The search

Washington University in St. Louis seeks a visionary and energetic leader to serve as Dean of the Olin Business School. This is an exciting and exceptional opportunity to lead one of the nation’s finest business schools as it continues an extended run of growth in numbers and quality of research, enrollment, faculty, breadth of offerings and physical space.

The school now awards more than 800 degrees a year in programs taught by 98 full-time faculty members – respective increases of 45 and 51 percent over the past decade. Olin has doubled its footprint on the Danforth campus through the construction of two new state-of-the-art buildings and continues to develop innovative international offerings as well as executive education programs in multiple major U.S. cities. The Dean will steward this growth while maintaining an extraordinarily collaborative, entrepreneurial and collegial culture. The Dean will aggressively pursue recruitment strategies that attract distinguished faculty committed to both research and teaching. This culture of collaboration and excellence sets an example for students who enter the business world prepared to compete by working to high standards with others rather than as individuals.

Once comprised mainly of undergraduate and full-time MBA students, Olin now offers a full range of challenging academic programs: an elite undergraduate program; various specialized master’s programs; full-time, part-time, and executive MBA programs; a PhD program; a DBA in Finance for senior executives, and customized executive education offerings. Olin enjoys a reputation that places it among the top business schools in the nation in a variety of areas, including teaching, research excellence, student placement, and selectivity. Fueling Olin’s growth is the soon-to-be-completed $210 million campaign to provide support for students, faculty, innovative centers and programs, and advanced research facilities. This is part of the university-wide campaign Leading Together: The Campaign for Washington University, which was launched in October 2012.

The Dean will thoughtfully build on this momentum, enhancing Olin’s reputation nationally and internationally and continuing this extraordinary run of growth while maintaining its positive culture and world-class talent. The successful candidate will have strong scholarly credentials, outstanding communication skills, high energy, and a personal style that engenders trust and respect.
Washington University in St. Louis has retained the services of Isaacson, Miller, a national executive search firm, to assist in conducting this search. All inquiries, applications, and nominations for this position, which will remain confidential, should be directed to the firm as indicated at the end of this document.

WASHINGTON UNIVERSITY: HISTORY AND CONTEXT

Founded in 1853, Washington University is one of the nation’s premier institutions of higher education, dedicated to challenging its faculty and students to seek new knowledge and greater understanding of an ever-changing, multicultural world. The university is counted among the world’s leaders in teaching and research, and it draws students and faculty from all 50 states and more than 100 countries. Its programs, administration, facilities, resources, and activities combine to further its mission of teaching, research, and service to society.

Washington University is tied for the 15th rank with Cornell University and Vanderbilt University in US News & World Report’s 2016 rankings of America’s “Top National Universities.” The same publication ranked the School of Medicine sixth in the nation, and the George Warren Brown School of Social Work was tied for first with the University of Michigan – Ann Arbor.

Approximately 90 percent of undergraduates come from outside Missouri. A total of 1,730 students enrolled in the Class of 2019, selected from more than 29,200 applicants. Students at Washington University have been recognized with the Rhodes, Fulbright, Marshall, Beinecke, and Truman Scholarships and the Goldwater, Mellon, Putnam, National Science Foundation, and National Graduate Fellowships, as well as the Howard Hughes Fellowship for undergraduate research.

The university offers more than 90 programs and almost 1,900 courses leading to bachelor’s, master’s, and doctoral degrees in a broad spectrum of traditional and interdisciplinary fields, with additional opportunities for minor concentrations and individualized programs. More than 12,800 full-time and about 1,600 part-time students benefit from and contribute to the studies of arts and sciences, architecture, art, business, engineering, law, medicine, and social work. The following are just a few examples of the significant contributions Washington University is making to society through this work:

- Washington University’s Olin School of Business is a global leader in management education, with Executive MBA (EMBA) programs in St. Louis, Kansas City, Denver, Shanghai and Mumbai. The school added two new buildings this past year, to expand and refurbish its physical space. It boasts of top ten rankings in two of its programs – EMBA and the undergraduate (BSBA) programs – and has a faculty that is world-renowned in research.

