



BEACOM SCHOOL OF BUSINESS DEAN PROFILE

The University of South Dakota Beacom School of Business maintains its position as a leader in business education in South Dakota and across the region by providing students with the foundational knowledge and real-world experiences they need to be successful in an ever-changing business world. Beacom School of Business alumni have gone on to become global leaders in their fields, and USD is committed to creating a pipeline of prepared professionals that go on to make a difference in the state, across the region and around the globe. The business school promotes excellence in teaching, both in the classroom and in mentoring and advising students outside of class.

USD President Sheila K. Gestring and the Beacom School of Business Dean Search Committee are searching for the business school's next dean. The successful candidate will be an entrepreneurial, innovative visionary who values all Beacom programs, students, faculty and staff, and who celebrates their successes. The new dean will also aggressively seek partnerships in the rapidly growing Sioux Falls market and be a visible advocate for the business school's service to the entire state. The strongest candidates will demonstrate successful AACSB accreditation experience. Candidates with significant academic leadership and private sector success are welcome to apply. A terminal degree in the field is preferred.

We invite you to explore the exciting opportunities that await you at the USD Beacom School of Business.





UNIVERSITY OF SOUTH DAKOTA: AN OVERVIEW

200+ UNDERGRADUATE PROGRAMS	86 GRADUATE PROGRAMS	~10,000 ENROLLED STUDENTS	400+ FACULTY MEMBERS	15:1 STUDENT-FACULTY RATIO	180+ STUDENT ORGS AND CLUBS
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MISSION: The University of South Dakota offers undergraduate, graduate and professional programs within the South Dakota System of Higher Education. As the oldest university in the state, the University of South Dakota serves as the flagship and the only public liberal arts university in the state.

Founded in 1862 on the banks of the Missouri River in Vermillion, South Dakota, the University of South Dakota is the state’s flagship institution and its designated liberal arts university. USD is home to the state’s only medical and law schools as well as the state’s first and longest-standing College of Fine Arts. It also houses the Beacom School of Business, School of Education, College of Arts & Sciences, School of Health Sciences and the state’s largest Graduate School. In 2022, the university also launched USD – Sioux Falls, a campus located 60 miles away in South Dakota’s largest city. This campus offers associate to doctoral degrees in academic areas such as business, education and health sciences. For more than 150 years, USD has produced the state’s leaders, thinkers, politicians, judges, medical professionals, entrepreneurs and more.

With an enrollment just shy of 10,000 students and employing more than 400 faculty members,

USD has a strong commitment to student outcomes and success. A student-faculty ratio of 15:1 gives students valuable one-on-one time with high quality faculty, and with over 180 student organizations and clubs, there are plenty of opportunities for students to build their non-academic transcripts through leadership and service.

USD boasts over 200 undergraduate programs and 86 graduate programs. The university is also designated as a “Doctoral University, Higher Research Activity,” by the Carnegie Classification, awarding graduate degrees through 20 Ph.D. and 37 master’s programs, along with professional degrees in medicine and law.

USD is also home to the Sanford School of Medicine, which is ranked number one in the nation for rural practice and produces many of the healthcare professionals who serve South



Dakota communities. The SSOM was also recently named the top medical school in the nation for community service, honoring the school’s outreach to small towns across the state.

The 274-acre main campus in Vermillion – home to state of the art facilities, 18 NCAA Division I sports and a vibrant arts scene – has undergone \$300 million in upgrades over the last decade and has been named one of the most beautiful campuses in the nation. Beyond the Vermillion campus, USD also offers extensive online education and serves students at multi-institutional learning centers and off-campus locations in Yankton and Sioux Falls.

The university aligns its programs, research and

infrastructure with its mission to contribute to the state’s economic future and enhance citizen participation and public service. As the largest employer in Vermillion, USD plays a critical role as an economic driver in the state, contributing an estimated \$786 million in annual economic impact to South Dakota from a state investment of \$56.6 million.

