



UNIVERSITY OF NORTH CAROLINA
CHARLOTTE

DEAN
BELK COLLEGE OF BUSINESS
2023-2024

THE OPPORTUNITY

The University of North Carolina at Charlotte (UNC Charlotte) invites applications and nominations for the position of Dean of the Belk College of Business.

THE UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE

Founded in response to the need to serve returning veterans immediately after World War II, The [University of North Carolina at Charlotte](#) is one of a generation of schools established in metropolitan areas to meet post-war education demands. On September 23, 1946, the State of North Carolina opened the Charlotte Center of the University of North Carolina with an enrollment of 278 students. In 1961, the school moved from downtown Charlotte to its current location on a 1,000-acre campus, 10 miles from the city center.

From its inception, in keeping with the State of North Carolina's commitment to provide affordable access to quality education, the University has worked to make learning accessible to all. Although now a large research-intensive urban university and the third largest of the 17 institutions within the University of North Carolina system, Charlotte has maintained its entrepreneurial culture and eagerness to explore new ideas and practices.

UNC Charlotte offers 24 doctoral programs, 64 master's degree programs, and 79 bachelor's degrees across eight colleges. There are more than 1,100 full-time faculty and fall 2023 enrollment exceeded 30,000 students. UNC Charlotte has over 136,000 living alumni and 4,000 to 4,500 new alumni each year. North Carolina is known for its commitment to public higher education and UNC Charlotte exemplifies the state's commitment to post-secondary educational access. In their 2024 rankings, *U.S. News & World Report* ranked UNC Charlotte as one of the top 100 public universities in the country. With research expenditures increasing 123% over the past decade, *The Chronicle of Higher Education* is projecting UNC Charlotte will reach elite Research 1 (R1) status by 2025.

The University's 10-year strategic plan, [Shaping What's Next](#), affirms its responsibility to produce degree recipients who will contribute to the state of North Carolina as well-prepared, highly skilled, productive citizens and lifelong learners able to function in a rapidly evolving global society. The plan also conveys a new vision for Charlotte as an emerging top-tier global research university. The plan recognizes the centrality of the arts, humanities, and sciences to achieving these goals, the value of an interdisciplinary approach, and the importance of other experiences that can be embedded in a coherent collegiate experience, including international study, internships, service-learning, and engagement.

LEADERSHIP



Sharon L. Gaber serves as the fifth Chancellor of the University of North Carolina at Charlotte. Since arriving in 2020, the University has embarked on a bold 10-year strategic plan that articulates a new vision as a globally recognized top-tier research university. The University was also recognized for its innovative response to the global COVID-19 pandemic, receiving a 2021 Excellence and Innovation Award from the American Association of State Colleges and Universities (AASCU).

Charlotte also has seen a dramatic rise in its national profile, achieving a position among the nation's top 100 public universities, according to *U.S. News & World Report's* Best Colleges 2024 rankings.

An academic with a background in city and regional planning, Gaber was named by Education Dive as one of five higher education leaders to watch in 2018 and beyond. She has also been named to Business North Carolina's Power List for three consecutive years. Prior to her role at UNC Charlotte, Gaber served for five years as President of the University of Toledo, where she was nationally recognized for her efforts to increase enrollment and graduation rates, boost research funding, and make the campus environment diverse and inclusive. Gaber earned an A.B. in economics and urban studies from Occidental College, an M.P.L. in urban planning from the University of Southern California, and a Ph.D. in city & regional planning from Cornell University.

Jennifer Troyer is the University's Provost and Vice Chancellor for Academic Affairs. Dr. Troyer is also Professor of Economics in the Belk College of Business. Since joining the University 25 years ago, Dr. Troyer has served as Dean of the Belk College of Business, Chair of the Department of Economics, Associate Dean for Research and Graduate Programs, and several interim appointments. As a professor, she has taught numerous courses in health economics and econometrics, and she has conducted policy-relevant research on the quality of U.S. nursing homes, the cost-effectiveness of medical interventions, and strategic behavior in the pharmaceutical industry. Her research has earned several awards and has been funded by the National Institutes of Health. Troyer earned a B.S.B.A. in Economics from the University of Memphis, and an M.S. and Ph.D. in Economics from Florida State University.



CHARLOTTE, NORTH CAROLINA

Fueled by rapid job growth and an affordable cost of living, in 2022 Charlotte was ranked as the country's sixth fastest growing big city and is a top millennial hub. With an estimated population of 900,000 and an average of 110 people moving to the region per day, Charlotte is the 15th most populous city in the U.S., 22nd largest metro area (2.6 million), and the second largest banking hub in the U.S.

