



Idaho State
University

THE COLLEGE OF BUSINESS

DEAN

2025



ABOUT IDAHO STATE UNIVERSITY



Idaho State University is a Carnegie-classified R2, high-spending, doctorate-granting research university. ISU offers academic opportunities in more than 250 programs across seven colleges, and its faculty and students break new ground in fields ranging from health, to technology, to the performing arts. Founded in 1901 on the traditional lands of the Shoshone and Bannock peoples in Pocatello, the University extends educational access to a diverse population and strives to build an inclusive community among students drawn to its five campuses from around the region and the world. ISU engages students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of its communities.

ISU enjoys partnerships that extend its research and academic presence across Idaho and the intermountain region. As an academic and research partner with the private Idaho College of Osteopathic Medicine, Idaho's only medical school, which is located adjacent to ISU's Meridian campus, ISU is the state's designated lead institution in health professions, medical education, and biomedical research. The ISU campus in Idaho Falls is strongly linked with the Idaho National Laboratory, with jointly appointed faculty and elite researchers. Idaho State University -Twin Falls partners with the College of Southern Idaho to prepare career-ready graduates, and the College of Pharmacy has an outreach location at the University of Alaska Anchorage. ISU's main campus in Pocatello serves as an academic and research hub for national and global students, while also serving local schools and tribes, to extend the educational horizons of local youth.

The College of Business is home to two state-of-the-art learning facilities - The Orin C. Smith Global Finance Lab and The Walter Brown Center for Sales Excellence. The Orin C. Smith Global Finance Lab is a modern space with a trading room feel where students and faculty use, learn and apply current, in-demand finance and analytical tools. The Walter Brown Center for Sales Excellence provides students and sales professionals an area to develop their sales skills, enhance their personal brand, as well as construct, practice, and train for individual and team proposals, interviews, and presentations of all kinds. The College partners with the community and the University at large through the Center for Entrepreneurship and Economic Development (CEED), a hub for business activity and serves as a one-stop shop for university inventors and business startups.



To read about ISU in the news, go to isu.edu/news

ABOUT IDAHO STATE UNIVERSITY



13:1 STUDENT-TO-TEACHER RATIO allows students to enjoy personal connections with faculty. As a state leader in health sciences, ISU offers hands-on experiential learning for students and widespread health services to the community at more than a dozen clinics across the state.



Education at Idaho State is augmented with **REAL-WORLD EXPERIENCES**; the \$2.3 million Career Path Internship program advances the career goals of hundreds of students by pairing students with paid on- and off-campus internships and research experiences.



WITH SO MUCH TO EXPLORE, students can get involved in more than 150 student organizations, or explore Idaho with whitewater rafting and backcountry experiences led by the Outdoor Adventure Center. Quick day trips to Craters of the Moon National Monument or Yellowstone National Park are a short drive away.



THE L.E. AND THELMA E. STEPHENS PERFORMING ARTS CENTER on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances.



As an **NCAA DIVISION 1 SCHOOL**, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer.

UNIVERSITY TRADITIONS

From an annual day of service to a weekly showcase of school spirit, Idaho State proudly celebrates a number of University traditions. We encourage all faculty and staff to join our students and alumni in taking part in all of our longstanding University traditions.

One tradition that we widely encourage is Bengal Wednesday. Walking across campus, or wherever Bengals are in the world, we stand united as fellow Bengals and proudly wear orange and black on Wednesdays.

ABOUT IDAHO STATE UNIVERSITY

ACCREDITATION

The Northwest Commission on Colleges and Universities (NWCCU) is ISU's institutional accreditor. The NWCCU is an independent, non-profit membership organization recognized by the U.S. Department of Education as the regional authority on educational quality and institutional effectiveness of higher education institutions in the seven-state Northwest region of Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. It fulfills its mission by establishing accreditation criteria and evaluation procedures by which institutions are reviewed.

Specialized Accreditation for Colleges and Programs

Many undergraduate and graduate programs maintain specialized professional accreditation. The Office of Institutional Research maintains the most up-to-date list of over 80 ISU programs with specialized accreditation.



To learn more about accreditation, go to isu.edu/accreditation

RESEARCH AT IDAHO STATE

Trending upward year after year, research at ISU is a driver of growth and development, and solidifies Idaho State's classification as a Carnegie-classified High Research Activity institution.