USD belongs to a system of six universities governed by a nine-member Board of Regents. Member institutions are expected to collaborate, share resources, increase efficiency and cost savings, limit program redundancy among universities and make it easier for students to access programs and transfer easily throughout the system.

UNIVERSITY LEADERSHIP



Sheila K. Gestring
President

Sheila K. Gestring became the 18th president of the University of South Dakota on June 22, 2018. Gestring is a South Dakota native and earned her Master of Business Administration degree from USD in 2014. She is the second alumni and woman to serve as president. Prior to becoming president of USD, Gestring served as chief financial officer since 2010 and on the USD finance staff since 2006.

As a financial leader for USD, Gestring stabilized the university's financial position and developed innovative financing plans for new facilities. She was also a leader in the Onward – the Campaign for South Dakota fundraising campaign, which raised over \$250 million.

Major accomplishments under her tenure include securing \$5 million in state funding for a new \$22.5 million health sciences facility on the USD campus, the first capital project appropriation for USD in decades; securing approval for a wellness center expansion; successfully leading the university through the COVID-19 pandemic through common sense approaches to keeping students, faculty and staff safe; fundraising for and completing a total renovation of the west side of the DakotaDome; and gaining support for enrollment growth initiatives and initiatives to address affordability, including resident tuition rates for students in neighboring states.



Kurt Hackemer, Ph.D.
Provost and Vice President for Academic Affairs

Kurt Hackemer came to USD in 1996 and has previously served as associate dean of Arts & Sciences, associate vice president of the Office of Academic Affairs, as well as interim registrar, interim diversity officer and interim provost and vice president for the Office of Academic Affairs. Hackemer recently served as chair of the Department of History and coordinator of the Native American Studies program from June 2014 to June 2018, and interim dean of the College of Arts & Sciences from February 2017 to July 2017.

Hackemer's research interests include the American Civil War, the military-industrial complex, and American naval history. He received his bachelor's degree in history at the University of Chicago, and master's and doctorate degrees in history from Texas A&M University.

VERMILLION, SOUTH DAKOTA



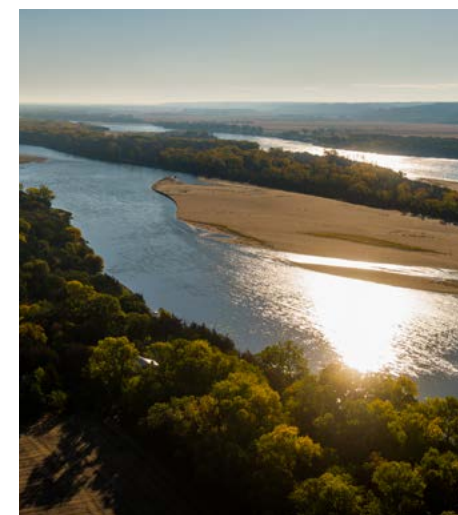
Vermillion, South Dakota, is a historic Missouri River town nestled along the bluffs on the north bank of the river. Found near the convergence of South Dakota, Nebraska and Iowa, Vermillion is within driving distance of several major cities, located only 29 miles from Sioux City, Iowa, 62 miles from Sioux Falls, South Dakota, 137 miles from Omaha, Nebraska, and 300 miles from Minneapolis, Minnesota.

The Vermillion community has supported the university since its founding 155 years ago. A town of 10,000 hosting a university of 10,000 is in a unique position to combine small town charm with big city amenities. USD provides the largest payroll in town and draws large crowds at campus cultural and athletic events.



USD's state of the art Wellness Center was developed to serve community members as well as students. The university stepped in to help save the town's movie theaters by investing with a community group that refurbished the cinemas.

The relationship between USD and the Vermillion Chamber of Commerce/Development Company has become an example in the region and beyond for successful partnerships. USD's CFO is appointed to the Chamber board of directors, and others associated with USD are often elected to the board. Joint projects include events, housing and economic development ventures. Most recently, a downtown historic building was refurbished to provide collaborative co-working space, a visitor center and space for the USD retail store, Charlie's.