- Washington University School of Medicine is leading innovative research to understand the genetic origins of diseases ranging from cancer and diabetes to autism and Alzheimer’s, with the aim of developing more effective diagnoses and treatments.

- The Siteman Cancer Center at Barnes-Jewish Hospital and Washington University School of Medicine has earned the highest possible rating – “exceptional” – from the National Cancer Institute. The center serves nearly 9,000 newly diagnosed cancer patients each year.
• As the top-ranked school of social work in the nation, the Brown School is an international leader in policy and procedures to address challenges from poverty to productive aging.

• The Institute for Public Health harnesses the multidisciplinary strengths of Washington University to address complex health issues facing St. Louis and communities worldwide.

• Research initiatives in engineering are laying the scientific groundwork to help meet challenging initiatives in biomedical, environmental, and systems engineering as well as in data science. Increases in the physical facilities and faculty of engineering will stimulate these advances and open opportunities to collaborate across the university.

• Washington University was one of the founders of the Cortex Innovation Community in midtown St. Louis, which so far has attracted more than $550 million in investment and generated more than 3,600 permanent jobs in the Cortex District. In the last 48 months, Cortex development has resulted in an additional $500 million of private investment and development in 20 surrounding neighborhood projects.

• Washington University collaborates with 29 leading institutions worldwide to educate future leaders and address global challenges such as energy and sustainability, public health, education, and international understanding. These efforts are carried out through the McDonnell International Scholars Academy, which is celebrating its 10th anniversary this year.

The university’s operating budget for fiscal year 2015 topped $2.7 billion. As of June 30, 2015, the market value of the endowment was $6.9 billion.

Leadership

Mark Wrighton is the 14th chancellor of Washington University in St. Louis and serves as its chief executive officer. Born in Jacksonville, Florida, Wrighton earned his BS degree with honors in chemistry from Florida State University in 1969. He did his graduate work at the California Institute of Technology (Caltech), receiving his PhD there in 1972. Wrighton started his career at the Massachusetts Institute of Technology (MIT) in 1972 as an assistant professor of chemistry and went on to become a full professor and eventually the Head of the Chemistry Department from 1987-90. Dr. Wrighton became Provost of MIT in 1990, a post he held until the summer of 1995 when he joined the community of Washington University in St. Louis as chancellor.

Chancellor Wrighton is the author or co-author of more than 300 articles published in professional and scholarly journals, and he holds 16 patents. He has research interests in the areas of transition metal catalysis, photochemistry, surface chemistry, molecular electronics and in photoprocesses at electrodes. Chancellor Wrighton was a presidential appointee to the National Science Board (2000-06), which serves as science policy adviser to the president and Congress and is the primary advisory board to the National Science Foundation.

Chancellor Wrighton was selected as the St. Louis “Citizen of the Year,” in 2007 – an annual award presented by the St. Louis Post-Dispatch. For his outstanding contributions to both
Washington University and the St. Louis region, Wrighton was chosen as the 2010 winner of the “Right Arm of St. Louis Award” – the most prestigious individual honor conferred by the St. Louis Regional Chamber.

Holden Thorp became provost and executive vice chancellor for academic affairs at Washington University in St. Louis on July 1, 2013. He is the Rita Levi-Montalcini Distinguished University Professor and holds appointments in both chemistry and medicine. Thorp joined the university after spending three decades at the University of North Carolina at Chapel Hill where he served as the 10th chancellor from 2008 through 2013.

A North Carolina native, Thorp started at UNC as an undergraduate student and earned a degree in chemistry with highest honors in 1986. He earned a doctorate in chemistry in 1989 at the California Institute of Technology and completed post-doctoral work at Yale University.

In his research career, Thorp developed technology for electronic DNA chips and co-founded Viamet Pharmaceuticals, which is commercializing new drugs for fungal disease and prostate cancer. Thorp is currently a member of the National Security Higher Education Advisory Board, the Board of Trustees of the National Humanities Center, the Board of Trustees of the St. Louis Symphony Orchestra, and the Board of Directors of Barnes-Jewish Hospital.

