UNIVERSITY of ARKANSAS
FORT SMITH.

Dean and the
Joel R. Stubblefield Endowed Business Chair

College of Business and Industry

The Opportunity

The University of Arkansas at Fort Smith (UAFS) invites applications for the next Dean of the College of Business and Industry. This position will also carry the title of the Joel R. Stubblefield Endowed Business Chair, which comes with a discretionary fund to support the advancement and impact of the department's academic programs, faculty and students. The activities supported by this endowment can include research and scholarly work, student success initiatives, professional travel for networking and collaboration, and organizing academic events such as seminars and conferences.

The College of Business and Industry at UAFS is recognized for a transformational educational experience that rests upon a foundation of proven competencies, delivered by a faculty whose scholarly activity focuses on instruction and application.

The College is accredited by the Association to Advance Collegiate Schools of Business (AACSB), the "global standard-setting body for business education, strengthening the world's business schools through accreditation, thought leadership, and transformative learning." The College earned this distinction in 2013 and joined a community of around 6% of business programs worldwide.

The College also holds accreditation from the Association of Technology, Management, and Applied Engineering ATMAE for its technical and applied engineering programs. ATMAE provides standards for disciplines at the intersection of these disciplines that emphasize implementation, systems integration, and workforce readiness.

The College's concentration-based business curriculum is comprised of 13 professional pathways including core, professional or public accounting, business economics, business interdisciplinary, corporate finance and investments, consumer and digital marketing, human resources, general management, small enterprise management, and supply chain management. Its signature engineering program, the Bachelor's Degree in Advanced Manufacturing Engineering launched this fall and is

the first of its kind in the state. The university is actively seeking ABET accreditation for this program. Additional 2+2 electrical and mechanical engineering programs are completed entirely on the UAFS campus in partnership with the University of Arkansas.

A structured **Business Internship Program** is also available for academic credit under the supervision of the College's faculty. This program is designed to provide hands-on learning to complement the students' academic program and expand their professional networks as they prepare to launch their careers in business and industry. UAFS business internships offer practical experience to students in accounting, marketing, and management.

The College also offers certificate and associate programs in electrical engineering, electronics technology, mechanical engineering, and welding technology. Additionally, the College directly contributes to the certificate and associate degree programs offered exclusively through the Western Arkansas Technical Center (WATC). Students enrolled in programs such as network engineering and computer integrated machining comprise a significant number of students and credentials earned in the College.

Dean of Business and Industry

The Dean of the College of Business and Industry provides leadership and advocacy for strategic and fiscal planning; enrollment and curricular management; student recruitment and retention; program review and accreditation; faculty and staff recruitment, professional development, evaluation, and retention; excellence in teaching, scholarship, creative activity, research, and professional application; and university and community relations.

The Dean will foster interdisciplinary and interprofessional collaborations within the College, across campus, and in the community. This position provides the opportunity to set and execute the strategic direction for the College, ensuring program compliance with state and national accreditation guidelines. Critical to success is a history of working with a dynamic and diverse team of university administrators, faculty, staff, and key stakeholders to implement and advance the University's academic and research goals, and other associated initiatives and priorities. The position reports to the Provost and Vice Chancellor of Academic Affairs.

Qualifications

Required Education and/or Work Experience

- Earned terminal degree from a regionally accredited institution in one of the disciplines in the College.
- Experience as a dean or associate dean, or a minimum five years of experience in a department head or related higher educational administrative position supervising faculty in Business or Engineering.
- Experience with programmatic accreditation, including AACSB or ABET.

Preferred Education and/or Work Experience

- Record of professional accomplishments and scholarship that meets the qualifications for appointment to the rank of professor in one of the programs in the College.
- Experience developing, implementing, and evaluating an academic strategic plan.
- Record of promoting growth of research, scholarship, and creative activity among the faculty.
- Experience in selecting, leading, mentoring, and evaluating department leadership as well as non-faculty staff members.
- Record of supporting high impact teaching practices, experiential learning, and innovative pedagogy.
- Experience securing and stewarding a major gift.

Knowledge, Skills, and Abilities

To perform the job successfully, the following competencies are required for the essential functions of this position:

- Excellent communication and interpersonal skills
- Ability to articulate the College's mission, goals, accomplishments, and needs to a broad range of external constituencies.
- Proficiency in budget management
- Ability to lead by consensus and with transparency.
- Adeptness in working within a multidisciplinary environment.
- Awareness of current local, national, and international trends and opportunities in education to advance the College including performance-based formula funding models.
- Excellent understanding of assessment and accreditation
- Strong commitment to equity and inclusion in the recruitment and retention of faculty, staff, and students

Essential Job Duties and Responsibilities

- Provides inspiring intellectual leadership and an innovative vision for how to achieve the mission of the College.
- Fosters partnerships and programs to advance the College's and University's goals.
- Supervises department chairs/directors and faculty in formulating and implementing College goals and policy.
- Effectively interfaces and collaborates with other academic leadership including Deans of other colleges across campus.
- Oversees recruiting, hiring and retention efforts for a highly qualified faculty and staff.
- Leads faculty in governance, promoting a culture of excellence, ethics, service, and continuous improvement.
- Fosters a climate of research and innovation to impact educational outcomes in all levels of education.
- Directs accreditation, certification, assessment, and ongoing program development of academic programs.
- Promotes professional development and innovation to ensure competence and effectiveness of the College.
- Partners with university advancement to identify, expand, and support public and private funding for the College.

