



EMORY
UNIVERSITY

POSITION DESCRIPTION

Dean, Goizueta Business School

4 October 2021

EXECUTIVE SUMMARY

President Gregory L. Fenves, Provost Ravi V. Bellamkonda and Dean Vikas P. Sukhatme, the latter in his capacity as Chair of the Goizueta Dean Search Advisory Committee Chair of the Goizueta Business School Dean Search Advisory Committee, invite applications and nominations for the position of dean of the Goizueta Business School (Goizueta). They seek to appoint a bold, visionary, and strategic leader who will lead Goizueta Business School and together with their faculty and staff, implement an ambitious new strategic plan that results in the Goizueta Business School being recognized among the most pre-eminent schools of business in a decade. The next dean of Goizueta Business School must be an individual whose prior leadership experience demonstrates a passion for academic innovation, distinction and entrepreneurship, comfort with thoughtful risk taking, a record of strong financial management and of strategic decisive action, a reputation for uncompromising integrity, and an unwavering moral compass. In particular, Emory seeks a distinguished leader with a track record of success in the hiring and retention of outstanding and diverse faculty and the ability to increase the academic reputation, rankings, and stature of the academic units they have led.

The candidate's exemplary record must indicate an understanding of how to a) increase the quality of all educational programs offered in the Goizueta Business School, b) hire and retain outstanding and diverse faculty c) increase the academic reputation, rankings and stature of any academic units they have previously led d) facilitate enhanced extramural research funding for Goizueta faculty, e) increase collaborative partnerships with corporate leaders in Atlanta and nationally, including those with a presence in Atlanta and in Georgia, f) champion the full range of academic disciplines for which Emory and Goizueta are known and interface with other units at Emory, g) create a unique identity for which Goizueta becomes known world over, and h) ensure that the school is financially strong.

The next dean of the Goizueta Business School will be expected to partner with newly appointed President Fenves and Provost Bellamkonda in the development and implementation of an ambitious agenda for Goizueta's future to celebrate past accomplishments and to energize the school in its quest for ever increasing academic distinction.

In sum, Emory seeks to appoint as the next dean of the Goizueta Business School an individual whose prior leadership experience demonstrates a passion for academic innovation, distinction and entrepreneurship, comfort with thoughtful risk taking, a record of strong financial management and of strategic decisive action, a reputation for uncompromising integrity, and an unwavering moral compass.

ASPIRATIONS AND EXPECTATIONS FOR EMORY'S NEXT DEAN OF THE GOIZUETA BUSINESS SCHOOL

For over 100 years, Goizueta Business School has embraced the world-changing power of business, providing knowledge to a business community ready to apply it. Founded in 1919, the school was named in 1994 for Mr. Roberto C. Goizueta (1931-1997), former CEO of The Coca-Cola Company. With a mission to prepare principled leaders to have a positive impact on business and society, the Goizueta Business School (Goizueta) is home to 101 faculty conducting world-class research across the five academic disciplines represented at the school. They publish regularly in top-tier scholarly journals, write impactful books, present their work at prestigious

conferences, and are cited frequently as experts by notable press outlets, including the *Wall Street Journal*, *New York Times*, NPR, CNN, and *Fortune*.

In conducting this search, Emory seeks a visionary dean of the Goizueta Business School who is an accomplished leader with a record of strong financial acumen, extensive fundraising and budgetary experience, and an ability to strategically procure and deploy resources in a post COVID-19 environment to sustain and augment academic excellence. Priority will be assigned to candidates who have either decanal experience in a school of business or experience as a vice dean or associate dean or chair of a major department that can be promptly redeployed for leadership of a leading business school. The committee welcomes candidates with a non-traditional background, as long as they can demonstrate a successful track record of building excellence, augmenting academic financial resources, and developing strategic corporate partnerships.

