



# Position Specification

**Emory University**  
Dean, Goizueta Business School

## Emory University

Founded in 1836, Emory is recognized internationally for its outstanding liberal arts college, superb professional schools, and one of the U.S. Southeast's leading healthcare systems. Consistently recognized for its excellence, Emory is ranked among the top 25 national universities in *U.S. News and World Report* (2026) and among the top 10 for lowest acceptance rates. The University's mission is "to create, preserve, teach, and apply knowledge in the service of humanity." To fulfill this mission, Emory supports the full range of scholarship, from undergraduate to advanced graduate and professional instruction and from basic research to the many applications for such research in serving the public good. The University is home to more than 16,000 students, 4,000 faculty, and 14,000 staff, and offers more than 80 programs of study across nine degree-granting colleges and schools, many of which hold national rankings: College of Arts and Sciences; Oxford College; Goizueta Business School; School of Medicine; Nell Hodgson Woodruff School of Nursing; Candler School of Theology; School of Law; James T. Laney School of Graduate Studies; and Rollins School of Public Health.

A member of the prestigious Association of American Universities (AAU) since 1995, Emory is recognized as one of the most collaborative, robust, talented, and successful research institutions in the nation, and Emory researchers exceeded \$1 billion total in research funding for the third consecutive year. As a major economic engine, Emory's research has generated 57 Georgia-based startups that have created more than 1,000 jobs. Continuing a tradition of impressive scholarship, Emory's undergraduate students have achieved remarkable success since 2020, earning the Rhodes Scholarship, the Truman Scholarship, and 17 Goldwater Scholarships. In addition, Emory has been a top producer of recipients of Fulbright Awards for nine consecutive years.

Emory maintains a consolidated operating budget of \$7.6 billion, an endowment with a market value of \$11.4 billion (as of FY 2025), and an economic impact on the state of Georgia of over \$19 billion in 2023. The Emory campus in Atlanta is less than five miles from the Midtown district, the premier innovation center in the U.S. Southeast. Emory University is the largest private employer in the 20-county metro area, with over 45,000 direct employees, including Emory Healthcare, the pre-eminent academic health system in Georgia. Forbes has identified Emory as a "Best Employer for Diversity" and a "Best Employer for Women."

Emory is home to a vibrant and diverse community that is actively committed to making the world a better place. This commitment is reflected in its strong academic standing, as evidenced by its #21 ranking in Best Value Schools by *U.S. News and World Report*. The rich tapestry of backgrounds and experiences fosters a dynamic learning environment where varied perspectives lead to innovative solutions. Students and faculty alike thrive in the inclusive atmosphere, contributing to a legacy of impactful scholarship and global engagement.

The University's strategic framework, *One Emory: Ambition and Heart*, centers on six priorities: faculty eminence; academic community of choice; innovation through scholarship and creative expression; thriving healthcare, inventing cures; commitment to its people; and Emory & Atlanta – rich history, shared future. This framework is focused on strengthening all of Emory's nine schools, making the University an unparalleled destination for education, elevating Emory's world-class academic health system, and recommitting to Emory staff and the city of Atlanta. Also of consequence, more than 120,000 people gave to the 2036 campaign, empowering Emory to surpass the goal of \$4 billion. Together, these gifts advanced the campaign's three core pillars — student support, faculty eminence and research excellence — while also investing in academic programs and health care priorities across the University.

Emory's highly desirable location in Atlanta offers an affordable cost-of-living, a thriving music scene, an exponentially growing movie industry, world-renowned restaurants and breweries, beloved sports teams, and the busiest and most efficient airport in the world, with nonstop service to more than 160 domestic and 80 international destinations. Atlanta is home to 16 Fortune 500 headquarters (e.g., Home Depot, UPS, Delta, Coca-Cola) as well as some of the nation's fastest-growing private companies. It's also one of the country's top tech hubs, a global FinTech capital, and has a

thriving startup community. Google, Microsoft, and Salesforce are Fortune 500 tech companies that have large offices in Atlanta.

## The Goizueta Business School at Emory University

Business education has been an integral part of Emory University's identity since 1919. Emory's Goizueta Business School offers a unique, community-oriented environment paired with the academic prestige and rigor of a major research institution. Goizueta offers an undergraduate degree program, Full-time MBA (Two-Year MBA & One-Year MBA), Evening MBA, Executive MBA, MS in Business Analytics, Master of Finance, Master in Management, Master of Business for Veterans, Doctoral programs, and a portfolio of non-degree Emory Executive Education courses. The School is named for the late Roberto C. Goizueta, former Chairman and CEO of The Coca-Cola Company.