Olin Business School

Established in 1917 to educate undergraduate students as the College of Commerce and Finance, Olin Business School added an MBA program in 1950, a PhD program in 1958, an Executive MBA program in 1983, and, in 2002, a Shanghai-based Executive MBA offered in partnership with Fudan University. In the years that followed, the EMBA program was expanded to campuses in Kansas City, Denver and Mumbai. The School has developed a global reputation for outstanding management education and is committed to its core values of excellence, leadership, integrity, collaboration, and diversity. In 1988, the business school was named in honor of John M. Olin, chairman of the Olin Corp and a major benefactor of Washington University, in recognition of a gift from the John M. Olin Foundation.

Today, the John M. Olin School of Business, with more than 2,000 students and 11 degree programs, is one of the country’s leading research-oriented business schools, renowned for its research productivity and world-class scholars. Olin is 20th among North American business schools in the most recent results from the UT Dallas database that tracks publications in leading business journals. This ranking does not adjust for the size of the faculty. Because of the relatively small faculty size relative to its peers, Olin’s research ranking is much higher when calculated on the basis of per-capita faculty research output. The school also has excellent students due to its very selective admissions process. Olin’s programs have reputations for their demanding standards and emphasis on experiential learning. Despite its still relatively small size, Olin offers a wide array of programs including PhD, MBA, Executive MBA – St. Louis, Executive MBA – Shanghai, Professional MBA, MS in Finance, Master of Accounting, MS in Supply Chain Management, and undergraduate BSBA.

Olin’s alumni base has grown to more than 19,000 with graduate alumni representing 57 percent of that total. Overall, 36 percent of Olin alumni live in St. Louis and 14 percent in Chicago and New York combined. Alumni support is active and strong, as are partnerships with corporations in the St. Louis region and nationally. In June 2015, the market value of the Olin School’s endowment was approximately $326 million.
Campus Facilities and Entrepreneurial Community

Olin’s core facilities are located on Washington University’s 169-acre Danforth campus in St. Louis County and St. Louis, bordered on the east by St. Louis’ famed Forest Park and the north, west, and south by well-established suburbs. St. Louis is a thriving city for innovation and entrepreneurship, especially in the areas of technology, biotechnology, medicine, and agriculture. Recently named as one of the top-10 cities in the nation outside of New York City and Silicon Valley to found a startup, the city collaborates with Olin on an MBA track specifically for social entrepreneurship. St. Louis’ affordability, downtown incubators and tightly-integrated network of investors and entrepreneurs provide an ideal environment for new businesses. Olin has forged relationships with several international corporations with significant presence in St. Louis such as Boeing, Monsanto, and Wells Fargo.

Dedicated in 1986 and recently renovated, Simon Hall is one of the largest academic buildings on the main campus with 80,000 square feet of usable floor space that houses the Kopolow Business Library, the Art and Marge McWilliams Computing Center, and the Weston Career Center while serving as the home to the school’s undergraduate programs. Dedicated in 2001, the Charles F. Knight Executive Education & Conference Center is a 135,000-square foot residential living and learning facility for the business school. It contains classrooms, conference rooms, lounges, 66 guest hotel rooms, a 225-seat dining area, administrative offices, a boardroom, a fitness center, and a pub. It houses all Executive Education programs and the Weston Career Resources Center.

In 2014, construction was completed on a state-of-the-art $90 million expansion that included the construction of Bauer Hall and Knight Hall and a major renovation of Simon Hall, which doubled the size of the school’s facilities. The Bauer and Knight Hall project was awarded LEED Gold certification. The new facilities include a five-story glass atrium that connects Bauer Hall with Knight Hall and the Knight Center, creating a campus-within-a-campus connection. Bauer also includes a 300-seat amphitheater and 325-seat auditorium, interview suites with video conference technology, innovative high-tech classrooms, and flexible space for private and public events.

Academic Programs

“Research-driven thinking, applied” is the organizing principle across the school’s degree and non-degree programs, which emphasize developing the rigorously analytical critical-thinking skills, applied learning, global competence, and communication and collaboration skills needed to solve today’s complex, unstructured business challenges.