In FY25, ISU received over **\$45 million** in external research awards. This represents a **45%** increase in research awards and a **200%** increase in research funding since 2018.

Last year, ISU students also received just over **\$4 million** in externally-sponsored wages, fellowships and stipends to participate in research and creative scholarship activities.



To learn more about research at ISU, go to isu.edu/research

STRATEGIC PLAN



MISSION

We engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

VISION

We inspire a passion for knowledge and discovery.

VALUES

Integrity: Honesty in our actions and words

Community: Fostering connections

Inclusivity: Valuing all and building a culture of belonging

Teamwork: Collaborating with compassion and respect

Shared Responsibility: All contributing to our success

Learning: Continuous growth and development

GOALS

Increase student access, opportunity, and success

Strengthen programmatic excellence

Cultivate external partnerships

Expand research, clinical and creative activities

Energize the Bengal community



To learn more about accreditation, go to
isu.edu/strategicplan

CAMPUS LOCATIONS



POCATELLO

Idaho State's main campus is located in Pocatello. This campus is home to administrative offices, student housing, and Bengal athletics. The University has been located on this site since it was founded in 1901.

**921 S. 8th Avenue
Pocatello, Idaho 83209**

isu.edu/about



MERIDIAN

Idaho State's Meridian campus offers more than 30 undergraduate and graduate programs in the Sam and Aline Skaggs Health Science Center. Approximately 1,000 students take classes in Meridian and support community facing health clinics.

**1311 E. Central Drive
Meridian, Idaho 83642**

isu.edu/meridian



IDAHO FALLS

Located adjacent to the Snake River, the Idaho Falls campus provides opportunities for students to complete associate's, bachelor's, master's and doctoral degrees. The campus is jointly operated with the University of Idaho.

**1784 Science Center Drive
Idaho Falls, Idaho 83402**

isu.edu/idahofalls



TWIN FALLS

Located on the College of Southern Idaho campus, Idaho State's presence in the Magic Valley offers a number of bachelor's- and doctoral-level programs, mostly through the College of Education.

**315 Falls Avenue
Twin Falls, Idaho 83303**

isu.edu/twinfalls

The University also operates outreach centers in American Falls, Blackfoot, and Anchorage, Alaska.

UNIVERSITY LEADERSHIP

Robert W. Wagner, Ph.D., began serving as Idaho State University's fourteenth president in January 2024. Before coming to ISU, he was the Executive Vice President and Chief Operating Officer at Utah State University (USU). He also previously served as the Vice President for Academic and Instructional Services, a unique organizational blend of student, faculty, operational, innovation, and academic programming responsibilities.

President Wagner has positioned ISU for a bold future, driving growth, innovation, and impact, to push boundaries and expand institutional reach, focusing on five key areas:

1. Enrollment Growth and Student Success
2. Academic and Research Enterprises
3. Advancing/Enhancing Physical Infrastructure
4. External Relations and Partnerships
5. Employee Engagement, Empowerment, and Connection

President Wagner is committed to driving meaningful impact through a dedication to research, creative works, and community engagement. Under his leadership, Idaho State University is focused on affordability, relevance, and collaboration to deliver high-caliber education that opens doors to transformational opportunities.