Goizueta Business School is consistently ranked in the top 20 across major domestic and international business school listings. The BBA Program is ranked #8 by *Poets & Quants* (2025) and #12 by *U.S. News and World Report* (2026); the Full-time MBA Program is ranked #17 by *Fortune* (2025) and #17 by *U.S. News and World Report* (2026); the Evening MBA Program is ranked #14 by *U.S. News and World Report* (2025); and the Executive MBA is ranked #17 by *U.S. News and World Report* (2025).

The School's mission is to prepare principled leaders to have a positive influence on business and society. Three strategic themes underlie this mission: Developing Principled and Impactful Leaders and Entrepreneurs; Fostering Innovation for a Data and Technology-Driven World; and Growing a Global Presence Fueled by Local Synergies. Goizueta is home to 100 full-time faculty (65 of whom are tenure-line and 17 of whom hold endowed chairs)—43 full professors, 36 associate professors, and 21 assistant professors—across five departments: Accounting (14), Finance (20), Marketing (14), Organization & Management (27), and Information Systems & Operations Management (25). More than 165 full-time staff work alongside faculty to support and develop Goizueta's 2,354 students—1,435 BBA, 698 MBA, 181 specialized masters and 40 doctoral students. Ninety-five percent of BBA graduates secure employment within three months, as do 93% of Full-time MBA graduates.

This past fall, the World's Top 2% Scientists list, curated by [Elsevier's Data Repository](#), recognized nine Goizueta faculty as top scholars for 2025 and nine Goizueta faculty as top scholars over the course of their careers. With seven faculty receiving accolades for both categories, a total of 11 Goizueta faculty members made the list, representing 17% of the School's tenured/tenure-track faculty.

Several research centers and initiatives are housed at Goizueta, including AI@Goizueta, BL Harbert Real Estate Center, Business & Society Institute, Roberto C. Goizueta Center for Entrepreneurship & Innovation, and Robson Program for Business, Public Policy, & Government. In addition, six state-of-the-art Global Classrooms enable high-quality hybrid and remote learning, and Goizueta Business School is seen as a leader in AI enabled pedagogy, experiential learning, and immersive simulations. The Innovation Store commercializes faculty-developed teaching tools, including an award-winning leadership simulation.

Goizueta Business School has an annual operating budget of \$175 million, and the market value of its endowment as of August 2025 is more than \$313 million.

## The Role

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean will provide visionary leadership to propel the Business School forward and to continue building its national and global reputation. The Dean's primary objective is to provide foundational and visionary leadership to the School in all aspects of operation, including academic affairs, administration and planning, faculty recruitment and research, student recruitment and career placement, enrollment management and financial aid, financial management, and institutional advancement. The Dean works closely with their senior leadership team. The following people report directly to the Dean:

- Vice Dean for Faculty & Research
- Senior Associate Dean for Graduate Programs
- Senior Associate Dean for Undergraduate Education
- Associate Dean for Culture & Community
- Chief Business, Analytics and Operations Officer
- Chief Marketing and Communications Officer
- Chief Corporate Learning Officer
- Senior Managing Director of Development
- Senior Director, Data Strategy
- Chief of Staff
- Executive Assistant to Dean's Office

## Key Priorities:

- Lead the development of a clear vision and strategy for the future that further refine Goizueta's distinctive value proposition.
- Deepen relationships with Goizueta alumni and secure additional resources through fundraising from alumni, foundations and corporations.
- Promote a people-first culture of transparency and inclusion in which stakeholders have an opportunity to provide input into decision-making processes.
- Build the Goizueta Business School brand, especially outside the Southeast United States.
- Forge fruitful partnerships with the Atlanta business, civic, and philanthropic communities.
- Continue to grow the School's research enterprise.
- Recruit, develop, and retain top faculty and staff.
- Enhance collaborations with other Emory schools and colleges.
- Continue to grow revenues, ensuring sound financial and operational management of the School.

## Specific Responsibilities:

**Executive Leadership:** Establish a clear vision to ensure that the Business School is viewed as an innovative leader, with a focus on impact and excellence. Provide leadership in establishing the School's strategic objectives, as well as developing and managing all resources essential to the achievement of these objectives. Maintain a leadership team capable of supporting and implementing the School's vision and strategies. Work with faculty, students, academic, and University leadership in pursuit of broader institutional goals.

**Academic Leadership:** Serve as a collaborative and decisive leader who empowers others and has an established record of effectively engaging, convening, and supporting diverse disciplines. Support, enhance, and promote faculty research productivity, teaching excellence, and service. Promote a culture of transparency and shared governance. Advocate and lead active collaborations among other Emory units and external partners. Recruit and retain top faculty who will further the School's research and academic mission and attain high standards of excellence. Evaluate faculty for appointment, tenure, and promotion. Enhance the student experience by fostering excellence in programs and classroom teaching.

