



University of
Pittsburgh

**Joseph M. Katz Graduate School of Business
and College of Business Administration**

Confidential Position Specification

University of Pittsburgh

Henry E. Haller Jr. Dean

**Joseph M. Katz Graduate School of Business
and College of Business Administration**

INTRODUCTION

ABOUT THE JOSEPH M. KATZ GRADUATE SCHOOL OF BUSINESS AND COLLEGE OF BUSINESS ADMINISTRATION, UNIVERSITY OF PITTSBURGH

The Joseph M. Katz Graduate School of Business and College of Business Administration (“Pitt Business”) seeks an inspirational, visionary leader to serve as the next Henry E. Haller Jr. Dean. Pitt Business is annually [ranked among the best in the world](#) for its academic programs, value, faculty quality, and innovative research. Pitt Business’s strong reputation attracts international, national, regional, and campus partners and leads to distinctive collaborations in areas such as international business, technology management/engineering, and the health sciences.

As part of the University of Pittsburgh, Pitt Business is embedded in a dynamic research ecosystem where faculty and students are engaged in academic inquiry that leads to critical new insights. The school delivers a high-quality business education that emphasizes integrated learning and the development of critical skills to enable students' success in a competitive, global marketplace.

Strong relationships with organizations—ranging from Fortune 100 companies to innovative start-ups—help the school to continuously adapt to changing marketplaces and business realities. Pitt Business is deeply rooted in the vibrant [Pittsburgh](#) and broader business communities. With more than 32,000 Pitt Business alumni living and working in more than 90 countries, the school’s leadership network spans the globe. *The Economist* ranks Pitt Business as #1 in the world for Breadth of Alumni Network.

The next Dean has the opportunity to build on the current excellence of Pitt Business’s faculty, research, and academic programs to keep the school at the leading edge in a rapidly changing educational environment. Creating a resilient and ambidextrous organization that can transcend the business challenges of the next decade will be the new Dean’s ultimate aim.

PURPOSE, MISSION, VISION

Pitt Business has the following purpose, mission, and vision statements:

Our Purpose

We Prepare Leaders to Shape Organizations that Embrace and Impact Humanity.

Our Mission

The Joseph M. Katz Graduate School of Business and College of Business Administration leverage the opportunities created by our urban location and strong research culture to prepare students to be catalysts for change. Our mission is to merge communities of knowledge with communities of practice to create exceptional experience-based learning outcomes for students and relevant insights for business leaders.

Our Vision

Our aspiration is to be a recognized leader in the development and execution of experience-based learning opportunities for students and the creation of business knowledge, processes, and skills that generate lasting societal value.

These foci are well aligned with the University of Pittsburgh’s strategic plan—[The Plan for Pitt](#)—which identifies how and where the University wants to improve. The Plan for Pitt calls for: adding institutional strengths and reputational drivers in the areas of academics, research and scholarship, and community service; enhancing the University’s capacity to help improve lives, systems and communities; and nurturing opportunities for Pitt community members to grow individually and to collectively create, use and share knowledge.

LEADERSHIP OPPORTUNITIES

Pitt Business’s continued success relies on outstanding faculty research, collaborative teaching, faculty leadership, and partnership with the broader University, as well as effective financial stewardship and fundraising.

The next Dean of Pitt Business will engage with the following opportunities and challenges:

Inspirational and Visionary Leadership

- Harnessing, aligning, and projecting a forward-thinking vision for Pitt Business that builds upon a culture of excellence with the dynamism and agility to lead through the disruptions that will continue to shape business education.
- Supporting and setting the tone for the research productivity and scholarly impact of Pitt Business faculty.
- Identifying and encouraging collaborative teaching and catalyzing opportunities so that Pitt Business prepares students for their post-graduation roles, across practitioner and scholarly worlds, combining real-world and research insights.
- Strengthening faculty leadership development, including building upon departmental and school-wide leadership roles with the overarching goal of assuring that faculty continue to be outstanding researchers and teachers.

Financial Stewardship

- Inspiring research support to attract and maintain outstanding faculty while managing the cost of competing for world-class faculty;
- Embracing and capitalizing on the University’s new budget model. The Dean will need to effectively empower Pitt Business’s growth through an incentive-based budget.
- Engaging with school alumni to strengthen the University’s culture of individual philanthropy, as a complement to the historically deep support the University has enjoyed from corporate and foundation communities in Pittsburgh. The University is in the planning stages of a comprehensive campaign, and the new Dean will play a central leadership role in the campaign, ultimately contributing to building a strong legacy for the future of Pitt Business.