- Serves as the professional liaison with public schools, government, and professional agencies and associations.
- Represents the university in community economic and cultural partnership.
- Engages and strengthens College alumni relationships.
- Leads budget planning for the College and its academic programs to ensure effective and efficient resource allocation and sound budget management.
- Supports the effective utilization and management of college facilities and capital, both on-campus and in the community.
- Promotes recruitment, retention, and timely graduation across all student populations.
- Maintains a positive work atmosphere by acting and communicating in a manner to foster teamwork and by providing leadership to subordinates.
- Requires consistent on-time attendance.
- Other duties as assigned.

About the University of Arkansas at Fort Smith

The University of Arkansas - Fort Smith is a dynamic, mid-sized public university that's redefining higher education. We're on a mission to provide transformative, hands-on learning experiences for students of all backgrounds and aspirations. Our multi-faceted approach to education offers a wealth of opportunities, with over 70 academic programs, including certificates, associate, bachelor's, and

master's degrees. We're committed to building a diverse community that mirrors Arkansas's rich tapestry, reflecting our dedication to serving the state's varied population while enhancing the quality of our institution.

As an employer, the University of Arkansas offers a vibrant work environment and a workplace culture that promotes a healthy work-life balance. The benefits package includes university contributions to health, dental, life, and disability insurance, tuition waivers for employees and their families, 12 official holidays, immediate leave accrual, and a choice of retirement programs with university contributions ranging from 5 to 10 percent of employee salary.

The City of Fort Smith

Nestled along the Arkansas River on the western edge of Arkansas, this vibrant city offers a perfect blend of history, culture, and natural beauty. With a population of approximately 90,000, Fort Smith is Arkansas' third largest city and is located on the border with Oklahoma.

Immerse yourself in the rich heritage of the Old West at the Fort Smith National Historic Site, explore the eclectic local art scene, listen to the Fort Smith Symphony, or take a scenic stroll along the picturesque riverfront trails. With a welcoming community, diverse dining options, and a thriving downtown, Fort Smith is the ideal destination for history enthusiasts and those seeking modern amenities.

Specifics of Employment

The Dean of the College of Business & Industry leads a team consisting of the academic leadership of the College as well as administrative support staff.

The Dean interacts with students, faculty, staff, and administrators from across the campus on a typical workday. The Dean may also interact with community stakeholders daily.

The salary will be commensurate with education and experience with a minimum of $175,000 plus benefits.

This position may be subject to a pre-employment criminal background check, sex offender registry check, financial history background check, motor vehicle reports check, and/or drug screening. A criminal conviction or arrest pending adjudication and/or adverse financial history alone shall not disqualify an applicant in the absence of a relationship to the requirements of the position. Background checks and drug screening information will be used in a confidential, non-discriminatory manner consistent with state and federal law.

Persons must have proof of legal authority to work in the United States on the first day of employment. All application information is subject to public disclosure under the Arkansas Freedom of Information Act.

Nominations and Applications

AGB Search is pleased to assist the University of Arkansas at Fort Smith with this leadership search.

To apply for the position of Dean of the College of Business and Industry, candidates are requested to submit the following: 1) a cover letter/letter of application; 2) a curriculum vitae; 3) list of three Professional References (name, email, business title).

For best consideration, all materials must be submitted by **June 1, 2026,** by uploading them to the University of Arkansas System Career Site https://uasys.wd5.myworkdayjobs.com/UASYS. Please do not submit materials to the AGB Search consultants.

Nominations and expressions of interest in the position of the Dean of the College of Business and Industry are encouraged. Please direct them to UAFSDeanCBI@agbsearch.com or to the AGB Search consultants listed below.

Concetta M. Stewart, PhD
Principal
AGB Search
Concetta.stewart@agbsearch.com

Laura Woodworth-Ney, PhD
Principal
AGB Search
laura.woodworth-nye@agbsearch.com

AGB SEARCH

The University of Arkansas is an equal opportunity institution. The University does not discriminate in its education programs or activities (including in admission and employment) on the basis of any category or status protected by law, including age, race, color, national origin, disability, religion, protected veteran status, military service, genetic information, sex, sexual orientation, or pregnancy. Questions or concerns about the application of Title IX, which prohibits discrimination on the basis of sex, may be sent to the University's Title IX Coordinator and to the U.S. Department of Education Office for Civil Rights.