The university seeks a dean who has a strong, demonstrated record of commitment to, and effectiveness in, increasing diversity, equity, and inclusion, and appreciates the need for a campus environment that is welcoming and nurturing to all. They seek a dean who has strong communication skills, and who embraces the need for transparency in making timely and thoughtful decisions within the purview of the dean's responsibilities; a dean who will celebrate Goizueta's past, while courageously charting a path for a new and enhanced future, characterized by academic innovation, entrepreneurship and academic distinction; and, most importantly, a dean who is known for their integrity and a strong moral compass.

Goizueta's next dean will be expected to recruit and retain a world class, diverse faculty to quickly and dramatically increase the reputation and rankings of all of Goizueta's academic departments in order to be competitive with those ranked in the top 15 business schools. Emory recognizes that this is an ambitious goal, but they seek a dean who will embrace this challenge. The next dean will need to understand how to build and expand academic distinction and how to dramatically increase extramural funding to support the research enterprise, including faculty and student research. They will be expected to be a champion for academic freedom and for faculty activities outside the classroom that enhance the overall educational experience, and they will need to demonstrate an understanding of the benefits of strong disciplinary and inter-disciplinary research and the benefits of their synergistic relationships. Emory University's School of Medicine, Rollins School of Public Health, and School of Law, in particular, are ripe for educational and research partnerships with the Goizueta Business School. The next dean will be expected to have a strong record of strategic and decisive action that results in advancing the academic reputation of one's unit. They will need to work collaboratively and effectively with the other college and school deans to create *one university that is greater than the sum of its parts*.

In addition to the above, Goizueta seeks in their next dean an individual whose leadership style is characterized by trust and integrity, an active listener, who makes transparent decisions informed by data, who has superb academic judgment and taste, and who feels rewarded by dedicating themselves to enabling every Goizueta student, faculty and staff member to reach their full potential, individually and collectively. They seek a dean with the intellectual dexterity and capacity to navigate the post COVID-19 environment, such that Emory's Goizueta School of Business thrives even under these challenging times. And, they seek a dean who understands the competitive landscape within which pre-eminent business schools compete, and a dean who can implement a strategy conceived with President Fenves and Provost Bellamkonda to position

Goizueta for ever increasing academic distinction. They seek a dean who has unparalleled ambition for the school and a true generosity of spirit. To facilitate the accomplishment of these goals, the dean will need to be a prodigious and successful fund raiser.

THE OPPORTUNITY – DEAN OF THE GOIZUETA BUSINESS SCHOOL

Emory University provides a leading liberal arts education within a comprehensive research university, located in the vibrant city of Atlanta, which is home to 18 Fortune 500, and an additional 32 Fortune 1000 companies, with 450 of the Fortune 500 companies having significant operations in the metro area. Emory is known for its strong undergraduate programs as well as for its highly ranked professional schools in business, medicine, law, nursing, public health, and theology. Amongst these schools, Goizueta Business School is prominent with a history of strong faculty scholarship, innovative educational programs at all levels, and strong support from its alumni and foundations. Under the leadership of Emory’s new President Gregory L. Fenves, and newly appointed Provost Ravi V. Bellamkonda, Emory is committing to an ambitious path to building distinctively Emory programs and strengths with a comprehensive campaign set to enter its public phase in Oct 2021.

Goizueta’s strengths are currently in accounting, finance, information systems and operations, marketing, and organization and management, with cross-cutting foci on experiential learning, leadership, and entrepreneurship. Through a recent transformative gift, Goizueta has invested in innovative digital global classroom infrastructure and pedagogical innovation. Goizueta has a culture of impactful faculty scholarship as well as a strong culture of student-success centric educational programs leading to very successful student placement. The leadership of Goizueta presents a unique opportunity to lead an incredible school.

Emory seeks a dynamic, can-do academic leader to partner with the students, faculty, and staff as well as the senior leadership of the university to truly build a dynamic, nimble, and forward-facing Goizueta, building on the record of Goizueta successes, including five faculty recently recognized as the most highly cited in their fields.