The small size of Washington University’s business school relative to its highly-ranked peers allows for a deeper level of interaction, participation, and program customization, which, in turn, fosters key relationships that provide endless opportunities for continuous achievement. Students are challenged and work with faculty who are motivated to nurture their development. The six-year graduation rate for Olin students is 93 percent and the retention rate across all programs is 96 percent.

Olin also offers numerous cross-curricular opportunities that are not available at its peer institutions. The Master of Social Work/MBA or the Master of Public Health/MBA are two examples of nontraditional joint programs, in addition to more traditional programs that couple the MBA with Masters of Architecture, Urban Design, Science in Biomedical Engineering, East
Asian Studies, and Energy, Environment, and Chemical Engineering. A Juris Doctorate/MBA program is also available. These programs differentiate Olin students from their peers at other business schools and give them broader perspective and expertise. However, such innovative and collaborative efforts require a high level of support and resource development, as does the remarkable breadth of programs offered for a school of Olin’s size.

**Undergraduate**

Olin awarded 214 bachelor’s degrees in business administration (BSBA) last year, 31 percent more than 10 years earlier. With placement rates of its students at higher than 98 percent, seats for undergraduates in the school are in great demand. The admission rate for undergraduate students was 8 percent in 2015 and *Businessweek* ranks the undergraduate program No. 5 in the nation. Admitted students consistently rank among the top three in the nation in terms of standardized test scores.

More than 50 percent of the school’s 946 undergraduate students study abroad during their time at Olin through more than 20 study abroad programs in cities such as London, Madrid, Hong Kong, Sidney, Sao Paulo and Koblenz, Germany. In 2014, the school launched the Israel Summer Business Academy – a six-week program open to undergraduates around the world who want to learn about Israeli business, entrepreneurship and innovation firsthand.

The BSBA curriculum has been modified over the past several years to better equip students in their development of critical skills. Students are placed in teams in the first semester of their freshman year, and two required courses teach team skills and have team-based final projects. Olin students are in high demand when they graduate, and leading companies like Goldman Sachs, McKinsey, Bain &Co., Procter and Gamble, General Mills, Citigroup, Deloitte Consulting, and others recruit them on campus.

**Masters Programs**

The full-time MBA program provides a highly collaborative environment where students have an active role in driving their personal learning experiences. Starting with the first semester’s core curriculum, students experience an intensive and comprehensive set of courses that serve as a strong foundation for future concentration. From there, students can tailor the next three semesters around their specific interests and desires. To facilitate this customized approach, Olin launched a career platform model in 2011 that allows students to identify their passions by aligning their interests and talents and connecting them with faculty, alumni, and top business leaders in their chosen field. Additionally, this approach helps students plan for their future success with recommended curriculum, dynamic experiential learning opportunities and nationwide summer internships. The MBA program strongly embraces the benefits of diversity as well, evidenced by its strong international, female, and veteran communities, all of which contribute to a powerful, mutually beneficial learning environment. With the full-time MBA program ranked 19th in *US News and World Report* and the part-time program ranked 24th, Olin awarded 253 degrees to MBA students last year.

Launched in 1983, Washington University’s Executive MBA Program promotes integrated, collaborative, customer-centric management. The holistic approach to management is championed by Olin faculty, administrators, alumni and corporate partners. The EMBA Program awarded 162 degrees last year and extends far beyond the walls of the classrooms. The curriculum includes five program campuses to choose from: St. Louis, Kansas City, Denver,
Shanghai, and Mumbai. All five locations deliver an integrated, challenging curriculum taught by senior faculty members who are invested in the success of their students. The EMBA Program offered in Shanghai was ranked No. 6 globally (and No. 2 in China) by the Financial Times.

The EMBA program in Mumbai – the only EMBA program in the world to confer a degree from a U.S. and Indian university – was launched last year as a joint program with the India Institute of Technology-Bombay. It built upon another successful international collaboration between Olin and Fudan University, China’s first joint venture in management education, launched in 2002.