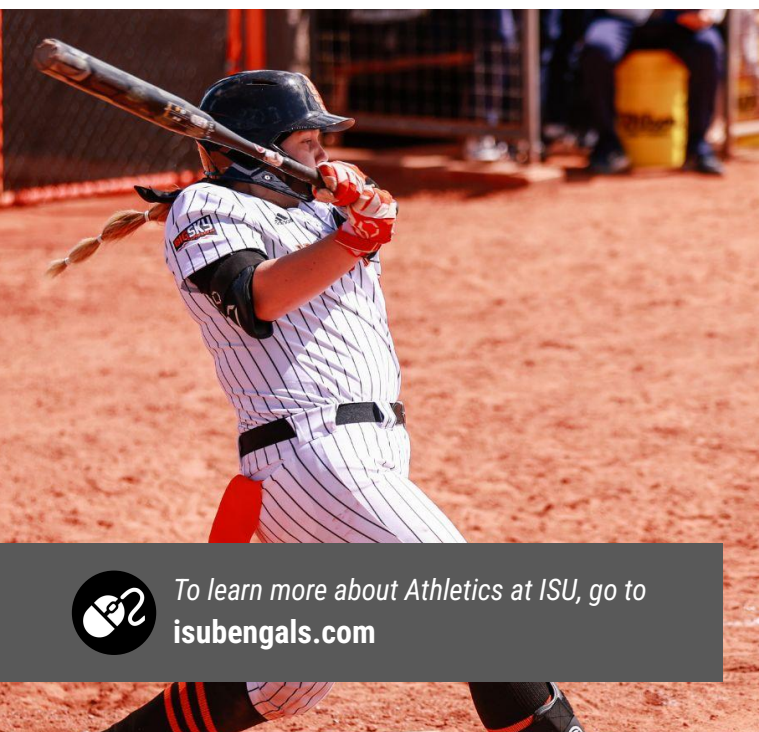
UNIVERSITY CULTURE



At Idaho State, we strive to serve our students through an intentional focus on energizing our Bengal community and enhancing our University culture. We are committed to building a University culture where positivity, productivity, and job satisfaction all intersect.

We are on a journey to integrate strengths-based philosophies into our work environment, designed to celebrate individual contributions and promote growth and development for each member of our campus communities, based on their innate talents. Building on the strengths of our faculty, staff, teams, and institution, we want others to hear us ROAR!

- Strengthening our Bengal communities through access, impact, collaboration, and bold action.
- Celebrating individuals by valuing talents, individual perspectives, backgrounds, experiences, and ideas in an environment where growth and development is supported.
- We believe in leading through shared governance. Listening to problems and concerns and then seeking collaborative solutions with our faculty, staff, and students makes Idaho State stronger.



ATHLETICS AT IDAHO STATE

As a member of the Big Sky Conference (BSC), Idaho State has 15 NCAA Division I sports. As of 2023, full member institutions are located in the states of Arizona, California, Colorado, Idaho, Montana, Oregon, Utah, and Washington.

Women's Sports:

Basketball
Cross Country
Golf
Indoor Track and Field
Outdoor Track and Field
Tennis
Soccer
Softball
Volleyball

Men's Sports:

Basketball
Cross Country
Golf
Indoor Track and Field
Outdoor Track and Field
Tennis
Football



To learn more about Athletics at ISU, go to isubengals.com

THE COLLEGE OF BUSINESS



The Idaho State University College of Business provides a stage for an unforgettable college experience with opportunities centered around real-world application. Within the College's seven majors and three graduate degrees, students dive into an education built on experiential learning and a career-ready culture.

The departments of the College of Business include accounting, economics, finance, general business, healthcare administration, management, and marketing. Graduate degrees are offered in accounting, business administration and healthcare administration. The individual strengths of these programs combine to create a college that develops outstanding, effective, and ethical business professionals.

In 1978, the College of Business became the first business school in the state to receive accreditation from the International Association to Advance Collegiate Schools of Business (AACSB). The ISU College of Business is one of fewer than 200 schools in the world to hold accreditation in both accounting and business. Over 40 years later, the College continuously strives to meet these world-class standards of excellence. In addition, the Master of Healthcare Administration program is in candidacy at the Commission on Accreditation of Healthcare Management Education (CAHME).

The College of Business places a strong emphasis on building a career culture among students through the College's unique Professional Development program. This program caters to helping students find relevant experience while in school and a career once they are ready to graduate. Internship opportunities, networking events and professional development courses allow students to establish strong soft skills and connections.

Students are also given opportunities to work on research projects alongside faculty and their fellow students. This collaboration is encouraged to help explore new ideas, and develop solutions and different ways of thinking about real-world problems. Whether it's research, class projects or professional development events, an applied education experience is at the forefront of everything the College does.



To learn more about the College of Business, go to isu.edu/cob

THE OPPORTUNITY

The Dean of the College of Business reports directly to the Provost and Vice President for Academic Affairs and is a member of the Academic Deans Council. The Dean provides academic leadership and executive management of the [College of Business](#). The Dean supervises department chairs and directors of the academic programs and centers within the College, as well as the staff in the Office of the Dean, including the associate dean, academic advising, finance and administration, marketing and communications and development -- all of whom play a vital role in executing the mission of the College and University.

The Dean will lead the development of a plan for the College of Business that, in alignment with the University's 2023-2027 strategic plan, energizes the faculty's and staff's commitment to excellent teaching and impactful research, and improves the alignment of the College's programs—and its graduates—with the needs of the community and regional economy along with its major employers.