These partnerships result in jobs and internships for USD students as well as thousands of hours of community service performed by students annually. Most recently, students helped start a program to save surplus food from the campus dining service to feed those in need.

Vermillion prides itself on a progressive attitude and a safe, welcoming environment. Residents enjoy recreation on the last natural stretch of the pristine Missouri River along with hiking and biking trails. The city's hospital is newly remodeled and expanded, and the town has installed a new pool and water park.



Sioux Falls, South Dakota

As the largest city in South Dakota, Sioux Falls is a vibrant, growing community that has a lot to offer and is consistently ranked among America's top places to live. With a metro area population of over 250,000, Sioux Falls offers a superb quality of life, benefiting from safe streets, excellent schools, low unemployment and no state income tax.

With one of the Midwest's most dynamic and diverse business environments, Sioux Falls is home to industry-leading companies in agribusiness, financial services, health care and tourism. Sioux Falls was ranked number one on Forbes' list of the top Small Cities for Business and Careers, and in 2020, the city was also ranked as the fourth Best City for Young Professionals.



USD – Sioux Falls

The university launched USD – Sioux Falls in summer 2022. Over the next 10 years, South Dakota projects 20 percent growth in high school graduates, mostly in Sioux Falls. Many of these students will want to stay close to home while pursuing their studies. USD's new vision provides a generational opportunity to educate students in the Sioux Falls region and beyond.

At USD – Sioux Falls, students can pursue degrees that range from associate to doctorate, in fields like education, business and health care. With over 30 academic program offerings, USD – Sioux Falls has educational opportunities to align with every student's lifestyle and educational goals.

USD – Sioux Falls is a center for business education, offering degrees and certificates in areas such as accounting, business administration, digital marketing, economics, finance, management, marketing and more. By

providing students with a high-quality business education in the state's fastest-growing city, USD – Sioux Falls is creating a pipeline of prepared business professionals and connecting students to business leaders in Sioux Falls.

One of South Dakota's most pressing needs is a skilled workforce, particularly in health care. As the state's leader in health care education, USD is prepared to answer this call in the state's largest city. By consolidating several programs – including all Sioux Falls-based nursing classes, the Master of Public Health, the Master of Social Work and USD's new CRNA program – the university has created a health sciences hub that serves not only USD students, but regional employers as well. In addition to these programs, USD has positioned the Center for the Prevention of Child Maltreatment and the Center for Rural Health in a space that allows for expansion as demand for these services increases.





ACCREDITATION

Since 1913, USD has been accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The university offers a broad curriculum in liberal arts and professional programs in eight schools and colleges.

The Beacom School of Business is one of many nationally accredited programs at USD. USD's Beacom School of Business holds an AACSB International Accreditation distinction which represents the highest standard of achievement for business schools, worldwide. Institutions that earn accreditation confirm their commitment to quality and continuous improvement through a rigorous and comprehensive peer review. AACSB international accreditation is the hallmark of excellence in management education and part of the school's mission statement.

Research

USD is a vibrant setting of innovative artistry and discovery, with research and creative activity opportunities in all disciplines across campus. In addition to individual research, the university hosts multidisciplinary competitive research

centers that foster academic excellence and spur economic growth.

Key research strengths and facilities include the Center for Brain and Behavior Research, the Missouri River Institute, the USD Discovery District, the Graduate Education and Applied Research (GEAR) Center, Institute of American Indian Studies, the Government Research Bureau, the Technology Readiness Acceleration Center (TRAC) and the Tech 2 Launch program.

With annual research expenditures trending upward of \$30 million, USD is home to research that is not found anywhere else in the region. From the rich American Indian heritage of the state to the unique ecosystem of the Missouri River and the distinctive business climate of the state, USD researchers and students are afforded research opportunities not available in other areas of the country.



USD continues to expand its capacity to collaborate with industry. Our researchers participate in sponsored research and development and serve as consultants to manufacturing and business partners. An

expanding portfolio of innovative technologies developed by university researchers is available to industry, creating a mechanism to give South Dakota businesses a competitive edge in a new economy.