The significant advantages of the Goizueta opportunity include but are not limited to:

- Strong faculty with a track record of productive scholarship
- A home in the city of Atlanta with significant corporate presence and growing innovation economy
- Strong, successful, and dedicated alumni from its undergraduate, graduate, and executive programs
- Strong support of Emory leadership and commitment to Emory’s success
- Significant philanthropic support as evident from the recent \$30 million Goizueta Foundation Gift
- Access to interdisciplinary studies across Emory’s strong professional schools and other units for educational programs and faculty scholarship

Objectives for the next Dean of the Goizueta Business School

President Fenves, Provost Bellamkonda, and Goizueta faculty would like the next leader of Goizueta to:

- Philosophically commit the school to the potential of business and private enterprise to power the world's economy, build wealth, and transform society positively;
- Continue to commit the school to its mission of preparing business leaders to have a positive impact on business and society;
- Be a leader in the role of business and private enterprise to power the world's economy and transform society positively;
- Focus on strengthening the fundamentals of business school scholarship and academic excellence across all disciplines within the Goizueta Business School;
- Implement a vision to build new strength in emerging areas – for example, synergistically build alliances with Emory-wide efforts in the humanities, technology, artificial intelligence, computing in business, financial technology, and related science, technology, engineering, and math fields
- Build innovative undergraduate and masters educational programs while investing in the flagship stackable/flexible evening MBA and executive MBA programs;
- Build on the work of the school in experiential learning, leveraging alumni and corporate relationships in education along with faculty scholarship;
- Leverage the strengths of Atlanta and alumni relationships;
- Enable people and ideas that enhance student success at graduate and undergraduate levels by activating corporate partners to realize the value of a Goizueta graduate;
- Build strong ties with alumni and supporters to increase philanthropic support for the school and its goals;
- Develop a plan to build a unique Goizueta identity to differentiate Goizueta from competitors leveraging differential strengths of the school's faculty, Emory, and the city of Atlanta.

NOMINATIONS AND APPLICATIONS

President Gregory L. Fenves, Provost Ravi V. Bellamkonda and the Search Advisory Committee invite inquiries, nominations, and applications for the position of Dean of the Goizueta Business School. Interested, qualified individuals should provide an electronic version of their curriculum vitae along with a bullet-point summary of key accomplishments in each leadership role held. Emory has retained Ilene H. Nagel and Charles E. Kaler of Education Executives to assist with this search. Confidential inquiries, nominations, and applications should be sent via email to:

Ilene H. Nagel and Charles E. Kaler

Education Executives, LLC

<https://www.edexsearch.com/>

Emory.Goizueta@edexsearch.com

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all Federal and Georgia State laws, regulations, and executive orders regarding non-discrimination and affirmative action. Emory University does not discriminate on the basis of race, age, color, religion, national origin or ancestry, sex, gender, disability, veteran status, genetic information, sexual orientation, or gender identity or expression.

ABOUT GOIZUETA BUSINESS SCHOOL

Roberto C. Goizueta, one of the great business leaders of the 20th century, is the namesake of the Goizueta Business School. During his 16-year tenure at The Coca-Cola Company, Roberto Goizueta increased its value from \$4 billion to \$145 billion – ensuring its place among “America's Most Admired Corporations,” as listed by *Fortune*. While building the business, Roberto Goizueta also contributed substantially to the progress of Emory University and the business school.

Throughout his life, Roberto Goizueta was driven by curiosity, intellectual courage, and integrity. These values form the cornerstone of Goizueta’s educational approach and are fundamental to the mission to educate the best of tomorrow's leaders.