The Charlotte region is a healthcare, retail and energy center as well as home to headquarters for 10 Fortune 500 companies such as Bank of America, Lowe's, Honeywell International, Duke Energy, Nucor and Sonic Automotive, and 17 Fortune 1000 companies including Ingersoll Rand, JELD-WEN Holding, and Sealed Air. The city is also home to the NFL's Carolina Panthers, NBA's Charlotte Hornets, NASCAR Hall of Fame, and the 10th largest airport in the country. The region offers a wide array of cultural activities such as the Charlotte Ballet, Mint Museum, the Blumenthal Performing Arts Center, and many outstanding and award-winning restaurants and eateries.

In the heart of the city of Charlotte is The Dubois Center at UNC Charlotte Center City, the only University of North Carolina building conceived and designed specifically to serve the people, organizations, and businesses of the urban center. Conveniently located next to the Center City campus, the light rail provides a physical connection between the Center City and University City campuses. The Dubois Center provides the University with an enduring presence in the city's business and cultural district, bringing the University's considerable intellectual resources to the heart of the Charlotte community. With 143,000 square feet, 25 classrooms and design studios, meeting and performance spaces, an art gallery, and a four-acre park, it speaks to a new vision in higher education that includes urban education, research, engagement, and sustainability.



THE BELK COLLEGE OF BUSINESS

The Belk College of Business is part of a large and growing University that has an excellent reputation regionally and a growing reputation nationally and internationally. The College and its expanding programs create a synergy that attracts outstanding students and faculty from across the country and the world to its various disciplines.

The Belk College strives to be a leading urban research business school, with strategic goals rooted in the needs of the greater Charlotte community and the strengths and aspirations of its faculty and students. As the region's only public research university, UNC Charlotte leads the transformation of business education and research. Through six academic units, the College not only prepares tomorrow's business leaders, but also serves as a vital intellectual resource for the Charlotte business community.

UNC Charlotte has been educating future business leaders since the 1960s. Today, with over 4,300 undergraduate and 600 graduate students, 110 full-time faculty—including 14 endowed professorships—and an alumni base of over 37,000, the Belk College of Business is one of the Carolinas' largest business schools. The College is home to three undergraduate degree programs encompassing nine majors, with a 10th recently approved, six master's degree programs, and two doctoral degree programs. The College also participates in several interdisciplinary graduate degree programs. The faculty, led by excellent departmental leadership, comprises full-time tenured, tenure track, and non-tenure track faculty, including many individuals with national and international reputations. Roughly 50 adjunct faculty teach for the College each year, including core community partners and industry leaders. The College's staff comprises approximately 60 individuals who play critical roles in supporting student services, advancement, operations, technology, and administration. With strong alumni and industry support, the College has seven volunteer boards. The College operating budget, which consists of both state and private funds, totals approximately \$7.2 million annually (FY2023). In addition, the current value of the College's endowment is \$69.5 million.

The College – like the University – has a strong foundational commitment of open access to education: 68% of undergraduates receive financial aid, and about a quarter of first year students are first generation college students. In the 2022-2023 year, the College awarded 212 scholarships to its students. The University is the leading institution in the system for the enrollment of transfer students, and like the University, approximately a third of the College's students enter as transfers from community colleges and other schools. The College has articulation agreements and degree completion plans in place with state community colleges to support students' graduation in four years. The [Niblock Student Center](#), which opened in 2018 with a major contribution from an alumnus, provides extensive resources including academic and career coaching and advising, professional development programs, and scholarship support. Students and faculty all benefit from the College's commitment to personalized academic and career coaching from specialized, full-time professional advisors.

The highly successful [Business Honors Program](#), the second largest honors program on campus, provides additional opportunities for high-achieving students who seek robust academic and professional development experiences.

All units, with the exception of the graduate and executive program and Center for Entrepreneurship and Innovation staff, are located in one building on the main UNC Charlotte campus, furthering a sense of academic and co-curricular connection. With a focus on partnering with the Greater Charlotte region, the College continues to engage with regional businesses to develop innovative and interdisciplinary programs, to meet the needs of employers and demands of students, while remaining well-positioned to advance research, education, and outreach. Much of this interdisciplinary work, which aligns the College well with the integrative research and curricular goals of the campus-wide strategic plan, is carried out across units reaching beyond the main campus to The Dubois Center and the greater Charlotte community.