Growth and Development

- Leading a strategy that allows facilities, technology, and human capital investments to be supported and expanded with a particular emphasis on undergraduate programs and a consistent footprint for Pitt Business.
- Broadening academic opportunities to include more nontraditional students and settings, for example by developing specialized certificates, including non-degree and stackable programs, to

meet contemporary demands for just-in-time and specific business skills and knowledge bases.

- Maintaining, developing and stewarding strong corporate, foundation, and community partners for Pitt Business. This includes leveraging the growing life sciences presence in Pittsburgh and the aspirations of the University to enhance partnerships within the life sciences industry (for example, the recently announced [Pitt BioForge project](#), which is supported by a \$100 million gift from the Richard King Mellon Foundation).
- Supporting [University-wide](#) and [school-specific](#) efforts to advance equity, diversity, and inclusion.

FACULTY AND RESEARCH

Faculty members anchor the strong research culture and collaborative atmosphere of Pitt Business. *The Economist* ranks the faculty as #5 in the world for faculty quality, and their teaching approach ties the latest in business theory to [integrated learning](#) to prepare students to be catalysts for positive change.

Pitt Business faculty pursue a wide variety of cutting-edge research streams and develop dynamic, unrivaled knowledge. They ask the bold questions needed to unearth and expand globally relevant insights for today's business leaders. Not only do faculty members frequently publish in top academic journals, but many also serve as journal editors and command leadership roles in academic organizations.

Pitt Business is home to [seven research centers and one project](#) that put leading-edge theories into action and practice. The centers create new research, build strong industry partnerships, and give students invaluable opportunities and powerful community support.

The University's urban location in Pittsburgh gives faculty members opportunities to collaborate with business leaders, which they leverage into opportunities for field research, consulting-based projects, case studies, and guest speakers. Students find that faculty members genuinely care about students' education and are committed to helping students in their careers.

From day one, Pitt Business students interact closely with faculty to build a strong foundation in core management principles and in their chosen business concentration. The rapport students share with their instructors gives students a broad perspective on business trends that prepares them to adapt and evolve to meet emerging business challenges.

ACADEMIC OFFERINGS AND STUDENT LIFE

The University of Pittsburgh's Joseph M. Katz Graduate School of Business and the College of Business Administration (CBA) offer the following degree programs:

- **Doctor of Philosophy:** Rigorous, customized programs for curious students eager to gain recognition and influence as experts in their field. Mentorship is a key element, developing lasting success and confident leadership. Students can choose from PhD programs in Accounting, Business Analytics and Operations, Finance, Information Systems and Technology Management, Marketing, Organizational Behavior and Human Resources Management, and Strategic Management.
- **Executive Doctor of Business Administration:** In Fall 2022, the school plans to enroll the inaugural

class of students to the Doctor of Business Administration (DBA) degree program. The program is designed as a cohort model for experienced management professionals looking to advance their analytical skills to solve complex organizational problems in corporate, consulting, and governmental roles.