Goizueta Business School, with its highly ranked BBA (top 15) and MBA (top 25) programs is known for its intimate learning environment and rich portfolio of curricular and co-curricular programming. The school has approximately 1,900 students (1,000 undergraduate students and 900 graduate and professional students) across its seven degree programs, including BBA, MBA (1-year and 2-year), two working professional MBA programs (evening and executive), Master of Science in Business Analytics, and PhD program. In the most recent entering BBA class, 45% are women, 18% are students from underrepresented populations, and 25% are international students. Of this entering class, 76% are continuing from Emory College of Arts and Sciences, 17% from Oxford College of Emory University, and 7% are transfer students from other institutions. In the full-time MBA program, approximately 30% of students are women, 18% are from underrepresented groups, and 35% are international.

Goizueta’s faculty comprises 63 tenured and tenure-track research scholars and 38 practice-track faculty across its five core areas: accounting, finance, marketing, organization and management (OM), and information systems and operations management (ISOM). The school is home to The Roberto C. Goizueta Business and Society Institute, The Roberto C. Goizueta Center for Entrepreneurship and Innovation, the Center for Alternative Investments, the Center for Marketing Analytics, and the Robson Program for Business, Public Policy, and Government. Goizueta employs 150 full time staff.

Goizueta’s Commitment to Diversity

Goizueta has made it a top priority to recruit the best and brightest students, faculty, and staff who represent a variety of ethnicities and cultures. Goizueta’s commitment is core to its vision of becoming a model business school. Striving to achieve a diverse community at Goizueta is not enough. The school has gone a step further in its commitment. Goizueta is committed to ensuring that every member of the community is respected, supported, and valued while pursuing their studies, research, teaching, and professional roles.

Goizueta’s commitment to diversity is essential to the school’s mission to operate as a model business school developing principled leaders for a global enterprise. That mission is supported by a strategy and action plan targeted around diversity and inclusion and features the following six strategic themes: recruitment, retention, education, communication, research, and partnerships and outreach.

Campus and Location

Goizueta Business School is located on the main campus of Emory University, located in the Druid Hills neighborhood of the City of Atlanta, Georgia. Also located on the main campus are Emory College of Arts and Sciences and all graduate and professional schools, including the law and medical schools.

Emory's main campus is a 15-minute drive from downtown and midtown Atlanta as well as the Buckhead area. The Atlanta metropolitan area, with more than 5.9 million people, is the ninth largest in the country and home to the world headquarters of corporations such as The Coca-Cola Company, The Home Depot, AT&T Mobility, UPS, Delta Air Lines, and Turner Broadcasting. Atlanta is home to 18 Fortune 500 companies and 34 Fortune 1000 companies.

ABOUT EMORY UNIVERSITY

Emory University is a leading institution of higher education. Located in Atlanta, Georgia, the university has an international reputation for world-renowned scholarship and research, unparalleled teaching, and a preeminent medical center that provides students with the access to an opportunity for hands-on learning experiences with top medical researchers and scholars.

Emory traces its roots to the 1836 founding of Emory College of Oxford, Georgia. Emory was founded in 1836, during a period of sustained oppression, land dispossession, and forced removal of Muscogee (Creek) and Cherokee peoples from Georgia and the Southeast. Emory owes an immense debt to the Muscogee, Cherokee and other original peoples, and their descendants, who have cared for and inhabited these lands and is taking steps to acknowledge Emory's past and create opportunities for belonging by recognizing and amplifying [Native voices](#). Asa Candler, founder of The Coca-Cola Company provided a generous gift that included land in Atlanta on which Emory could expand. This support transformed Emory College into Emory University and set the university on a path to become a recognized leading research university. Emory's programs are rooted in the conviction that education is a strong moral force in both society and the lives of individuals as reflected in the university's mission "to create, preserve, teach, and apply knowledge in the service of humanity."

A member of the Association of American Universities (AAU) since 1995, the university benefits from collaboration across its nine undergraduate, graduate, and professional schools. These schools include Emory College of Arts and Sciences, Oxford College, Goizueta Business School, Laney Graduate School, School of Law, School of Medicine, Nell Hodgson Woodruff School of Nursing, Rollins School of Public Health, and Candler School of Theology.

