate programs in Accounting, Business Analytics, Finance, Management and Human Resources, Marketing Management and Sport Management are flexible and highly personalized, allowing students to

tailor their educational experience and build a foundation for their careers. The master's programs in Accounting, Business Analytics and Finance offer intellectually challenging coursework that go beyond the traditional business school curriculum to emphasize the skills employers value most such as communication, professional ethics and applied research.

One of the distinguished programs of the Eberhardt School of Business is its Student Investment Fund. Established in 2007 with a generous \$1 million gift from the Bank of Stockton and the Eberhardt Family, the Student Investment Fund provides undergraduate and graduate students with a unique opportunity to gain real-world experience in the U.S. stock market. The fund is now the 3rd largest on the West Coast and the only one that requires a distribution each year, which supports student programs on campus. In fact, only 200 out of the 9,000 business schools worldwide operate this type of fund.

In Fall 2021, ESB enrolled 472 students guided by 25 faculty (22 tenure-track, 3 non-tenure-track), and 12 staff.

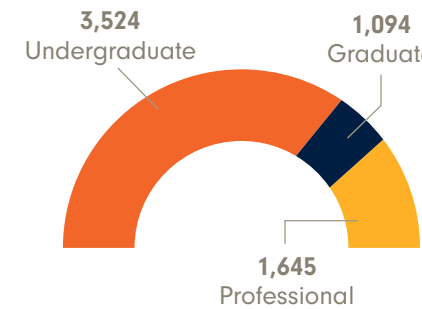
For more information about the School of Business, please visit business.pacific.edu.

Demographics

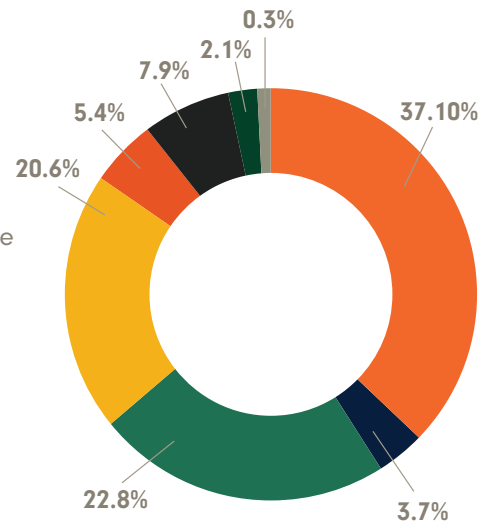
STUDENTS UNIVERSITYWIDE FALL 2020



GENDER



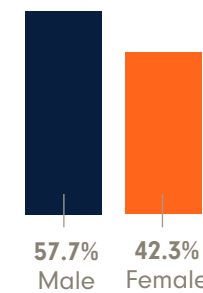
TOTAL STUDENTS



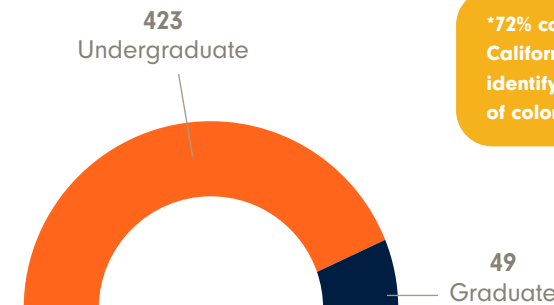
UNDERGRADUATE ETHNICITY BREAKDOWN

- Native American
- Asian/Pacific Islander
- Black/non-Hispanic
- Hispanic
- White/non-Hispanic
- Multi-ethnic
- International
- Unknown/Other