More than 330 students are enrolled in Specialized Masters Programs in Finance, Accounting, Customer Analytics and Supply Chain. Olin offers students three programs within the STEM designation (Science, Technology, Engineering, and Mathematics) as well as a Master of Accounting program and three additional MS in Finance tracks – including a Global Master of Finance degree that is paired with a degree from one of Olin’s international partner institutions. The Financial Times ranks Olin’s MSF program as No. 4 in the U.S.

**Doctoral Programs**

Olin’s PhD program combines the rigorous curriculum of a top-ranked research university with the individual attention made possible by its limited enrollment. The program provides a strong background in basic disciplines and research methodologies, giving students the tools they need to pursue a productive and engaging academic career. Olin’s 59 PhD students have the opportunity to choose to pursue one of seven PhD degrees: Accounting, Business Economics, Finance, Marketing, Operations and Manufacturing Management, Organizational Behavior, and Strategy. Graduates of the PhD program in the past few years have been placed at prestigious research universities like Cornell, University of Texas (Austin), University of California, University of Maryland, and Singapore Management University.

In keeping with Olin’s commitment to impacting practice at a very high level, it offers a Doctor of Business Administration (DBA) with a concentration in Finance. Enrolling 13 students, the DBA is designed for senior practitioners in the corporate world who want to pursue careers at the highest levels of research, create new knowledge, and impact the direction of an organization. This distinctive program provides students with a strong preparation in research methodologies, the economic foundations of finance, and in-depth study of the subfields of financial theory and practice. It attracts and rewards the intellectually gifted practitioner.

**Experiential Learning and Education for Leadership Careers**

The Center for Experiential Learning (CEL) at Olin is focused on creating innovative learning opportunities that result in meaningful impact in the business and nonprofit communities. The CEL supports projects that are team-based, faculty-guided, and of consequence to clients. Each year, the CEL oversees more than 100 projects with more than 300 Washington University students. Practicums offered through the Center for Experiential Learning put students on the frontlines, applying their classroom learning to mini-consulting projects for elite businesses and nonprofits.

The Olin School is proud to partner with the Brookings Institution in Washington D.C., which many people consider to be the most influential and most trusted think tank in the world. The partnership offers individual programs that develop competencies, certificates in Public Leadership and Policy Strategy, and a Master of Science in Leadership that helps students
advance their personal and professional goals. Brookings Executive Education (BEE) is committed to developing mastery of today’s managers and executives in policy making and organizational leadership.

The Weston Career Center at Olin provides targeted career education and a wide range of individualized services to meet the professional and career developmental needs of students. Both graduate and undergraduate students are encouraged to take advantage of the Weston Career Center’s world-class resources that include up-to-date employment statistics and access to a deep network of accomplished alumni. The Center conducts more than 2,200 career advising appointments a year that contribute to Olin’s high placement rates – more than 95 percent of MBA and BSBA students are employed 90 days after graduation.

Research Centers

The campuses of Washington University in St. Louis foster a variety of centers and institutes that support all aspects of the learning, teaching and research pursuits for faculty, staff and students. Three of these Centers are housed in the Olin School.

The Boeing Center for Technology, Information and Manufacturing fosters interaction between industry and academia and strives to inform executives and researchers about the most up-to-date and accurate knowledge for creating excellent operational processes and world-class supply chain capabilities. The Boeing Center addresses timely operational excellence and supply chain strategy and execution and risk management issues, and it is frequently quoted by the international press.

The Wells Fargo Advisors Center for Finance and Accounting Research (WFA-CFAR) is dedicated to the dissemination of cutting-edge research in finance and accounting by encouraging faculty and students to work more closely with companies. This is achieved through creative design of courses in Olin’s degree programs, executive education programming, research white papers, conferences, publications, and projects for companies that involve both Olin faculty and students.

The Center for Research in Economics and Strategy advances understanding of firms and markets by supporting scientific research and employing state-of-the-art analytical and/or empirical methods to address substantive questions in economics and strategy.