With approximately 15,000 students, including 8,000 undergraduates and 7,000 graduate and professional students, Emory attracts students from every state and more than 100 countries. More than 70 percent of all students receive financial aid.

One Emory: Engaged for Impact

Launched in September 2018, Emory University's new 10-year strategic framework, *One Emory: Engaged for Impact*, is an aspirational vision for Emory that aims to move the university from excellence to eminence. Through the work of the framework, Emory will be recognized as

a leading research university that fosters excellence and attracts world-class talent to innovate today and prepare leaders for the future.

The *strategic framework* is organized around four pillars: faculty Excellence, academic community of choice, innovation through scholarship and creative expression, and Atlanta as a Gateway to the World. Under each pillar rests aspirations, goals, and initiatives to accomplish this new vision for a more unified and impactful Emory.

The Academic Experience

Emory faculty, staff, and students dedicate themselves to improving lives and strengthening communities through transformational research; the highest-quality undergraduate, graduate, and professional education; health care that improves the lives of patients; and broad civic engagement. The university is deeply committed to a campus culture in which faculty, staff, and students feel fully welcome and able to bring their whole selves to this shared enterprise.

Undergraduates have two options when they apply to Emory—the four-year Emory College of Arts and Sciences or the two-year Oxford College experience where students complete the first two years of the bachelor’s degree in a distinctive, small-campus setting. Both of these colleges champion the liberal arts and humanities as foundational to preparing citizens to navigate the complexities of the twenty-first century.

Emory’s Woodruff Health Sciences Center serves as a health research and teaching arm of Emory University, facilitating close collaboration between the university and Emory Healthcare. The center is comprised of the schools of nursing, public health and medicine, the Yerkes National Primate Research Center, Emory’s Global Health Institute, the Winship Cancer Institute—a National Cancer Institute–designated center—and Emory Healthcare.

Across all of the schools and campuses, Emory students have received many top academic honors. In the past seven years, Emory students have been awarded 55 Fulbright Fellowships, 32 NCAA Postgraduate Scholarships, eight Goldwater Scholarships, five Schwarzman Scholarships, three Udall Scholarships, two Gates Cambridge Scholarships, two Marshall Scholarships, two Truman Scholarships, two Rhodes Scholarships, and four Beinecke Scholarships. Emory ranks among the top universities of its size in the number of annual Fulbright awards and stands second in NCAA postgraduate scholarships earned by its student athletes.

Emory alumni include a US vice president, a Supreme Court justice, US senators and representatives, governors, university presidents, philanthropists, Pulitzer Prize winners, entrepreneurs, renowned entertainers, and an astronaut. The university’s 153,000 alumni enjoy the benefits of a vibrant worldwide network, facilitated by the Emory Alumni Association.

Emory’s esteemed faculty includes Pulitzer Prize and Lasker Award winners, forty-five members of elite national academies, and two Nobel Laureates, His Holiness the XIV Dalai Lama, and President Jimmy Carter, both of whom serve the university as Distinguished Professors. Demonstrating passion and talent for teaching and research, Emory faculty members draw students deeply into the discovery process and collaboration in seeking creative solutions to the needs of their communities and the world.

Campus Resources

Emory University is home to nine world-class libraries and a top art museum. Emory's library system is ranked in the top 20 of the Association of Research Libraries in North America. Emory's resources and spaces are expansive and staffed with experts to advance excellence in education and outreach, subject specialties, and technology.

The Robert W. Woodruff Library is home to the Emory Center for Digital Scholarship and the Center for Faculty Development and Excellence as well as internationally renowned special collections. The Stuart A. Rose Manuscript, Archives, and Rare Book Library is Emory's principal repository for rare and special materials and home to over 250,000 rare books and over 15,000 linear feet of manuscript material—with notable depth in modern literature, African American history and culture, and the history of Georgia and the South.

