



Search for the Dean  
Santa Clara University, Leavey School of Business  
Santa Clara, California

## THE SEARCH

Santa Clara University (SCU or Santa Clara), a distinguished, Jesuit Catholic institution of higher education located in the heart of Silicon Valley, seeks an inspirational and visionary leader to serve as its next Dean of the Leavey School of Business (Leavey School or Leavey).

For over a century, the Leavey School of Business has prepared innovative, ethical leaders who transform organizations and society for the common good. Rooted in collaborative learning, rigorous scholarship, and the Jesuit Catholic tradition, Leavey combines values with vision to meet the challenges of today's world. Ranked nationally as the #19 Part-Time MBA and #11 Executive MBA by *U.S. News & World Report*, Leavey is a nationally recognized business school at the center of the world's most influential hub of technology and research. With direct access to more than 7,000 leading companies, Leavey School students engage with the entrepreneurial energy of Silicon Valley—learning from the innovators and organizations shaping the future of business—while also taking advantage of Leavey's growing global alumni network of industry leaders.

Building on the Leavey School's distinctive strengths and traditions, the next Dean will be a bold, visionary leader who fosters collaboration between departments within the School and among SCU's colleges, engages and energizes Leavey's active alumni network, and expands strategic partnerships with both the local business community and global industry and educational connections. The Dean will have a remarkable opportunity to uphold the values of the Leavey School, build on its positive momentum, and help shape the next generation of ethical, entrepreneurial business leaders who are prepared to positively impact a global society. The new Dean will address the following set of opportunities and challenges, outlined below:

- *Embrace the Leavey School's distinctive identity, location, and mission to increase its visibility and impact*
- *Inspire and lead a vision for innovation, excellence, and impact for the Leavey School*
- *Represent the Leavey School as an engaged academic, business, and civic leader and strengthen ties to Silicon Valley*
- *Strategically steward and grow the School's resources to achieve the vision and ambitions of the Leavey School community*
- *Continue the tradition of developing innovative, forward-thinking curricula and programs to address the changing marketplace in business education and to prepare students for significant leadership roles in Silicon Valley and beyond*
- *Attract and support a world-class faculty and staff in research and professional excellence*
- *Strengthen the School's operational infrastructure and efficiency*
- *Enhance the academic and professional success of all Leavey School students*

A list of desired qualifications and characteristics may be found at the conclusion of this document, which was produced with the support of Isaacson, Miller, a national executive search firm. All confidential applications, inquiries, and nominations should be directed to the parties listed at the end of this document.

## ABOUT SANTA CLARA UNIVERSITY

Founded in 1851, Santa Clara University is California's oldest institution of higher learning, with a 174-year tradition of educating the whole person for a life of service and leadership. Located in the heart of Silicon Valley and just minutes from San José—one of the nation's fastest-growing and most diverse cities—the campus spans 106 acres of award-winning gardens and state-of-the-art facilities surrounding the Mission Santa Clara Church. Boasting a retention rate of 93 percent, one of the highest among national universities, Santa Clara offers a rigorous, contemporary education that fosters critical, creative, and reflective thinking to build a more humane, just, and sustainable world. *U.S. News and World Report* ranks Santa Clara University 59<sup>th</sup> among national universities and among the top 25 schools nationally for its quality of undergraduate teaching. SCU's strategic plan, [Impact 2030](#), builds on the University's ascent as one of the nation's leading institutions of higher learning and centers around four strategic priorities for expanding institutional impact: reach on a global scale, solution for the universal good, opportunity for all talented students, and belonging for all Broncos.

### Jesuit Catholic Tradition

With a widespread appreciation of the University's commitment to social justice and community engagement, the Jesuit Catholic tradition resonates across SCU students, staff, and faculty of all backgrounds. Rooted in the idea of educating the whole person, nearly every program on campus incorporates some aspect of Jesuit values, from the core curriculum and cultural immersion programs to

interfaith dinner discussions and ethics workshops for local teachers. An appreciation of diversity and inclusion, including religious diversity, is central to the Jesuit tradition and SCU's values. SCU's pedagogy emphasizes the four C's—competence, conscience, compassion, and community—and forms leaders who will build a just, human, and sustainable world. With student learning in central focus, SCU's mission is to educate the whole person within the Jesuit Catholic tradition, continuously improving curriculum and co-curriculum, strengthening scholarship and creative work, and serving Silicon Valley and the world.