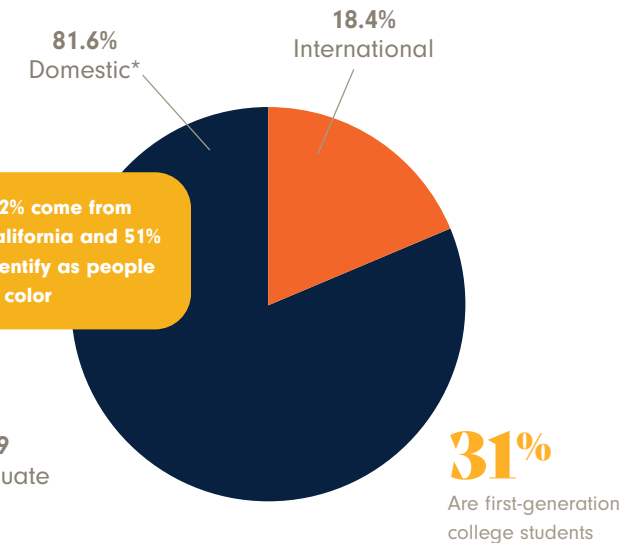
STUDENTS SCHOOL OF BUSINESS FALL 2021



GENDER

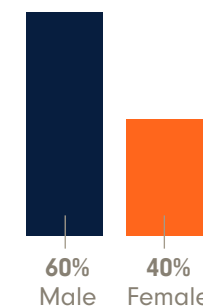


ENROLLED STUDENTS

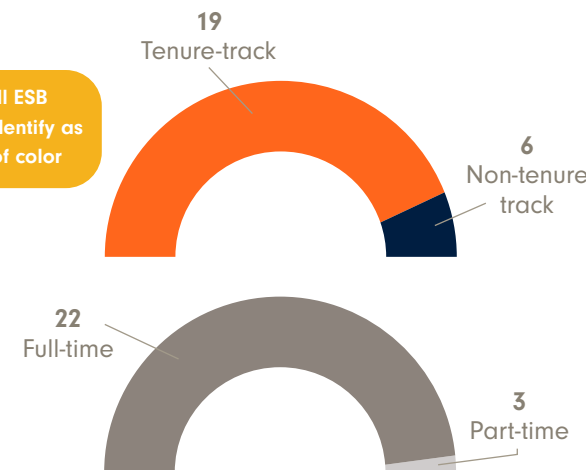


ORIGIN

FACULTY SCHOOL OF BUSINESS FALL 2021



GENDER



FACULTY

PROGRAMS SCHOOL OF BUSINESS



Notable Alumni

ESB alumni are a diverse and exceptional set of leaders.



DEAN SPANOS

Owner of the Los Angeles Chargers



STEVE GOULART

Executive Vice President and Chief Investment Officer at MetLife



MARY LYNN FERGUSON-MCHUGH

CEO of Family Care and P&G Ventures at Procter and Gamble



PETE CARROLL

NFL Super Bowl-winning coach, Seattle Seahawks



DOUG MERRITT

President and CEO, Splunk



Position Summary

The Dean is the chief academic and administrative officer for the ESB to whom Pacific delegates significant responsibility, autonomy, and accountability for the school's future. The Dean is responsible for the academic leadership of the school, engagement with its communities, and overseeing enrollment management resources, faculty and staff, facilities, and ESB's financial success. The Dean also has responsibility for guiding an administrative team of 12 in support of the school, alumni, donors, and community and industry partnerships. The Dean leads ESB's initiatives to solidify and implement the vision, mission, and goals for the school, particularly around growing enrollment and enhancing student success.

The ESB Dean will uphold and strengthen the intellectual engagement and accomplishment for which ESB is known, steward innovation, provide strategic vision and operational leadership, promote synergies within the school, university, and with industry. Furthermore, the Dean will lead the school's efforts in:

- Inspiring the school to envision and support a bold strategy for the future;
- Growing enrollment and enhancing student success;
- Recruiting and retaining excellent faculty;
- Building a strong leadership team;
- Leading fundraising and development efforts for the school;
- Strengthening interdisciplinary connections within units of the school and external schools/college;
- Enhancing the quality and reputation of the school's academic programs;
- Encouraging and facilitating greater external funding of research;
- Articulating and advancing the school's commitment to excellence which includes an emphasis on diversity; equity and inclusion;
- Developing new and existing relationships between the school and the communities Pacific serves;
- Providing academic leadership in planning and developing high quality academic programs and in the implementation of existing and new plans and program and improvements in the areas of instruction, research and academic advising;
- Supporting the faculty's scholarly activities and encouraging and advocating for interdisciplinary opportunities;
- Representing the school to the university's senior administration, particularly in securing resource support for the school's activities;
- Providing leadership to ensure excellence through diversity in undergraduate and graduate programs and faculty recruitment;
- Providing leadership in the area of external relations as well as spearheading broader advancement efforts in communications and engagement with external stakeholders.