Faculty

Olin faculty are actively engaged in all methods of scholarly output, from research to publishing and editorial positions at top academic journals while also maintaining a deep commitment to teaching. In the past decade, the number of tenured and tenure-track faculty in the school has grown from 54 to 72 and the total number of full-time faculty has increased from 65 to 98. The number of both women and under-represented minorities among Olin’s faculty has more than doubled since 2007. Despite this growth, Olin remains relatively small compared to most of its peers among the top ranks of research business schools.

Faculty in the school have received recent accolades from a number of groups, including the INFORMS Society of Marketing Science, American Marketing Association, Academy of Management, and International Industrial Organization Conference. Indeed, in each of its seven disciplines, Olin professors have earned recognition and awards for research quality, impact,
and productivity. They hold leadership positions across a variety of national organizations, and they hold editorial positions in their disciplines’ best journals.

Olin’s exceptional faculty have also been recognized for their work in the classroom by numerous external rankings. In recent years, Bloomberg Businessweek has awarded Olin’s BSBA and MBA programs an A+ and its EMBA program an A for teaching while ranking its MBA program No. 4 in the nation for “Intellectual Capital.” The Financial Times has ranked faculty in the Executive Education Open Programs No. 8 worldwide for teaching methods and materials.

THE ROLE OF THE DEAN

Reporting to the Provost and Executive Vice Chancellor for Academic Affairs, the Dean serves as the chief academic and administrative officer of the school. The Dean manages a budget of approximately $100 million in a Responsibility Centered Management (RCM) budget model that provides enormous influence over hiring decisions, program development, and infrastructure. The majority of operating funds in the school are derived from tuition and fees, which have grown steadily since 2009, allowing for annual surplus revenue to be allocated to reserve funds. The Dean’s responsibilities include strategic planning, budgeting, fundraising, curriculum development, faculty and student recruitment and retention, program development and assessment, and general administration.

The Dean is supported in this work by a staff of 150. The academic programs are led by associate deans who report to the senior associate dean for programs. Leadership amongst the disciplines is shared by faculty leaders who serve as area coordinators. The school’s advisory group, the National Council, consists of 77 alumni and business leaders throughout the nation who lend their wisdom, expertise, and advice to support the school’s vision and goals.

OPPORTUNITIES AND CHALLENGES

Lead the school in developing a compelling and distinctive vision and competitive strategy

The Dean will work with faculty, staff, the National Council, and the university to shape and execute a strategy that will build upon the successes achieved under prior leaders. While strong demand for programs, the school’s solid financial footing, and a well-balanced group of outstanding faculty position Olin well, the changing marketplace for business education will require the Dean to lead a conversation that spurs thoughtful innovation as Olin looks to create and clearly articulate a strategy that increases its impact and reputation. The Dean will lead a strategic planning process that engages all constituencies in agreeing on a compelling vision of what the Olin School can be in the coming years and a strategy to be a more distinctive competitor in the business school space. The development and implementation of this vision will require the Dean to be a strong communicator who can advocate for Olin both within the university and externally.

Build the faculty of the future

Starting from a very strong base the Dean will aggressively pursue the recruitment and retention of faculty who will add to the school’s distinction, diversity, and reputation for innovation and excellence. Always aiming for the most accomplished and highest potential strategic hires, the Dean will work with faculty colleagues to identify areas of especially high opportunity for research and teaching contributions that will add measurably to the school’s competitive
position. There will be special attention to recruiting faculty of such distinction that they will be magnets to attract colleagues who will become critical masses of new excellence for Olin. At every rank, the Dean will be the school’s chief recruiter, supporting colleagues in every area of the faculty as they build stronger areas of excellence. The Dean will strive to recruit and support faculty who will challenge the way business leaders think and lead, making Olin more of a national thought leader among prominent business schools.

**Develop and expand graduate programs to enable continued growth in quality and distinction**

With undergraduate enrollment in the university capped at its current level, the Dean will focus on growing enrollment in graduate programs. With the traditional full time MBA market in decline nationwide, the importance Olin places on enrolling top quality MBA students will increase. The Dean will lead the assessment of existing specialized master's programs to grow those with high potential to impact the school’s reputation while seeking new opportunities in graduate and executive education to grow a graduate program portfolio that will increase revenue, attract corporate recruiters, and build the school's reputation and impact. The Dean will thoughtfully seize opportunities in areas where the school is positioned for a high likelihood of success.