ISU is a collegial and collaborative campus, where the faculty and staff take a genuine interest in advancing the success of their students. The next Dean of the College of Business will also build upon a strong foundation of expansion and forward-looking energy, working with faculty, staff, and administrators as well as students, alumni, and external partners to accomplish the following responsibilities.

Key Responsibilities:

- Establish a shared vision that will inspire all of the College's stakeholders by drawing on the College's many strengths and traditions, while promoting new and exciting opportunities for future success.
- Create a successful enrollment strategy that addresses student recruitment and retention, as well as identifies areas of growth to align with the University's mission, to deliver strong outcomes for its students, a significant number of whom are first-generation students.
- Effectively manage existing resources to meet the College's goals and expand resources for growth through a variety of initiatives, to include fundraising with alumni, friends and foundations, and the development of strategic partnerships.
- Provide academically rigorous programs that advance student success and draw upon the benefits of experiential learning opportunities that will help promote career readiness.
- Work with stakeholders to understand the evolving needs of business and community leaders to ensure that the College's offerings provide an education that prepares students for personal and professional success.
- Secure support and establish programs for faculty recruitment and retention efforts that advance academic excellence inside and outside the classroom.
- Identify opportunities for growth of academic programs in undergraduate, MBA, and other graduate education, as well as online learning and other outreach programs, including interdisciplinary collaborations within the College and across the University.
- Work collaboratively with the University's enrollment management and marketing teams to build the College's reputation, enhance brand awareness, and achieve enrollment success in an increasingly competitive environment.
- Foster collaborative and productive relationships with campus colleagues to further trust and teamwork, leading to positive results across the College and University.
- Build on the foundation of strong relationships the College enjoys with its alumni and supporters to enhance community support and campus pride.
- The College benefits from engaged advisory councils, and these groups of external stakeholders provide critical marketplace feedback to the Dean and the College.
- External partnerships will be a key component for success and includes establishing strong ties with local businesses and corporations to provide opportunities for faculty and students, as well as support economic development in the region.
- Working with the College's faculty and staff, prepare a self-study for its dual AACSB re-accreditation in business and accounting with the next continuous program review (CIR) in the 2026-27 academic year.

PROFESSIONAL QUALIFICATIONS

Minimum Qualifications:

- An earned doctorate in an area related to one of the College's disciplines, along with a record as an educator and scholar with accomplishments sufficient to merit appointment as a full professor.
- A record of progressively responsible leadership in a campus setting, as evidenced by success in working with both faculty and administration in developing and implementing successful programs that have cross-campus impact.
- An appreciation of shared governance.
- An understanding of current trends in business and education, with a commitment to the College in remaining competitive and responding to the needs of a rapidly changing academic and business landscape. Direct experience in a corporate environment is a plus.
- Demonstrated understanding of operations in complex organizations and workplace cultures. Direct experience supervising faculty and staff through supervision, mentorship, and evaluation duties.
- Experience in budget planning and management with evidence of the ability to secure the resources needed to maintain critical programs, as well as advance new and innovative proposals for teaching, research, service and student learning.
- Demonstrated success and commitment to enrollment growth through implementation of effective initiatives that support student recruitment, retention, and achievement.
- Willing to become or already is an enthusiastic and successful fundraiser, working closely with University Advancement as well as College and University advisory boards.
- Demonstrated success in developing and promoting growth in research and grant opportunities, as well as strategic partnerships with external partners from the public and private sectors.
- Fostering a culture of entrepreneurship in all aspects of the College's work, including teaching, research, and community engagement.
- An understanding of the academic accreditation process, with direct experience supporting AACSB-accredited programs.

Preferred Qualifications:

- Strong communication skills with the ability to articulate the College's value proposition to students and parents, its distinctive advantages to employers and other partners, as well as support faculty in their roles as thought leaders, and promote the success of alumni.
- An open style that invites engagement and information sharing, with the ability to welcome new ideas and graciously accept criticism.
- Success in working with and supporting faculty, staff, and students from diverse disciplines and methods of inquiry.
- Embraces a collaborative approach to managing the academic enterprise and fosters a culture of integrity and transparency in all areas of the College's work.
- The ability to make tough decisions and communicate them effectively while retaining the respect of all constituencies.
- Evidence of success in strategic planning that fosters collaboration with faculty and academic leaders to identify the priorities of the College and develop strategies and tactics for achieving them.
- A commitment to the use of leading-edge methods and technology as it applies to teaching and learning, academic research, and operations.