BEACOM SCHOOL OF BUSINESS

The Beacom School of Business is home to four divisions with 41 full-time faculty, 10 staff members and two main outreach centers. The divisions are organized by fields: Accounting and Finance; Economics and Decision Sciences; Entrepreneurship, Management and Marketing; and Health Services Management. The division chair for each respective unit oversees evaluation and management of faculty members. In addition to holding AACSB accreditation, the school boasts a number of recognitions that position its programs amongst the best in the nation. Through the undergraduate health services administration program, Beacom holds an additional certification from the Association of University Programs in Health Administration. The economics faculty also support an outreach effort for the Council on Economic Education.

ACADEMICS

With a 97% placement rate within six months post-graduation for undergraduate and graduate students, the Beacom School of Business provides students with a world-class business education that prepares them for rewarding careers. In both Vermillion and Sioux Falls, the business school offers many undergraduate majors, including:

- ▶ Accounting
- ▶ Business Administration
- ▶ Business Analytics
- ▶ Economics
- ▶ Finance
- ▶ Health Services Administration
- ▶ Human Resources Management
- ▶ Innovation and Entrepreneurship
- ▶ Management
- ▶ Marketing
- ▶ Supply Chain Management

The Beacom School of Business also offers Master of Business Administration, Master of Professional Accountancy and Master of Science in Business Analytics degrees, both in Vermillion and online.

The Beacom School of Business delivers an innovative curriculum using the newest instructional methods and state of the art facilities. For example, the Ellis Finance & Analytics Lab allows USD faculty to integrate industry-leading data, research, news and analytics into teaching curriculum and research. The lab contains 12 industry-standard Bloomberg Terminals, providing students with opportunities to learn how to analyze financial markets, assess economic scenarios and interpret the key news developments that impact the global economy.

Research & Service

The Beacom School of Business activities related to thought leadership, engagement and societal impact encompass the standards set of the AACSB. The school adopts a capacious view of its role in research, and focuses on pedagogical excellence, significant scholarly in service contributions, and the practical application of knowledge. Faculty are measured by publication in highly rated and prestigious journals, as well as service on editorial boards. Beacom faculty members are also known for their contributions to the business community and serve as thought leaders in both the private and public sectors.

EXPERIENTIAL LEARNING

The opportunities presented to students in the Beacom School of Business extend far beyond the classroom. Through several student-centered initiatives, Beacom students have access to meaningful experiential learning opportunities that allow them to gain real-world experience and connect with industry professionals. Coyote Business Consulting Group (CBC), BEST – Sioux Falls and Coyote Capital Management (CCM) are just a few examples of the many options students have to get hands-on experience in the business world.

CBC is a mutually beneficial program that helps businesses stay competitive in South Dakota while also giving students the opportunity to receive academic credits, financial support and real-world experience. Under the guidance of faculty and advisors, teams of USD business students work to solve critical problems of their clients, many of whom are small businesses. Through the program, students gain experience in multiple dimensions of business, including market research, business planning, budget analysis, business analytics, strategic planning,

project management, peer-to-peer learning and working on a high-performance team.

BEST – Sioux Falls was developed in collaboration with the City of Sioux Falls, the Greater Sioux Falls Chamber of Commerce and the Sioux Falls Development Foundation to develop a supply chain of young, talented business professionals and connect students to career opportunities in the state's largest city – Sioux Falls. Student teams work with designated project managers at each business to identify problems, develop methodologies, collect and analyze data and propose and implement solutions.

CCM is a student managed investment organization designed to give students hands on experiences as financial managers. The fund is part of the USD Foundation Endowment and currently exceeds \$3 million dollars. In addition to an immersive educational experience exploring the world of financial advising and investing, students also develop transferable skills like public speaking, teamwork and critical thinking that are highly sought after in the workplace.

