



The University of Texas at San Antonio™

Dean, Carlos Alvarez College of Business Position Profile

The University of Texas at San Antonio (UTSA) invites nominations, expressions of interest, and applications for the position of Dean of the Carlos Alvarez College of Business.

Under the leadership of President Dr. Taylor Eighmy and Provost and Senior Vice President for Academic Affairs Dr. Kimberly Andrews Espy, the campus has developed a bold and ambitious vision for UTSA’s future and its pursuit of excellence as an urban-serving, Hispanic-thriving discovery enterprise (<https://www.utsa.edu/strategicplan/>). The university seeks a collaborative, dynamic, and entrepreneurial leader and scholar who will build upon the faculty’s existing strengths, engage with the business community to advance workforce and economic development, and further the college’s untapped potential to advance the university’s progress toward its goals.

The Alvarez College of Business

This spring, UTSA received its largest non-estate gift thanks to the generosity of longtime university supporters, Carlos and Malú Alvarez. Their [\\$20 million gift](#) to establish UTSA’s first named college – the Alvarez College of Business – will advance research-enhancing activities and provide the college with a once-in-a-lifetime opportunity to build its international brand and position it for an ambitious, bold and dynamic future. The future Dean will largely direct the allocation of this gift and will also benefit from ongoing resources provided by two endowed chairs: the newly established Tom C. Frost Distinguished University Chair for Business Excellence and the Bodenstedt Chair for the Dean of Business

The Alvarez College of Business is UTSA’s second-largest college and is home to more than 7,900 undergraduate and graduate students in 29-degree programs, supported by 205 tenure/tenure-track and fixed-term faculty and a dedicated cadre of staff. Each of the college’s seven departments brings unique value for advancing its mission—these include the Departments of Accounting, Economics, Finance, Information Systems & Cyber Security, Management, Management Science & Statistics, and

College Profile

- > Founded: 1969
- > First Classes: 1973

Enrollment:

- > U/G: 6,669
- > Grad: 1,208
- > Doctoral: 80
- > Total: 7,957

Student Profile:

- > Female U/G: 36%
- > Female Grad: 44%
- > Underrepresented U/G: 72%
- > Underrepresented Grad: 62%
- > Hispanic U/G: 54%
- > Hispanic Grad: 45%

Faculty:

- > 114 full-time faculty, 91 tenure and tenure-track
- > Total: 205

Graduates:

- > 36,750



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Marketing. The college is one of the 40 largest business schools in the nation and offers a comprehensive curriculum at the undergraduate, master's, and doctoral level that expands the boundaries of a traditional business education. UTSA was named the #1 ranked cyber security program in the country according to a national survey of certified information technology security professionals conducted by the [Ponemon Institute](#). Nationally ranked and recognized, the Alvarez College of Business was named one of the Top 5 undergraduate business programs in Texas by *Bloomberg Businessweek*. At the graduate level, the college was ranked the No. 10 graduate business school in the nation for Hispanics by *Hispanic Business*. Faculty scholarship is well regarded, ranked in the top 100 in the [UT Dallas Research rankings](#).

In addition to the national rankings and accolades it has accomplished; the college's philanthropic highlights and points of pride include:

- 81 endowments supporting scholarships, fellowships, professorships, chairs and programs, with a market value in excess of \$32.7 million.
- Private philanthropy provides margin-of-excellence funding for our students, with over \$445,000 awarded directly from the college in scholarships and fellowships in fiscal year 2022, supporting approximately 200 students.
- The college has a significant base of support among individuals and corporations with over 2,500 donors thus far in the campaign.
- Community engagement in the college is high, with over 80 industry leaders volunteering time and committing financial resources to the Dean's Advisory Council, the Accounting Advisory Board, the Cyber and Analytics Board of Advisors, and the Real Estate Finance and Development Founders Council.
- The new Dean will have development support from an interim chief development officer (CDO) who previously held that role in the college and serves on the university's Central Development Team for Principal and Estate Gifts as well as an assistant director of development and the university-wide Corporate and Foundation Engagement Team. The new dean will have the opportunity to recruit their own CDO.