WHY CONSIDER THE OPPORTUNITY

Building on a foundation of success.

The new Dean will be building on a strong constellation of programs, a talented and committed faculty, engaged partners, and a student body looking ahead toward success in their personal and professional journeys. Continued success with enrollment and graduation rates will also be top of mind. To accomplish these goals, the Dean will champion innovative, high-potential initiatives in teaching, learning, research, and service.

Engaging business and community leaders.

Business and community leaders throughout the region, along with dedicated alumni and friends, continue to show their eagerness to be engaged with the College. The potential for joint projects, student internships and job placement, research opportunities and financial support is significant. In this way, the College can also have its greatest impact on the region.

Fostering a Culture of Entrepreneurship.

Collaborating with other academic departments on campus, the new Dean will work to create a spirit of entrepreneurship for students from across ISU. In keeping with the University's spirit of campus-wide collaboration, this culture of entrepreneurship will be achieved through curricular and co-curricular initiatives that engage both traditional and non-traditional students through online and in-person offerings.

Supporting ISU's leadership in the region's growing healthcare industry.

The College of Business has the opportunity to play a significant role in advancing the University's well-established prominence in the region's healthcare industry. After over 40 years, the Healthcare Administration (HCA) program in the College of Business remains the only program in Idaho certified by the Association of University Programs in Health Administration. HCA's combination of faculty with significant professional and academic qualifications provides students with a robust, experience-driven education that prepares them for success in Idaho's growing healthcare sector.

Planning the way forward.

In his State of the University address earlier this year, President Wagner pointed to the successes of the past year, among them achieving the highest enrollment at Idaho State University in 10 years. He also shared the priorities of his Bold Path Forward initiative, which include further enrollment growth and student success, academic and research focus, enhancing physical infrastructure, external relationships and partnerships, and employee engagement and connection. The College of Business will no doubt have a major role to play.



PROCEDURE FOR CANDIDACY

Nominations and Application

Review of applications for the Dean of Business will begin immediately and continue until an appointment is made. To assure full consideration, applications should be received by Friday, October 3, 2025, and must include:

- A letter of interest addressing the strategic objectives and qualifications identified in the profile.
- A current curriculum vitae.
- The contact information (email and phone) for five professional references, including their relationship to the candidate.

Idaho State University is being assisted by AGB Search. Application materials should be submitted through the [AGB Search portal system](#).

Please direct nominations and expressions of interest or any questions regarding the application process to:
ISUDOB@agbsearch.com

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

Concetta M. Stewart, Ph.D.
Principal
concetta.stewart@agbsearch.com
(908) 341-2178

Idaho State University is an Equal Employment Opportunity employer, including Veterans and individuals with disabilities.

ISU follows Executive Order 11246 Pay Transparency Nondiscrimination Provision. Upon request, reasonable accommodation in the application process will be provided to individuals with disabilities. Please call Disability Services at (208) 282-3599 or email disabilityservices@isu.edu.

POCATELLO & SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Eastern Idaho is frequently ranked as one of the nation's best locations for outdoor recreation, providing opportunities for mountain biking, hiking, kayaking, fishing, camping, skiing, and rock climbing.

The City of Pocatello is located along the historic Oregon Trail in the western foothills of the Rocky Mountains. At an elevation of 4,448 feet, Pocatello has an unusually desirable four-season climate where clear, sunny, and dry weather is the norm. Known as the "Gate City," Pocatello is home to more than 55,000 residents, and the metropolitan area of Pocatello-Chubbuck has a population of about 80,000. (visitpocatello.com)

Pocatello's economy is centered around education, healthcare, energy, and high-tech manufacturing. Pocatello is home to LA Semiconductor's manufacturing facility and ON Semiconductor's design facility, and 50 miles away Idaho National Laboratory employs over 6,000 scientific, engineering, and other staff. Pocatello is also home to Portneuf Medical Center, a regional Level II trauma center with state-of-the-art cardiology and neurosurgery programs. Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, over 1,000 miles of bike and hiking trails, Pocatello Junction, a skate park, Zoo Idaho, and ISU's Stephens Performing Arts Center.

Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is ranked one of the lowest in the nation. The FBI ranks Idaho's crime rate as the lowest in the West.