The Beacom School of Business boasts:



Accreditation by the AACSB International, placing Beacom School of Business among 5% of business schools similarly accredited worldwide



More than \$400,000 in scholarships to business students awarded each year



Strong collaboration with rural small businesses across the state and corporate partners in Sioux Falls, SD



An online MBA program ranked #15 in the "Top 25" programs by Princeton Review

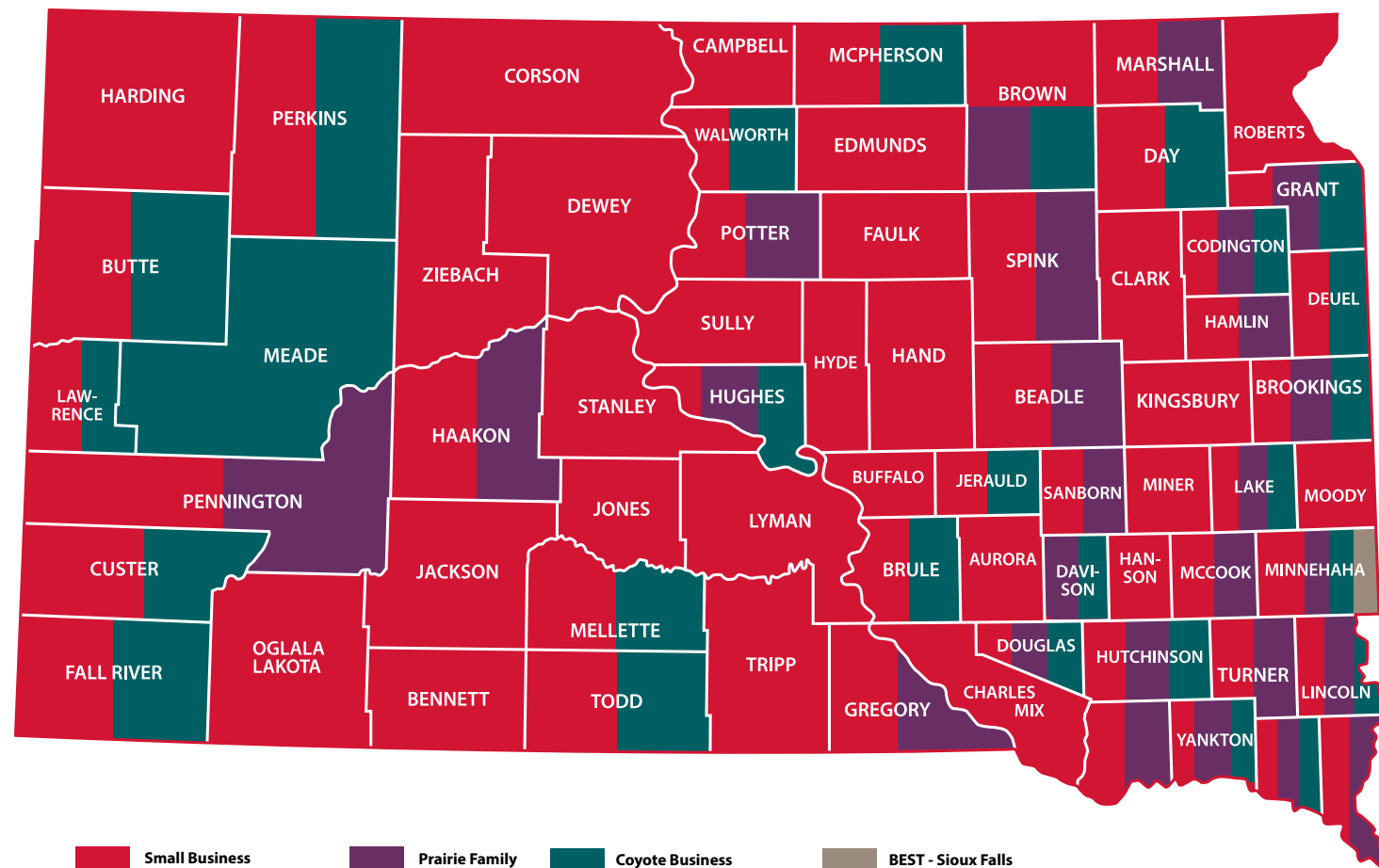


Strong corporate relationships providing excellent career opportunities for our graduates – a spring 2022 undergraduate employment rate of 97%

More information about the Beacom School of Business can be found at <http://www.usd.edu/business>.