## Community and Programs

Santa Clara University has a total student population of approximately 9,500 students, including 6,508 undergraduates and 2,954 graduates, hailing from 48 states and 43 countries globally. The University is organized into six academic units: [the College of Arts and Sciences](#), [the Leavey School of Business](#), [the School of Engineering](#), [the School of Education and Counseling Psychology](#), [the School of Law](#), and [the Jesuit School of Theology](#). At the heart of the University are its 1,150 dedicated staff members, and 756 full-time and 308 part-time faculty members, who are as committed to their students' intellectual and moral development as they are to pursuing research and scholarship. Santa Clara emphasizes small classes (11:1 student to faculty ratio) and a values-oriented curriculum, combining experiential learning and a nationally recognized teacher-scholar model. With a commitment to learning beyond the classroom, SCU provides vibrant residential communities, hands-on community learning, dynamic student life programs, and competitive Division I and recreational athletics.

## Campus Leadership

[President Julie Sullivan](#) was appointed the 30<sup>th</sup> president of Santa Clara University in 2022. She is both the first layperson and first female president since the University was founded in 1851 and embodies the conviction that the world needs Santa Clara graduates who will use their education, gifts, and talents to make the world a better place. Prior to joining Santa Clara, President Sullivan served as the president of the University of St. Thomas in Minnesota for nine years. A professor of business and accounting, she has also held appointments as the executive vice president and provost of the University of San Diego and professor of business and accounting at both the University of California-San Diego and the University of North Carolina at Chapel Hill. A native of Florida, President Sullivan is a first-generation college graduate with a bachelor's degree in accounting, a master's degree in taxation, and a Ph.D. in business from the University of Florida.

[Provost and Executive Vice President James M. Glaser](#) joined Santa Clara University in 2024 after serving over 33 years as a faculty member and ten years as dean of the School of Arts and Sciences at Tufts University. As chief academic officer at SCU, Provost Glaser oversees a broad portfolio including the University's six academic units, two centers of distinction, libraries, academic support programs, student life and wellness programs, global engagement, and enrollment management. Among his primary goals are to elevate the research and scholarship of the faculty, to enhance all aspects of the graduate student experience, to build programs and collaborations across the various schools and centers, and to further enhance the non-academic components of the undergraduate experience in the spirit of *cura personalis*.

A noted scholar of electoral politics and American political behavior, Glaser received his B.A from Stanford University and his Ph.D. from the University of California, Berkeley.

## ABOUT THE LEAVEY SCHOOL OF BUSINESS

Located in the heart of Silicon Valley, one of the most dynamic business environments in the world, the Leavey School of Business combines academic excellence with an energetic, innovative spirit that typifies the region. Combining rigorous study, hands-on experiential learning, and the University's Jesuit Catholic tradition, the Leavey School has been developing the next generation of business leaders who will positively impact their organizations and society with business acumen and social responsibility for over 100 years. The School's strategic priorities, [Leavey PLUS](#), combine partnership, leadership, unity, and sustainability to address 21st-century business challenges, conduct impactful research, and navigate technological advances and key societal issues. The School's mission is to remain committed to collaborative learning and impactful scholarship to develop principled and creative leaders who transform people, organizations, industries, and society for the common good.

### Academic Programs

Since its founding, the Leavey School has been recognized for its academic excellence, outstanding research, and student success. Today, the Leavey School enrolls approximately 2,700 students, including a record 525 first-year students—contributing to a historic undergraduate population of just over 2,000, alongside 700 graduate students. The Leavey School attracts talented students from across the globe, with representation from 48 states and a 13% international student population. The School's innovative curriculum blends team-based collaboration with cutting-edge business practices, preparing students with skills to power dynamic careers and positively contribute to global business and society.

The Leavey School's undergraduate program ranks among the top 15% of schools nationwide, and offers [eight undergraduate majors](#) and five minors across six academic departments: accounting, finance, management and entrepreneurship, economics, information systems and analytics, and marketing. Beyond the classroom, students can take advantage of impactful engagement opportunities in professional development, community building, and leadership. The School's connections in Silicon Valley are strong and distinctive, giving Leavey undergraduates unparalleled access to leading companies and industries in close proximity to campus. In addition to its strong regional connections, the Leavey School has a number of students and faculty participating in global education and immersion programs. In alignment with SCU's strategic priority of global reach, the Leavey School is growing undergraduate study abroad opportunities through short-term experiences, developing additional international graduate programming, increasing support for international students on campus, and forging new international partnerships with universities outside of the United States, including Jesuit institutions across the globe. Every undergraduate student completes at least one internship and participates in a peer career consulting program with senior mentors, gaining hands-on experience and guidance to navigate career searches and industry-specific roles. Ranked #1 in Silicon Valley and among the top 20 nationwide by *U.S. News and World Report* for its professional MBA programs (evening and executive MBA), the Leavey

School of Business offers eight renowned graduate-level programs: the [Evening MBA](#), [Executive MBA](#), [Online MBA](#), and MS degrees in [Business Analytics](#), [Finance and Analytics](#), [Information Systems](#), [Marketing](#), and a new offering in [Sports Business](#).