**Collaborate with other schools in the university**

As a major contributor to one of the world’s finest universities, the school has made inroads in curricular collaboration across the university, particularly in areas of excellence and impact in such as engineering, medicine, life sciences, social work and law. The Dean will vigorously explore and extend additional ways to foster interdisciplinary collaboration. Washington University's RCM budget model provides deans with flexibility and opportunities to seek resources that can be shared to mutual benefit. With university leadership strongly supportive of collaboration between schools, the Dean will be a creative and outgoing colleague who is unafraid to take informed risks and find opportunities that benefit Olin, other schools, the university, and society as a whole.

**Build Olin’s brand**

The quality of students and faculty and the positive outcomes graduates of Olin experience in their careers are all testaments to the esteem in which it is held. The Dean will strive for ways to articulate Olin’s distinctive identity in a competitive environment. The Dean will work with faculty and university leadership as well as external partners in a focused and strategic effort to build Olin’s reputation and broaden its appeal nationally and globally.

**Enhance and enrich the student experience**

The Dean will lead a dedicated faculty and staff in support of the highest quality student experience. S/he will dedicate resources and personal involvement in assuring that students receive the support and guidance they need to maximize their education at Olin. With the high importance assigned to placement, the Dean will be an active champion of career services and expanded opportunities for students to engage with the business world throughout their time at Olin. S/he will also foster an environment that embraces the inherent benefits of inclusion and diversity as a community value, supporting initiatives and conversations that lead to opportunities for faculty, staff and students to learn from one another and their varied experiences.
Be a strong advocate for Olin with alumni, the corporate world, and friends of the school

The Dean will be an engaging and energetic spokesperson for the school, connecting with alumni and the wider business community to enhance the school's connections to those who support it. Working closely with university leadership and development officers the Dean will eagerly engage in fund raising to support the work of the school and the university. It will be a priority to make alumni always feel closely connected to the school and part of its ongoing success. The Dean will also be a vital representative of the school and the university in the St. Louis civic community and in the broader national and global business world. The Dean will have an opportunity to leverage the world class facilities as a destination for leaders from St. Louis and around the world.

Maintain and nurture the Olin School culture of openness, mutual respect, and entrepreneurial momentum

The Olin School has a remarkably open, respectful, and collaborative culture that includes everyone and encourages initiative and entrepreneurial activity. Faculty and staff work together with an easy camaraderie. The Dean will be a leader who embraces and strengthens this culture of shared responsibility and accomplishment while championing diversity and work to deepen and extend its contributions to the excellence of the school.

THE SUCCESSFUL CANDIDATE

The successful candidate will embody many of the following qualifications and attributes:

- A proven record of scholarly success that would support an appointment to the rank of professor in the school.

- An institution builder who can develop and implement a strategic plan in an academic setting.

- A global perspective.

- A strong communicator who can work effectively with senior leadership of the university, faculty, students, alumni, and staff to articulate an inspiring message, generate enthusiasm, and strongly advocate for the school.

- Strong administrative, financial, and management skills that will allow the Dean to effectively lead a complex and diverse academic unit.

- An open and transparent leadership style.

- A strong and demonstrated commitment to advancing diversity.

- A creative mind and a strong grasp of the trends impacting business education. Someone who is willing to thoughtfully experiment with new curriculum and new ways to deliver content to best serve students in a changing marketplace.

- Evidence of successful involvement in and appetite for development initiatives, and the ability to work effectively with alumni and friends of the university.
• Demonstrated ability and enthusiasm for engaging business leaders in the work of the school.

TO APPLY

This search is being led by Gale Merseth with Greg Esposito and Micah Pierce. For more information, to make a nomination, or to apply for this role, please visit:

www.imsearch.com/5722

Washington University in St. Louis is committed to providing equal opportunity to all qualified individuals in its employment and personnel practices. The University practices affirmative action by taking assertive steps to recruit, hire, and promote minorities, females, individuals with disabilities, and veterans.