SERVING SOUTH DAKOTA

As South Dakota's flagship business school, the Beacom School of Business is committed to the economic development of the state through its programs and outreach centers. The business school does this by providing high-quality support that small- and large-scale businesses need to thrive in today's economy. The USD Beacom School of Business also develops a pipeline of talented business professionals for careers in the South Dakota's rural communities as well as its biggest cities.



4,183 Total **Businesses** Impacted **280** Total **Cities** Impacted **66** Total **Counties** Impacted





Maintain the Commitment to Student Success

Ask students what they value most about the Beacom School of Business and the response will be that faculty genuinely care about students and their success. Students cite examples of faculty members offering assistance and support in the classroom and through experiential learning that prepares students to secure employment following graduation and achieve success in their careers. They recount

stories of teachers who listened to their non-academic concerns and helped them find answers.

The dean will value the extraordinary relationships faculty and staff maintain with students and will be committed to supporting the special bond between faculty, staff and students that is the hallmark of a Beacom education.

Provide Forward-focused Leadership

The past eight years have marked a period of significant change and growth for the Beacom School of Business. The first business school in South Dakota to be fully accredited by AACSB, the school has developed into a progressive center for management education in multiple locations.

Building on these achievements, the new dean will provide transformative leadership for Beacom at a time of increased competition for students and funding, creating a strategic vision and maintaining a strategic planning process focused on the continued development of future business leaders.

The dean will provide leadership to initiatives such as Coyote Business Consulting that foster and enhance student and faculty engagement with the South Dakota business community. Looking beyond Vermillion to Sioux Falls, Sioux City IA and Rapid City, the dean

will engage academic and non-academic stakeholders in planning for the future of Beacom. The dean will be a representative and enthusiastic spokesperson for Beacom and the university at the local, regional, national, and international level.

Within the school, the dean will provide leadership and mentorship to department chairs, faculty, staff, and students. The dean will take full advantage of a committed Advisory Board, fostering broad engagement with the school, building and nurturing relationships with business partners and, in the process, strengthening Beacom's reputation.

The dean will foster an environment of integrity and united purpose that contributes to the development of new academic programs within the school and multi-disciplinary pursuits across the university.

Enrollment Management

The dean will engage in strategic enrollment management planning and implementation as a key function of the position.

Vermillion is the proud home of the Beacom School, but Sioux Falls is the epicenter of business growth in South Dakota. Through its Small Business Development Centers, Prairie Family Business Association and online and hybrid coursework, Beacom serves the entire

state as well as nearby communities in Nebraska, Iowa and Minnesota. While Beacom's reputation is strong, there is increased competition for students, who may not be of traditional age and who may not find living on campus to be a viable alternative. To grow enrollment the dean must be prepared to expand the reach of Beacom's in-person, online and hybrid programs, both credit and non-credit.

Strengthen Resource Acquisition, Allocation and Management

The dean will identify, attract, and strategically manage financial resources for the Beacom School.

This begins with effectively managing a nearly \$11 million annual budget and an endowed Business Fund of \$5 million.

Understanding that maintaining state-of-the-art programs and facilities is essential, the dean will assume responsibility for community outreach and fundraising on a significant scale. There is

strong community support for Beacom and the business program is well situated to conduct the outreach needed to increase financial support for its programs. The dean will build on past successes and significantly grow the endowment.

To accomplish this, the dean will work closely with the Business Advisory Board and the university's foundation to cultivate relationships with alumni and friends of the Beacom School and secure financial resources through development efforts and initiatives.

Building Academic Excellence

The dean will apply cutting edge knowledge of national and international trends and priorities for business related fields to develop new and improved academic programs and continuing education opportunities. This includes focused efforts to attract and retain quality faculty and students.