Academic Departments, Centers, and Programs

The College's academic programs are organized into five departments and one school:

- The [Department of Business Information Systems and Operations Management](#) (BISOM) offers undergraduate majors in Business Analytics, Management Information Systems, and Operations and Supply Chain Management. BISOM faculty teach courses for the MBA concentrations in business analytics, information and technology management, and supply chain management, as well as for the interdisciplinary Professional Science Master's (PSM) in Data Science and Business Administration, and serve as dissertation advisors for students in the interdisciplinary PhD in Computing and Information Systems – Business Track.
- The [Department of Economics](#) offers two programs leading to the BS degree, one with a Business Administration emphasis and another with a Liberal Arts emphasis. The Department also offers an MS in Economics with concentrations in quantitative and applied economics, financial management, and quantitative finance. Additionally, Economics faculty teach courses in the MBA, MS in Mathematical Finance, PhD in Business Administration, and PhD in Public Policy programs.
- The [Department of Finance](#) is dedicated to maintaining and further advancing its leadership role in high quality educational programs, basic and applied research, and service to the profession and community. The Department administers one undergraduate major in Finance, as well as MBA concentrations in real estate finance and development, business finance, applied investment management, and financial institutions/commercial banking. Finance faculty are also actively involved in the MS in Mathematical Finance, the MS in Real Estate, the MS in Economics with a concentration in finance, and the PhD in Business Administration with a concentration in finance.
- The [Department of Management](#) directs its teaching, research, and service activities toward developing and enhancing the ability of students and practitioners to identify,

assemble, and coordinate the skills and resources needed to create economic wealth within ethical and societal boundaries. The Department administers the undergraduate majors in Management and in International Business as well as MBA concentrations in entrepreneurship and corporate venturing, global business, and management. In addition, Management faculty actively participate in the interdisciplinary PhD in Organizational Science and in entrepreneurship initiatives throughout the College and University.

- The [Department of Marketing](#) seeks to provide an intellectually challenging educational program that will develop marketing and other business students as ethical and competent managers and leaders; to conduct and publish research that will contribute significantly to the knowledge and understanding of marketing; and to reach out to the community and region through continuing education, applied research, service, and consulting activities. The Department administers the undergraduate major in Marketing as well as curriculum for the MBA concentrations in innovation and growth strategies and marketing, and participates in the interdisciplinary PSM in Data Science and Business Administration.
- The [Turner School of Accountancy](#) seeks to discover and disseminate knowledge essential to the practice of accounting. Named in 2016 for Thomas C. Turner, professor emeritus who helped establish the accounting program at UNC Charlotte and whose significant financial gift prompted a matching gift campaign, the School has an approximate endowment of \$9 million to support students and faculty. The School offers programs for students at various stages of their professional accounting careers including a BS in Accounting and a Master of Accountancy, both of which benefit from the specialized accounting accreditation by AACSB International.

The College also houses three centers:

- [The Childress-Klein Center for Real Estate \(CKCRE\)](#) seeks to educate and develop real estate professionals, advance real estate research, and lead the community in conversations that educate and inspire innovation. Its mission is to advance knowledge in real estate, public policy and urban economics through graduate education, applied research, and industry/community collaboration.
- [The Center for Entrepreneurship and Innovation \(CEI\)](#) is a collaborative hub supporting student, faculty, and community entrepreneurs' ideation, innovation, and entrepreneurial venturing. CEI seeks to support entrepreneurship research, coordinate academic and non-academic programming, and connect stakeholders with infrastructure to support their entrepreneurial efforts. More broadly, CEI seeks to serve as a thought leader in the Charlotte entrepreneurial ecosystem.
- [The Center for Leadership Science \(CLS\)](#) takes an interdisciplinary approach to researching and teaching leadership, and addresses the barriers and challenges that emerging leaders face in rising to leadership positions. Its strategic priority is to fundamentally redefine leadership and, in turn, its application across countless leader development and training programs in business and society.

CLS houses and disseminates leadership research, teaching and impact to the Charlotte community via undergraduate, graduate and UNC Charlotte community outreach.

In addition to the specialized master's programs, the College offers graduate degrees incorporating a variety of business disciplines including the MBA, MS in Management, and Doctorate in Business Administration programs. It is also part of a number of interdisciplinary programs throughout the University including Data Science and Business Analytics, Organizational Science, and Public Policy. For more information about the Belk College of Business, please visit <https://belkcollege.charlotte.edu>.

THE CITY OF CHARLOTTE AND ITS CONNECTION TO THE COLLEGE

UNC Charlotte has fueled the growth of the region, serving as a research partner, helping to address major business challenges and developing top-tier talents through its academic programs. The College is an economic power player in the city of Charlotte. With over 60% of the College's alumni living and working in the Charlotte region, our students benefit from the College's deep-rooted connection to the city's business center and the College is a vital intellectual resource to the business community.

Our partnerships with business leaders in the Charlotte area shape our industry-relevant curriculum and inform our applied research. The College has long been a driving force and partner in the economic growth of the greater Charlotte region.

The Dubois Center at UNC Charlotte Center City in Uptown Charlotte houses the College's top-ranked graduate programs, the Center for Leadership Science, the School of Professional Studies, a library, classrooms, computer labs, and much more. Restaurants, cafes, and hotels are a short walk from the campus.