- **Master of Business Administration Programs:** Challenging programs that provide students with a strong, broad foundation of business knowledge integrated across functional disciplines. The MBA programs focus on integrated learning, leadership development, and real-world experience.
 - The full-time, cohort-based **Signature MBA** program takes 18 months to complete. Students have time for a summer internship, may elect an immersive semester-long Integrated Learning Institute, and are required to complete an intensive learning capstone experience in the final semester. The Economist ranked the Katz full-time Signature MBA program as #30 in the world.
 - The **Part-Time MBA** is a highly flexible program designed for working professionals seeking advanced career growth. Students may choose from on-campus and online coursework and typically complete the program in two to three years.
 - The **One-Year MBA** program is an accelerated, 12-month, full-time program for those who have extensive post-bachelor's professional experience, making it unnecessary to seek a summer internship. The school prides itself that, in 1963, it became the first school to offer an accelerated, one-year program.
- **Executive Master of Business Administration Programs:** The innovative Executive MBA program is designed to meet the needs of individuals seeking to leverage their experience and skills to have an impact within their organization or industry. Katz also offers an Executive MBA in Healthcare, which is designed to empower and enable leaders to think critically, make informed decisions, and inspire confidence. The Executive MBA program is ranked #24 in the U.S. by the Financial Times.
- **Master of Science Programs:** The Master of Science programs are offered in rapidly growing fields of business such as accounting, business analytics, information systems management, finance, general management, marketing science, and supply chain management. Depending on program requirements, most students can complete programs in 9-18 months.
- **Dual MBA/MS Degree Programs:** In order to add a deeper academic specialization, students may concurrently pursue an MBA and a Master of Science (MS) degree in Finance, Management Information Systems, Marketing Science, or Supply Chain Management.
- **Joint Degree Programs:** Designed for multiple focuses of study, the joint programs allow students to pair their MBA with a master's degree from another University of Pittsburgh graduate school. Current joint MBA programs include master's degrees in engineering, international development, law, public and international affairs, public health, and social work.
- **Bachelor of Science in Business Administration:** Academic excellence and a rigorous curriculum are the foundation of the Pitt Business undergraduate program. CBA offers majors in Accounting, Business Information Systems, Finance, Global Management, Human Resources Management, Marketing, and Supply Chain Management, and almost half of students pursue a double major. In addition, students can complement their major with one of five certificate programs. The faculty are forward-looking and innovative and have recently approved a curriculum revision and a new major in Business Analytics.

Outside the classroom, Pitt Business offers students a diverse portfolio of co-curricular, professional development, and career development programming. Students may participate in and gain valuable leadership experience through a wide variety of student-led clubs and organizations that enrich their academic experiences. Opportunities for [global education](#) include experience-based courses such as global consulting projects, global issues workshops, and global research practicums, as well as short- and long-term study abroad opportunities. Pitt Business utilizes a high-touch, individualized advising approach to facilitate students' academic, career, and professional development. Dedicated staff members support students throughout their academic journey and help them to secure fulfilling summer internships and professional roles after graduation.

The CBA has a particular focus on taking students from the *Classroom to the City, to the World*. "To the city" embodies the relationship with the business community, and nearly 100% of undergraduate business students do internships or co-op. The Career Development center offers cutting-edge academies with executives in residence in such areas as Fintech and Marketing Analytics. *Poets&Quants* ranks Pitt Business as #1 for getting undergraduate students the jobs they want. In taking students "to the world," CBA has the highest participation in study abroad at the University of Pittsburgh (over half of undergraduate students at Pitt Business participate in a global experience), and many study abroad programs are designed for CBA students.

PHILANTHROPY AND ENGAGEMENT

The Dean serves as chief fundraiser for Pitt Business and can build on a strong base to expand the scope and impact of philanthropy and alumni engagement. The school has a talented and professional fundraising team and a robust pool of prospective donors. It benefits from the support and engagement of dedicated alumni, as well as friends, foundations, and corporate partners.

Pitt Business has seen strong growth in philanthropic support, deepening its major gift pipeline and achieving success with seven-figure commitments. Concurrently, the school has been focused on growing its number of donors and had a record-high number of donors in fiscal year 2021. While fundraising has historically been focused on graduate alumni, during the 2021-2022 academic year the school is celebrating the 25th anniversary of the College of Business Administration and is using that milestone to further foster a culture of philanthropy from undergraduate alumni, which will be a strategic fundraising priority going forward.

The school is supported by a [Board of Visitors](#) whose members serve as lead advocates for fundraising and engagement. It also has a Business Alumni Association Board, and each center within Pitt Business has a volunteer advisory board.

THE DEAN'S ROLE AND RESPONSIBILITIES

Position	Henry E. Haller Jr. Dean, Joseph M. Katz Graduate School of Business and College of Business Administration
Location	Pittsburgh, Pennsylvania
Reporting Relationship	Provost and Senior Vice Chancellor
Website	business.pitt.edu



Reporting to the Provost and Senior Vice Chancellor of the University of Pittsburgh, the Henry E. Haller Jr. Dean of the Joseph M. Katz Graduate School of Business and College of Business Administration is the strategic, administrative, academic, and community leader of Pitt Business. The Dean will have oversight of an operating budget of \$40 million and a \$104 million endowment. Pitt Business currently has more than 160 full- and part-time faculty (62 of whom are tenured or in the tenure stream), 78 staff, 20 executives in residence, nearly 700 graduate students, and more than 2,100 undergraduate students.