UTSA is in the quiet phase of its largest fundraising campaign in the university's history, "**Be Bold – A Campaign for Our Future**," intended to inspire the opportunities, innovations, and partnerships that will shape the future of UTSA, San Antonio, and beyond. UTSA expects to publicly launch the campaign in fiscal year 2022-2023. UTSA has soft-launched the 10-year comprehensive campaign to support the [10-Year-Strategic Vision](#) initially introduced in 2017. Grounded by three distinct pillars focused on Student Success, Research Excellence, and Strategic Growth, the campaign mirrors UTSA's vision of growing to 45,000 students, expanding UTSA facilities at the downtown and main campuses, and becoming a nationally recognized research university. UTSA is in its third year of the silent phase and has raised over \$150M to date. The past three years (FY18, 19, and 20) have been UTSA's most successful fundraising years on record and the Alvarez College of Business is ahead of pace raising **\$32 million** thus far with nearly **\$28 million** raised within the last three years.

The college is accredited by AACSB International, the Association to Advance Collegiate Schools of Business. This accreditation addresses curriculum issues, credentials of professors, student to





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teacher ratio issues, and educational resources. For more information about the Alvarez College of Business, please visit <https://business.utsa.edu/>.

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As the third-largest of nine academic universities and six health institutions within The University of Texas System, UTSA is a leading public [Hispanic Serving Institution](#) Research University specializing in health, cybersecurity, fundamental futures, and human-social development, reflected in its urban-serving mission. With over 34,000 students supported by more than 1,400 faculty and 5,600 staff and student employees, both benefits- and non-benefits eligible, it is the largest university in the San Antonio metropolitan region. As one of the first universities designated as a Hispanic Serving Institution Research University committed to



learning and discovery, UTSA embraces multicultural traditions and is highly focused on student success and meeting the educational needs of many first-generation, persons of color, transfer, DACA, Veteran, and international students. UTSA prides itself on its diverse student population, and 63% of its students come from San Antonio and South Texas. Approximately two-thirds are persons of color from backgrounds historically underrepresented in higher education (with more than half of the student body identifying as Hispanic) and nearly half (45%) of UTSA undergraduates will be the first in their family to earn a bachelor's degree. Additionally, transfer students comprise about 40% of UTSA's total undergraduate population. Further enhancing an already diverse student population is UTSA's military community, which makes up approximately 13% of total students and includes active-duty military members, veterans, reserves/guard, and their spouses and dependents. The Dean is expected to embrace this environment and seize the unparalleled opportunity to advance academic excellence through diversity and inclusion across all aspects of the Alvarez College of Business.

UTSA is comprised of [four campuses](#)—

- **[Main Campus](#)** – The 600-acre Main Campus is the hub of UTSA and home to students nearly every hour of the day and night providing access to the Student Union, the Convocation Center, more than 350 student organizations, residence halls, and the Libraries. The adjoining **[Park West Campus](#)** is home to athletics venues that sit on 125 acres near the Main Campus and features a soccer stadium and a track and field complex.
- **[Downtown Campus](#)** – The Downtown Campus, located in the heart of San Antonio's business, social and cultural scenes and more than one-third of UTSA's graduate students take classes at the Downtown Campus. Many of the





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university's community outreach programs and extended education offerings are located at this urban campus, which serves as a convenient location for community-wide events. Expansion of the Downtown Campus is a key component of UTSA's Master Plan. Just down Cesar Chavez Boulevard, downtown is the [Hemisfair Campus](#) – home to UTSA's academic museum, the Institute of Texan Cultures. The institute produces exhibits, programs, and events that examine and celebrate culture in Texas. It also facilitates field trips, teacher training, and curriculum development.

UTSA advances knowledge through research, scholarly and creative activities, teaching and learning, community engagement, and public service. It serves as a center for intellectual and creative resources and a catalyst for socioeconomic development and the commercialization of intellectual property—for Texas, the nation, and the world. As part of President Taylor Eighmy's vision to make UTSA San Antonio's university of the future, the university is defining and executing strategies and tactics to realize [National Research University Fund \(NRUF\)](#) eligibility and classification as an R1 (highest research activity) by the Carnegie Commission. Compared to the year prior, in FY20, UTSA achieved record sponsored research growth and faculty realized a 20% increase and \$99.6M more in new awards and is clearly on track to achieve this milestone. The Alvarez College of Business will be an important driver of continued acceleration in sponsored research growth for UTSA, particularly as a fulcrum for collaboration within the college, across colleges, through the new [School of Data Science](#) and [National Security Collaboration Center](#), and with other external partners. The Dean is expected to catalyze, drive, and support such collaborations and attendant research growth to advance reaching these milestones.