The Pitts Theology Library contains the third largest collection of theology and religious materials in the country, including extraordinary holdings in rare books and manuscripts. The Michael C. Carlos Museum is one of the oldest and most revered art museums in Georgia with one of the most comprehensive collections of ancient artwork, including collections from Latin America, Africa, and the Middle East. The museum's programming is comprised of lectures, symposia, workshops, and performances that support academic and interdisciplinary inquiry and development.

Emory in Atlanta

As an international hub for health care, business, arts, and culture, Emory's research, academic, and service initiatives meaningfully contribute to the Atlanta community. In 2017, the Atlanta City Council approved the university's request for official annexation into the City of Atlanta that went into effect in 2018 creating an even stronger connection to the city.

Emory is the largest private employer in the Atlanta metropolitan area with 39,763 employees—including 4,200 Emory University faculty and 28,000 Emory Healthcare employees who help multiply Emory's economic impact throughout the region and the state. Emory University strives to provide a welcoming, diverse, and inclusive campus as an essential part of a community of academic excellence.

Innovation and discovery, carried out in a uniquely collaborative, academic community creates strong interdisciplinarity across Emory's schools and centers and fosters equally productive relationships with key organizational partners in the community, including the Centers for Disease Control and Prevention and Georgia Institute of Technology. Hundreds of research faculty and students collaborate across the institution, in Atlanta, and beyond to solve the critical problems of our time.

Research and Funding

Emory's research activities benefit society through discoveries that improve and save lives. During the past five years, Emory's research funding has increased more than 20 percent, and in fiscal year 2020, Emory faculty generated a record \$831 million in research funding awards.

Emory researchers have been involved in the development of potential anti COVID-19 therapeutics, in the testing all three of the COVID-19 vaccines currently in use in the United

States, and in leading Public Health efforts to guide behaviors and attitudes that mitigate the spread of the virus and its impact on all segments of world societies.

Emory is currently in the silent phase of an ambitious comprehensive campaign, consistent in size with other major universities and on track to be very successful. Emory's endowment was valued at \$8.63 billion at the close of fiscal year 2020; strategic investment funds have enabled a striking upward trajectory that sets a promising path for the future. The university's strong financial status has helped to sustain resources and mitigate some of the impact of the pandemic on employees amid the challenges of COVID-19. Emory's annual operating budget for 2019-2020 was \$6.6B.

SEARCH COMMITTEE MEMBERSHIP

Chair: Vikas Sukhatme

Dean and Woodruff Professor, School of Medicine

Committee Members:

Anandhi Bharadwaj

Vice Dean for Faculty and Research, Goizueta Endowed Chair in Electronic Commerce, Professor of Information Systems, Operations Management, Goizueta Business School

Doug Bowman

McGreevy Term Chair and Professor of Marketing, Goizueta Business School

Hashem Dezhbakhsh

Chair, Economics, Emory College of Arts and Sciences

Rebecca Ginzburg

Advisory Board/Alum, Goizueta Business School

Jamie Anne Harrell

Finance Reporting/Analytics Staff Member, Goizueta Business School

Michelle He

BBA Student Leader, Goizueta Business School

Kristin Johnson

Asa Griggs Candler Professor of Law, School of Law

Kathryn Kadous

Schaefer Chaired Professor of Accounting and Director and Associate Dean of PhD Program, Goizueta Business School

Jill Perry-Smith

Senior Associate Dean for Strategic Initiatives and Goizueta Foundation Term Professor of Organization & Management, Goizueta Business School

Jeffrey Rosensweig

Associate Professor of Finance; Director, The Robson Program for Business, Public Policy, and Government, Goizueta Business School

Jay Shanken

Goizueta Chair and Professor in Finance, Goizueta Business School

Emma Sveen

MBS Student Leader, Goizueta Business School