As the chief administrator of a complex organization, the Dean must be skilled in managing governance and handling conflicts and challenges related to governance. The Dean should possess sound judgment and decision-making skills and will play a key role in University leadership, as well as in advocating for the school and forging strategic connections. Although the Dean's central responsibility is the well-being and success of the school, they will also serve as a leader in the larger University community, seeking ways to collaborate with other schools and working to further research and programmatic initiatives across the University.

The Dean will be the public face of Pitt Business for alumni, corporate leaders, public officials, and other high-potential supporters and must be able to develop and articulate a compelling vision that resonates with multiple audiences. The Dean will strengthen relationships with the school's valued alumni and corporate partners to expand outreach regionally, nationally, and internationally, and they will articulate the next stage of Pitt Business's development efforts with key constituents. The Dean also will facilitate meaningful engagement with alumni to deepen their connections to current students and will work collaboratively to foster philanthropy and build external relationships and support. Enthusiasm to match the energy of highly motivated students, faculty, staff, and alumni worldwide will be important.

A commitment to recruiting and retaining outstanding and diverse faculty, staff, and students is essential to the future success of the school. The Dean will work with department chairs and program directors to recruit, develop, and retain strong research and instructional faculty who are aligned with the distinctive culture and goals of the school and who have a demonstrated passion for and experience in both scholarship and teaching. Pitt Business is proud to be ranked by *Bloomberg Businessweek* as #6 in the U.S. for school-wide diversity, and the Dean must continue advance Pitt Business's [equity, diversity, and inclusion efforts](#). The Dean is an essential partner in valuing diversity and promoting an inclusive environment that provides equal opportunities for all.

In addition, the Dean is responsible for working with diverse faculty, program, and staff leadership to optimize the school's strengths and provide a coherent, compelling vision that builds on the school's success in undergraduate, professional, and doctoral business-related education; community, corporate, and international partnerships; and cutting-edge research—all within a financially sustainable environment. The Dean is expected to have a record of distinguished achievement that demonstrates the ability to successfully navigate a complex academic enterprise and provide exceptional leadership.

PROFESSIONAL EXPERIENCE AND QUALIFICATIONS

Successful candidates must have:

- Inspirational leadership and strong interpersonal skills;
- Demonstrated administrative and fundraising abilities;
- Dynamic management capabilities, including the capacity to integrate diverse interests and forge a common and compelling vision;
- Strong personal understanding of and appreciation for a broad range of scholarship, encouragement of high academic research standards, and support for both the creation and dissemination of knowledge;
- A demonstrated commitment to enhancing equity, diversity, and inclusion; and
- An earned doctorate in a relevant field and a record of distinguished scholarly accomplishment, or comparable professional achievements, that merit appointment at the rank of tenured full professor.

Ideal candidates will also have many of these desired experiences, abilities, and qualifications:

- Impactful leadership experience at a distinguished academic institution, or relevant leadership in a commensurate enterprise, illustrated by inclusive and unified internal governance and a strong supportive culture with a focus on collaboration, equity, and excellence.
- Effective management in an academic environment—balancing strong fiscal and business management skills to sustain and improve the fiscal health of the school, while advocating for teaching, research, and service missions to further strengthen academic excellence.
- Facilitation of an environment that ensures the hiring, development, and retention of tenure-stream faculty, appointment-stream faculty, and staff.
- Global, interdisciplinary outlook with an ability to envision, articulate, mobilize, and realize a compelling vision and translate that vision to diverse stakeholders.

- Ability to connect with students in both formal and informal settings to develop world-class business leaders and maximize opportunities for students through increased placement opportunities and by furthering innovative program enhancements and new initiatives.
- Passion for the role that the school plays in business education, and the ability to articulate the next stage of growth for Pitt Business.
- Capacity to serve as the face of Pitt Business, the ability to communicate at all levels—with faculty, students, staff, alumni, the University, employers, and the national and international business community—and a willingness to be a strong presence within and on behalf of the school.
- The propensity and skills required to achieve the development objectives of the school, including experience cultivating, soliciting, and stewarding individual major gift donors, and/or raising funds from corporations or philanthropic organizations.
- Commitment to stakeholder engagement and ability to work with a range of individuals to support the mission and vision of Pitt Business.
- Ability to work closely and cooperatively with other deans and campus units to further the goals and objectives of Pitt Business and the University of Pittsburgh.