UTSA Fast Facts

- > UTSA Established - 1969
- > Mascot - Roadrunner
- > Enrollment – 34,742
- > Academics – 165 degree programs
- > Faculty – 1,359
- > R&D Expenditures - \$134 million
- > Economic impact - \$2.4 billion
- > Alumni – 137, 424

UTSA has many [points of pride](#), including being recognized as the #1 Hispanic Serving Institution in the nation by *Bloomberg Businessweek*, ranked #44 among all universities by *US News & Report* in Social Mobility, and has the #1 cybersecurity program in the nation according to a survey by Ponemon Institute. *Hispanic Network Magazine* also includes UTSA amongst its “Best of the Best” rankings of U.S. universities. UTSA also is among an elite group of U.S. universities to earn the Carnegie Foundation's Community Engagement Classification. For more information about UTSA, please visit <https://www.utsa.edu/about/>.

San Antonio, TX

San Antonio is the 7th largest city in the United States with a thriving economy based on Bioscience/Healthcare, Aerospace/Aviation, Financial Services, Information Technology and Cybersecurity, and Energy. It is recognized worldwide as the home of the San Antonio Missions (UNESCO World Heritage site), the Riverwalk, and Fiesta San Antonio and draws tourists from all over the world. The city also hosts the country's largest Martin Luther King Jr. March, with



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more than 300,000 participants annually. San Antonio is known for its growth and a rich, forward looking culture, and is a place of inclusiveness.

In 2018, San Antonio celebrated the 300th anniversary of its founding by Spanish missionaries and is known as “Military City” for its military installations and governmental facilities including Joint Base San Antonio, Randolph Air Force Base, Lackland Air Force Base, Fort Sam Houston, Camp Bullis, and NSA Texas. San Antonio provides an environment where professional satisfaction and career achievement are paired with optimal quality of life. It is a city that celebrates its rich cultural heritage and history yet is progressive in embracing the future.



As home to UT Health San Antonio, the Southwest Research Institute and Texas Biomedical Research, all internationally renowned organizations with which UTSA has created many collaborations and partnerships, this is a city that fosters entrepreneurial growth, co-working spaces, and accelerators/incubators – environments that encourage building foundations for business, and a business-friendly economy. With areas such as the beautiful Pearl, Southtown, and thriving arts scene, revitalized and redesigned for urban living and communal gathering, as well as celebrated historical spaces—San Antonio exemplifies the future for vibrant, urban locales. San Antonio residents benefit from access to scenic greenways across the city as well as museums and art galleries, history, culture, performing arts, theme parks, family fun, dining and nightlife, festivals and events, shopping, sports, and a year-round outdoor lifestyle.

Position Summary

The Dean will serve as the leader for the Alvarez College of Business with responsibility for developing and implementing a comprehensive, ambitious, and dynamic vision for the college’s future that leverages the unique strengths of the university, and the San Antonio and regional business community in a manner that is mutually beneficial and accelerates mutual success. The Dean will serve as a passionate advocate for these ideals—working in collaboration with college stakeholders and as a fellow team member of the university leadership to create a refined plan for the college’s future.





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College of Business Core Values

- › Encourages collegiality
- › Mutual respect
- › Collaboration
- › Sense of shared vision
- › Entrepreneurial spirit

The new Dean will play a critical role in effectively overseeing the college's efforts to continuously improve its academic plan and guiding the college through the process of refining its identity, increasing its academic culture of excellence and business engagement, and strengthening external partnerships to advance student success, workforce preparation, and R&D innovation. The Dean will be responsible for leading the faculty and staff collaboratively as a part of the university in a manner aligned with regional business needs to advance the college and university as a whole, and will represent the college on campus and externally, including alumni, donors, and other stakeholders.