**Fundraising:** Wholeheartedly engage in cultivating and soliciting individual donors, foundations, and corporations, spending significant time in this area. Partner with Advancement and Alumni Engagement in strategic engagement with top donors and prospects, in addition to building pipeline and broader alumni engagement.

**Financial Management:** Ensure a strong financial future for the School through revenue growth. Manage the financial resources of the School through effective management of the annual operating budget, long-term

financial planning, and exploitation of strategic opportunities for revenue growth. Oversee School-wide resource acquisition and utilization.

**Collaboration and Strategic Partnerships:** Enhance administrative, academic, and research relationships with other entities internal and external to the University. Leverage and enhance relationships through effective communication with internal and external constituencies, including staff, local, regional, and national organizations/associations, members of senior leadership, and academic communities.

## Qualifications

Emory's Goizueta Business School seeks the following experiences and attributes in the Dean:

**Visionary Leadership:** A community-driven culture builder with an established record of strong, collaborative, and forward-looking leadership. Experience formulating and articulating a shared vision, persuading a wide range of audiences of its value, and engaging others in its implementation. Success in recruiting and retaining outstanding faculty and staff. Ability to motivate and inspire others to strive continuously for academic excellence. Demonstrated academic management skills and the ability to recognize excellence in others and facilitate their success. Evidence of leadership in and demonstrated commitment to inclusive excellence. A proven record of engagement with faculty governance is critically important.

**Appreciation of Academic Mission:** Possess administrative and management experience. Genuine commitment to teaching, scholarship, and research. Deep understanding of the critical importance of knowledge production and scholarship, as well as the importance of providing students with the highest quality educational experience.

**Knowledge of Industry Trends:** Understanding of current disruption in business education with a vision for how to position a school of business for future success. Experience in private industry, while not required, is a plus.

**Community Engagement:** Willingness and ability to engage with the broader Atlanta business community to help generate a pipeline of students in degree and non-degree programs, support research endeavors, and collaborate on immersive educational opportunities for students.

**Focus on Students:** Commitment to student success, belonging, and wellbeing. Approachable.

**Fundraising Ability:** Genuine appetite and aptitude to lead fundraising efforts for the School and participate collaboratively in fundraising efforts for the University. Naturally connects and builds strong relationships with various constituents, including alumni, parents, corporate, foundation, and community partners, among others.

**Financial Management Experience:** A distinguished record of operational leadership demonstrating excellence, growth, and financial effectiveness. Demonstrated experience in fiscal management.

**Academic Qualifications:** Candidates from academia will have credentials for appointment at Full Professor level, including a terminal degree and a record of success in research. Degree requirements for candidates from outside academia are more flexible. More importantly, such nontraditional candidates will have deep professional and leadership experience with a significant record of success, as well as a demonstrated understanding of the importance of the academic research mission.

**Personal Qualities:** The highest standards of personal and academic integrity and ethical and professional conduct. Strong interpersonal, oral, and written communication skills, with a focus on openness and transparency. Innovative thinker and creative problem-solver, with a willingness to take risks. A builder with

entrepreneurial drive and a growth mindset. Ability to foster a collegial and respectful work and educational environment. Possess emotional intelligence, intellectual curiosity, and listening skills. Willingness to collaborate across disciplinary and cultural boundaries.

The Goizueta Business School is interested in stable executive leadership. As such, the School hopes to recruit a Dean that will be long-serving and deeply committed to putting the School on a trajectory for long-term success.

## Nomination and Application Procedure

Emory University invites inquiries, nominations, and applications for the position of Dean of the Goizueta Business School. Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to [Emory.Goizueta@russellreynolds.com](mailto:Emory.Goizueta@russellreynolds.com).

**For fullest consideration, materials should be received as soon as possible and preferably by March 16.**

The hope is that the successful candidate will begin by Fall 2026.

*Emory University is dedicated to providing equal opportunities and equal access to all individuals regardless of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status. Emory University does not discriminate in admissions, educational programs, or employment on the basis of any factor stated above or prohibited under applicable law. Students, faculty, and staff are assured of participation in University programs and in the use of facilities without such discrimination. Emory University complies with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veteran's Readjustment Assistance Act, and applicable executive orders, federal and state regulations regarding nondiscrimination, equal opportunity and affirmative action.*

*Emory University is committed to achieving a diverse workforce through application of its affirmative action, equal opportunity and nondiscrimination policy in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training. Inquiries regarding this policy should be directed to the Emory University Department of Equity and Inclusion, 201 Dowman Drive, Administration Building, Atlanta, GA 30322. Telephone: 404-727-9867 (V) | 404-712-2049 (TDD).*

*Emory University is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request this document in an alternate format or to request a reasonable accommodation, please contact the Department of Accessibility Services at 404-727-9877 (V) | 404-712-2049 (TDD). Please note that one-week advance notice is preferred.*

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