P R O C E D U R E F O R C A N D I D A C Y

Confidential review of applications, nominations, and expressions of interest will begin immediately, and will continue until an appointment is made.

To be ensured full consideration, please email a CV and cover letter that addresses the experiences and qualifications described above by Friday, February 18, 2022, to Korn Ferry at: KatzDean@kornferry.com

The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity, and diversity. EOE, including disability/vets.

THE UNIVERSITY OF PITTSBURGH AND THE CITY OF PITTSBURGH



Since 1787, the University of Pittsburgh has never stopped pushing the edge of what is possible. From research achievements to the quality of its academic programs, the University of Pittsburgh ranks among the best in higher education. Faculty members have made notable advances in the humanities and sciences, earning such prestigious honors as the National Medal of Science, the John D. and Catherine T. MacArthur Foundation “genius grant,” the Lasker-DeBakey Clinical Medical Research Award, and election to the National Academy of Sciences and the National Academy of Medicine.

Alumni have won Nobel and Pulitzer Prizes, led corporations and universities, served in government and the military, pioneered in areas such as MRI and television, conquered Hollywood and *The New York Times* best sellers list, won Super Bowls and NBA championships, and been inducted into Halls of Fame. As one of the largest and oldest institutions of higher education in Pennsylvania, the University is a state-related public institution and a member of the Association of American Universities. With a total enrollment of more than 30,000 students on the Pittsburgh campus, Pitt is internationally respected as a center for learning and research that is consistently ranked by the *Wall Street Journal/Times* Higher Education College Rankings as the top public university in the Northeast. Students come to Pitt from all 50 states, three territories, the District of Columbia, and more than 100 countries. Pitt’s inclusive community is an essential component of its excellence, and here, progress is always in progress.

With four regional campuses in Bradford, Greensburg, Johnstown and Titusville, Pitt offers a vast array of opportunities and more than 490 degree and certificate programs. More than 13,500 faculty, research associates, and staff members are employed on the Pittsburgh campus, and nearly 700 more work at the University’s four regional campuses. Pitt offers generous [benefits](#) and values [work-life balance](#).

The 132-acre Pittsburgh campus, in the vibrant and beautiful Oakland neighborhood, is co-located with the University’s health sciences schools and the highly ranked University of Pittsburgh Medical Center. Pitt has served as an integral partner and key player in driving the growth of the education and health services supersector in the Pittsburgh metropolitan region.

The University views the city as an extension of its campus, and Pittsburgh is no ordinary college town. This city is transforming from an industrial capital to a center of education, research, and innovation. Pitt [actively engages](#) with the surrounding community through its [Community Engagement Centers](#),

community-driven partnerships, and volunteer service. The University was recently awarded the Carnegie Foundation's Classification for Community Engagement in recognition of its institutional commitment to community engagement.



The city of Pittsburgh hosts a high concentration of influential nonprofits and, as an international center of emerging information technology, is home to companies such as Duolingo, one of Google's national offices, a Facebook Reality Lab, and multiple autonomous vehicle development efforts. The city also has a long history in banking and manufacturing and is becoming a leader in advanced manufacturing technologies and nanotechnology.

The city's reinvention since its days as a smoky steel town has received national acclaim. LinkedIn named Pittsburgh a top city to launch a career, and *U.S. News & World Report* lists it as a top place to retire. With an extensive network of urban parks, as well as world-class arts and cultural institutions, *The Economist* named Pittsburgh the third "most livable city" in the United States in 2019. Pittsburgh feels like a big-small town, with all the advantages of a large city, Midwestern friendliness, and East Coast vibrancy.

Pitt aims to forge new paths to mold brighter futures and embrace change as fuel for something greater. Through excellence in teaching, research, and service, the University of Pittsburgh is committed to making lives better and to the relentless pursuit of change, for good.

Contacts

Ken Kring | **Direct:** 215.620.9872
Senior Client Partner
Ken.Kring@kornferry.com

Vickie Antolini | **Direct:** 215.656.5313
Principal
Victoria.Antolini@kornferry.com

Greg Cary | **Direct:** 518.396.9949
Senior Associate
Greg.Cary@kornferry.com

Lindsay Conklin | **Direct:** 484.844.5429
Project Coordinator
Lindsay.Conklin@kornferry.com