Business education is changing rapidly in the digital era with greater demands for experiential learning, critical thinking, analytics, data-informed practice, and the emergency of innovative technologies like artificial intelligence, blockchain, and others that promise to transform how work gets done. Business schools like the Alvarez College of Business have the opportunity to support "career entrepreneurship" through ongoing upskilling education opportunities for graduates from hiring to retiring to enable continued marketplace competitiveness success. In leading the college during this important period of institutional growth and transition, the new Dean must be prepared to capitalize upon this opportunity and serve as a visible and engaged leader leveraging the San Antonio business and innovation ecosystem for the benefit of business students by embedding business experiences in and out of the classroom.

San Antonio enjoys a high growth economic climate and looks to UTSA as a partner in economic development, workforce preparation, and driving innovation. With the new university building, the School of Data Sciences downtown, and an emergent concept for an adjacent university building, Innovation, Entrepreneurship, and Careers, the new dean should be a passionate advocate for the intertwined success of UTSA and the city of San Antonio. The Dean will have the unique opportunity to showcase the college's contribution to the region's business and innovation ecosystem through its partnership with UTSA's new School of Data Science, the first of its kind in the state of Texas, in developing new programs and initiatives that answer the national call for a highly-skilled workforce to fill growing needs in cybersecurity, data analytics, business intelligence, and digital asset management. Collaboration across these distinct disciplines will foster innovation to address critical challenges and, when coupled with UTSA's National Security Collaboration Center, the college will serve as a key driver in UTSA's efforts toward creating a powerful ecosystem to engage government, industry, and academia to tackle the nation's greatest cybersecurity threats.

Under the auspices of the university's strategic plan, destinations, initiatives, and integrated, operational, academic framework, the Dean is expected to lead the college's efforts in:

- Advancing an engaged, strategic academic planning process that inspires the college and business community to envision and support a bold strategy for the future that advances



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economic development, workforce development, and innovation in San Antonio and the region;

- Communicating the vision, mission, goals, and programs of the college to prospective students, university community, alumni, foundations, industry, and external partners and enhancing partnerships with community businesses, alumni, organizations, and stakeholders to further institutional and college goals;
- Supporting and growing the university's research mission, the Dean will advance the faculty's scholarly activities and external sponsorship growth, and encourage and advocate for interdisciplinary opportunities that increase impact;
- Providing leadership in the area of fundraising and external relations as well as



spearheading broader advancement efforts as a part of the capital campaign in civic participation and engagement with external stakeholders;

- Teaming to build and sustain interdisciplinary academic connections between the Alvarez College of Business and other colleges across the university to promote growth in research/scholarship/creative activity and with external partners to develop collaborative undergraduate and graduate student experiences and programs;
- Recruiting and retaining a diverse, excellent faculty and staff committed to positively impacting student performance and increasing their sense of belonging;
- Advancing academic excellence through a demonstrated commitment to diversity, equity, and inclusion, particularly regarding those from historically underrepresented groups, in all aspects of college work;
- Leading the collaborative implementation of experiential learning and other methods to promote student success and distinction that will further elevate the student experience in meaningful ways;
- Working under institutional frameworks, particularly in student success, strategic enrollment, career engaged learning, and academic innovation to collaboratively develop and sustain enrollment, retention, experiential learning, and online programs;
- Developing new and existing relationships between the college and the surrounding San Antonio, TX community to infuse an engaged, experiential focus across the curricula and programs and advance fundraising as a part of the capital campaign;
- Encouraging and facilitating greater external support of applied, community-relevant, translational and inter-, multi-, and transdisciplinary research and scholarship;





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- Enhancing the quality and reputation of the graduate programs in the college.

Qualifications

UTSA's next Dean will play an important role in the future growth of the Alvarez College of Business as well as promoting the college's support of UTSA's goal of attaining R1 university status and its dedication to the advancement of knowledge through research and scholarship, teaching and learning, business/economic engagement, and regional innovation. The successful candidate will possess a distinguished record of academic accomplishment, superior interpersonal and management skills, and demonstrated leadership and success in stakeholder engagement. In addition, will possess:

- An earned doctorate/terminal degree in a discipline represented in the college from an accredited university;
- Administrative and/or leadership experience in a research university;
- An outstanding record of scholarly achievement and international reputation commensurate with appointment as full professor in one of the departments in the college;
- Demonstrated commitment to the broad conceptualization and interrelation of the disciplines that comprise the Alvarez College of Business and how, when coupled with an equal commitment to advancing diversity and inclusion, can positively impact our regional business ecosystem and drive innovation;
- Experience as an innovative, collaborative, decisive leader and diplomat with strong organizational and consensus- and team-building skills;
- Personal character that promotes the university's core values, including integrity, excellence, inclusiveness, respect, collaboration, and innovation;
- The ability to inspire and lead faculty with diverse interests and scholarly approaches and the ability to work collaboratively and collegially in and out of the university;
- Record of success and ability in recruiting and retaining talented and diverse faculty, particularly those who are historically underrepresented; a history of inspiring faculty to excel in teaching, research/scholarship, and business-engagement activities and promoting excellence in these areas;
- History of providing students with a high-quality educational experience focused on experiential learning, entrepreneurship, and innovation and aggressively advancing student success, and in forecasting educational trends;
- Demonstrated experience in improving research and scholarship, growing its impact and increasing external sponsorship (including corporations, foundations, and donors);
- Building creative interdisciplinary teams and external partnerships that advance cutting- edge academic innovation;
- Proven integrity, people skills, and the ability to serve as a highly effective listener and communicator with both academic and non-academic audiences, with bold enthusiasm to address challenges, promote consistency and advance equity; and





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- Proven expertise and skill in executing processes for effective change management in a dynamic environment and a demonstrated record of collaboration with other disciplines to advance college and university goals.

Qualities and Characteristics

The successful candidate will possess a distinguished record of leadership and academic service, a dynamic, engaged vision for the future of the college that inspires donors and supporters, and a demonstrated passion for the college and university's shared mission and goals. In addition, this individual must value collaboration, teaming, diversity and inclusion, transparency, and entrepreneurship, and will be a dynamic and energetic leader who embraces the mission of the university, connects and engages with the business community, alumni and other supporters, and promotes multidisciplinary and interdisciplinary teaching and research and scholarship activity. The successful candidate will also possess:

- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision;
- An enterprising mindset that will capitalize on San Antonio's unique urban environment that promotes engagement and partnership opportunities with the business and civic community;
- An innovative, transdisciplinary, and entrepreneurial approach to the Dean position in order to serve as a catalyst for new and compelling academic and research initiatives in the college and in partnership with others in the university and the business community in order to expand institutional capacity and strengths;
- The ability to communicate effectively to build and enhance relationships with other university leadership, staff, community, and various constituent groups;
- Evidence of emotional intelligence, including the ability to approach interpersonal relationships judiciously and with empathy for others;
- A willingness to actively and enthusiastically partner with an engaged undergraduate and graduate student body;
- A deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- 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, racial/ethnic, gender, sexuality, and individual differences;
- Recognition of the assets that diverse urban populations bring to the table, sensitivity to the educational needs of our students to enable these assets to be nurtured and supported, and sharing of the university's commitment to thrive as a Hispanic Serving Institution and a model for student success;
- Excitement to serve as an engaging advocate on behalf of the college at the local, national, and international level; the next Dean will be tasked with further developing the college's external relationships to not only increase fundraising as a part of the capital campaign, and also to stimulate productive partnerships with external constituencies;





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- A deep resonance with UTSA’s commitment to excellence and diversity, to the personal and educational enrichment of its faculty, staff, and students, and a passion for the college’s role in ensuring student graduation and post-graduate job success;
- Experience with Association to Advance Collegiate Schools of Business (AACSB) accreditation; and
- Integrity and high ethical standards.



Application and Nomination Process

The Search Advisory Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae and a cover letter describing relevant experience and interest in the position. Nomination letters should include the name, position, address, and telephone number of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
Marianne Hudz, Principal

Email: apsearch@spaexec.com

Refer to code “UTSA-DeanACOB” in the subject line

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As an equal employment opportunity and affirmative action employer, it is the policy of The University of Texas at San Antonio to promote and ensure equal employment opportunity for all individuals regardless of race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability or genetic information, and veteran status. The University is committed to the Affirmative Action Program in compliance with all government requirements to ensure nondiscrimination. Women, minorities, people with disabilities and veterans are encouraged to apply. UTSA campuses are accessible to persons with disabilities.