Ideal Qualities and Characteristics

The School of Business seeks a leader who will provide inspiration and execution of priorities directed toward undergraduate enrollment and retention, graduate program expansion and accomplishing the ESB and University goals. The successful candidate must demonstrate or have:

- an innovative and entrepreneurial approach to serve as a catalyst for new and compelling academic and research initiatives in the school with the potential to expand on existing school strengths;
- the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance;
- the ability to serve as an engaging fundraiser and advocate on behalf of school at the local and national level; the next Dean will be tasked with further developing the school's external relationships to not only increase donations, but stimulate productive partnerships with external constituencies including donors and industry leaders;
- the ability to lead and manage, including management of human and financial resources;
- a commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, sexuality, and individual differences;
- a deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- the ability to work cooperatively and effectively with other senior university administrators and function as a key member of the campus leadership team;
- the ability to think strategically and bring together diverse groups of interests (faculty, staff, students, alumni, industry partners, etc.) to coalesce in a unified vision;
- the ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups;
- an enterprising mindset that will capitalize on Pacific's unique campus environment and locations that promotes engagement and partnership opportunities with community stakeholders;
- a deep resonance with Pacific's commitment to excellence and diversity, to the personal and educational enrichment of its students, faculty and staff;
- a passion for the school's role in ensuring student graduation and post-graduate job success;
- proven people skills and the ability to serve as a highly effective listener and communicator with both academic and non-academic audiences; and
- a high level of integrity and a demonstrated record of ethical and transparent leadership.

Qualifications

The successful candidate must be regarded as a distinguished or emerging leader in professional business fields and within academe and must articulate a dynamic vision for the future of the school. The candidate must demonstrate a passion for the future of the business education at Pacific and an energy for building upon Northern California's peerless international opportunities.

The successful candidate must also value collaboration, transparency and entrepreneurship, and embrace Pacific's mission to provide a superior, student-centered learning experience integrating liberal arts and professional education. The candidate's commitment to inclusion as strength is clarion, and they must be dedicated to preparing individuals for achievement and leadership in their careers and as citizens.

The successful candidate will also possess:

- a PhD or equivalent terminal degree from an accredited institution and an outstanding record of scholarly achievement commensurate with appointment as full professor in one of the departments in the school;
- a record of successful administrative and/or leadership experience at a college or university;
- a history of providing students with a high-quality educational experience and a clear record of accomplishment in student success;
- achievement in or an ability to develop new revenue streams including philanthropic investments;
- experience as a seasoned, decisive leader and diplomat with strong organizational and consensus-building skills, integrity and the ability to inspire and lead faculty with diverse interests;
- a record of success in recruiting and retaining talented and diverse faculty; a champion of faculty eager to excel in teaching, research and creative activities;
- a data-driven leadership style that employs the appropriate facts to inform decision making;
- well-developed fiscal management experience, both in establishing and implementing budgets along with a record in balancing resources with responsibilities within and across the institution.



Application and Nomination Process

University of the Pacific is currently accepting applications for this position. Applicants will be required to provide a cover letter and current resume, as well as provide contact information for three professional references with their online application.

**APPLICATIONS AND LETTERS
OF NOMINATION SHOULD BE
SUBMITTED TO:**

SP&A
EXECUTIVE SEARCH

Alberto Pimentel, Managing Partner

Will Gates, Partner

Email: apsearch@spaexec.com

Refer to code "Pacific-ESB" in subject line

SP&A Executive Search

6512 Painter Avenue

Whittier, CA 90601

University of the Pacific is an affirmative action and equal opportunity employer dedicated to workforce diversity. In compliance with applicable law and its own policy, Pacific is committed to recruiting and retaining a diverse faculty and staff and does not discriminate in its hiring of faculty and staff, or in the provision of its employment benefits to its faculty and staff on the basis of race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, military and veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression or mental or physical disability. The university will provide reasonable accommodations to individuals with a disability.

UNIVERSITY OF THE
PACIFIC

Sacramento Campus | 3200 Fifth Avenue, Sacramento, California 95817

San Francisco Campus | 155 Fifth Street, San Francisco, California 94103

Stockton Campus | 3601 Pacific Avenue, Stockton, California 95211

▶ **[Pacific.edu](https://www.pacific.edu)**