KEY OPPORTUNITIES AND CHALLENGES

To fulfill its mission and realize its vision, the Belk College must be at the forefront of modern business education. This means offering a full slate of degree programs that are responsive to the talent development needs of Charlotte and the region, maintaining strong partnerships with the community, and employing faculty members who produce basic research that influences the academic literature as well as applied research that addresses problems relevant to the citizens and businesses of Charlotte.

The College is poised for expansion and growth with increasing demand for business and analytics professions in the Charlotte region and beyond. There is a great opportunity to grow and enhance existing graduate programs, continue supporting meaningful improvements aimed at increasing undergraduate student success, optimize the portfolio offerings and reach for executive education, and continue to grow the brand and image of the College.

The College enjoys strong support from the UNC Charlotte administration and the Charlotte business community. It does, however, still face a number of challenges, including supplementing current state funding levels with private donations and an increasingly competitive market for graduate students.

In close collaboration with the Provost, other deans and officers of the University, and key stakeholders, the Dean will:

- Support and grow scholarship and application that is relevant to the needs of industry and community leaders worldwide, including those in the Greater Charlotte community;
- Provide leadership for five departments and one school: 1) Business Information Systems and Operations Management, 2) Economics, 3) Finance, 4) Management, 5) Marketing, and 6) the Turner School of Accountancy;
- Serve as the external face of the College, build the College's financial resources, and strengthen collaborations with alumni, community and industry partners;
- Foster an inclusive environment for students, faculty and staff;
- Embrace and support access and student success;
- Develop and implement a shared vision;
- Provide leadership and support to enhance the academic reputation of the College, its programs and research through development, support and visibility efforts;
- Evaluate current programs and explore and develop new programming to best serve students and the city of Charlotte, North Carolina and beyond; and
- Take up additional tasks and responsibilities, as appropriate and necessary, in consultation with University leadership.

THE ROLE OF THE DEAN

Reporting to the Provost and Vice Chancellor for Academic Affairs, the Dean is the chief academic and administrative officer of the College and a member of the Deans Council.

The Dean will be supported by a leadership team consisting of the senior associate dean, associate dean for graduate programs and executive education; associate dean for undergraduate programs; assistant dean for inclusive excellence; assistant dean of finance and personnel; director of external and alumni relations; executive director of information technology and facility operations; director of academic planning and accreditation; and an executive assistant. The dean's office works with the College's department chairs, program directors, faculty, staff, and students, as well as other units across the University, in particular with the Division of University Advancement, to advance undergraduate and graduate education.

QUALIFICATIONS

Candidates will typically have academic leadership and an academic record commensurate with that of a tenured professor in one of the Departments in the Belk College, but we will also consider candidates who have a combination of significant academic leadership experience and industry experience who do not have a record commensurate with tenure.

The University seeks candidates who bring the following skills and experiences:

- Demonstrated commitment to UNC Charlotte's mission of access and contribute to our commitment to creating a culture of belonging for students, faculty, and staff of different ages, races, ethnicities, backgrounds, identities, and abilities;
- Demonstrated fundraising experience and success;
- Ability to lead a faculty community that encompasses an array of disciplines;
- Demonstrated administrative ability to delegate, prioritize, and make timely, transparent, and collaborative decisions;
- Experience of aligning resources with strategic goals;
- Record of effective budget management for a complex organization;
- Experience facilitating interdisciplinary work that transcends traditional boundaries and inspiring and leading faculty in civic engagement and community-engaged scholarship;
- Ability to develop curricula and programs that prepare students for rapidly changing fields;
- Demonstrated success in fostering collaboration, motivating others, and building effective working relationships with internal and external stakeholders;
- Informed grasp of key issues affecting faculty and staff recruitment, retention, promotion, and scholarly productivity;
- Familiarity with national issues affecting research and higher education; and
- Ability to be an effective spokesperson and strong advocate for the College.

EDUCATION

The Dean of the Belk College of Business should hold an earned Ph.D., or equivalent terminal degree(s), and possess a record of recognized achievement in leadership, service, teaching and research.



NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **January 31st, 2024**. Applications should include 1) a curriculum vitae and 2) a letter of interest that addresses the responsibilities and requirements described above, as well as the applicant's motivation to apply. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to:

Martin M. Baker
Chelsie Whitelock
Buffkin/Baker
unccbelkdean@buffkinbaker.com

As an EOE/AA employer and an ADVANCE Institution that strives to create an academic climate in which the dignity of all individuals is respected and maintained, the University of North Carolina Charlotte encourages applications from all underrepresented groups. The candidate chosen for this position will be required to provide an official transcript of their highest earned degree and submit to a criminal background check.