The dean will ensure that AACSB requirements and practices continue to be met, by engaging with the AACSB community via training, networking, and consultation.

The dean will ensure ongoing quality and continuous improvement in the school's academic program array at both the undergraduate and graduate level, and in in-person, hybrid and online programs, by supporting and advancing progressive assessment efforts and strategies. The dean will continue to build Beacom's research portfolio while enthusiastically supporting the school's teaching mission.



DESIRED QUALITIES, EXPERIENCES AND CREDENTIALS

The new dean will exhibit the following qualities and experiences:

- ▶ High academic standards that support rigor in the classroom.
- ▶ Demonstrated enhancement of student success.
- ▶ Advocacy for active and experiential learning opportunities.
- ▶ The appropriate balance between teaching and research.
- ▶ Significant executive experience in leadership roles, including effective hiring.
- ▶ An inspirational, empowering, approachable style that promotes relationships with faculty, staff and students – qualities of a team player.
- ▶ Effective communication in all forms, including deep listening to various points of view, flexibility, fairness and clear explanations for decisions.
- ▶ A track record of working successfully in a shared governance context.
- ▶ A commitment to supporting educational opportunities for all.
- ▶ Experience with a public policy landscape similar to South Dakota's.
- ▶ Achievements in helping to build executive education programs.
- ▶ Success with developing and launching market demand programs, including synergies between business and health care.
- ▶ Evidence of fundraising success or an aptitude for this vital area, as well as a history of working collaboratively with fundraising staff.
- ▶ Strong fiscal stewardship.
- ▶ Superb organizational skills with excellent execution of plans and priorities.
- ▶ Strategic thinking and an interest in understanding higher education trends, including learning technology.
- ▶ Keen observation skills for understanding Beacom's competitors, as well as the skills needed to work with colleagues to ensure successful differentiation – qualities of a superb marketer.
- ▶ The highest standards of integrity, ethics and transparency.
- ▶ Confidence, humility and an outlook that is welcoming of challenge and feedback.
- ▶ Familiarity with Midwestern culture.

The following are attitudes that the ideal candidate will bring to the position:

- ▶ Is interested in life in a small Midwestern city.
- ▶ Sees the Business Advisory Board as a valued source of advice and counsel, and as a resource for making important introductions to friends in the region.
- ▶ Sees the University of South Dakota and the Beacom School of Business as destinations.

NOMINATIONS AND APPLICATIONS

*To ensure full consideration by the Beacom Dean Search Committee, applicants must email materials by **February 14, 2023**. The search will continue until a new Dean is appointed.*

Interested applicants should submit:

- ▶ A letter of interest;
- ▶ A curriculum vitae, and
- ▶ The names, email addresses, and phone numbers of five references (none of whom will be contacted without the permission of the candidate)

Candidate materials should be submitted in Word or PDF format via email to:
BeacomDean@agbsearch.com.

Nominations and inquiries should be directed to:

▶ **Fred Moore, J.D./M.B.A.**
Senior Executive Search Consultant
fred.moore@agbsearch.com
(712) 299-2544

▶ **Richard Wueste, J.D.**
Senior Executive Search Consultant
richard.wueste@agbsearch.com
(719) 480-3050

Equal Opportunity and Non-Discrimination

In accordance with the South Dakota Board of Regents Policy 1:19, the institutions under the jurisdiction of the Board of Regents shall offer equal opportunities in employment and for access to and participation in educational, extension and other institutional services to all persons qualified by academic preparation, experience and ability for the various levels of employment or academic program or other institutional service, without discrimination based on sex, race, color, creed, national origin, ancestry, citizenship, gender, gender identification, transgender, sexual orientation, religion, age, disability, genetic information or veteran status or any other status that may become protected under law against discrimination. The Board reaffirms its commitment to the objectives of equal opportunity and non-discrimination in accordance with the state and federal law. Redress for alleged violations of those laws may be pursued at law or through the procedures established by the provisions of 1:18 of this policy.