## Faculty and Research

Leavey faculty are teaching scholars who are published in top-ranked journals and recognized as thought leaders globally. The School boasts almost 200 faculty members, including 94 tenure-track faculty, 28 teaching-track faculty, approximately 60 Dean's Executive Professors, Professors of Practice, and lecturers.

In addition to its robust academic degree programs, Leavey offers an array of highly competitive centers and institutes ranging from innovation and entrepreneurship to farming and sustainability, allowing Leavey community members to anticipate and keep up with the demands of an ever-changing business climate. These centers and institutes include:

- [The Leavey Executive Center](#) merges the Leavey School's network of Silicon Valley thought leaders and innovators with Santa Clara University's long tradition of ethical education, empowering professionals with the knowledge and leadership skills necessary to drive industry forward. The Center offers an array of professional development programs in-person, online, and in hybrid modalities.
- [The Ciocca Center for Innovation and Entrepreneurship](#) is a resource hub and academic development program that promotes and encourages the Entrepreneurial Mindset across campus through academics, competitions, and on-campus programs and events. The Center's programs provide resources and expertise to allow members of the SCU community to start their own venture, meet like-minded peers and alumni, or develop ideas for a business.
- [The My Own Business Institute \(MOBI\)](#) exists to support the vital social and economic contributions of small businesses by providing training and resources to entrepreneurs around the world. MOBI's popular online courses teach new entrepreneurs how to start a business and experienced entrepreneurs how to grow a business. MOBI students come from all over the world and represent every kind of business imaginable.
- [The Real Estate Institute](#) cultivates valuable industry practitioners who meet or exceed employers' and society's wants, needs, and expectations for creating a better built world of lasting value. The Institute provides students with experiential learning opportunities and an evolving curriculum to stay at the leading edge of real estate best practices to support regional, national, and global economic drivers.
- [The Retail Management Institute](#) studies workforce, supply chain, and channel marketing issues critical to retailing around the world. The Institute offers students an innovative curriculum through the Retail Studies minor, and allows students to engage

with industry leaders, alumni, and community members to grow and expand career opportunities.

- [The Sustainable Business Institute](#) aims to advance the understanding and practice of leading organizations that address sustainability challenges while ensuring business longevity. The Institute connects academic research with industry expertise, educates and empowers emerging business leaders to embed sustainability in their core strategies, and redefines the future of business by proving that sustainability is not only a responsibility but also a powerful driver of success.

Additionally, there are two university centers of distinction that provide excellent opportunities to Leavey faculty and staff:

- [The Miller Center for Global Impact](#) is an on-campus business incubator that supports social entrepreneurs to build sustainable solutions for global challenges. The Center's mission focuses on accelerating global, innovation-based entrepreneurship in service to humanity.
- [The Markkula Center for Applied Ethics](#) empowers people and organizations to make better decisions for a more caring world. The Center provides an interdisciplinary opportunity for members of the Leavey School to interact with other university thought leaders and researchers in creatively dealing with the challenging issues of the day.

### **Alumni and Community Partners**

Across the Leavey School's 34,000 alumni and Santa Clara University's 110,000 alumni, students tap into incredibly strong connections across the globe and in the Bay Area, with SCU alumni living in all 50 states and 120 different countries, and 45% of alumni living and working in the Bay Area. The School also hosts a distinguished group of industry leaders who work with the Dean, faculty members, and senior staff to develop programs that enhance business education at the graduate and undergraduate levels, as well as improve industry processes and techniques. The [Leavey School Advisory Board](#) includes 30 prominent industry executives and alumni who lecture in the classroom, collaborate with faculty on research projects, mentor students, and provide guidance in curriculum development.

To read more about Leavey School of Business, please visit: <https://www.scu.edu/business/>

### **ROLE OF THE DEAN**

Reporting directly to the Executive Vice President and Provost, the Dean will serve as the lead academic and executive officer of the Leavey School, overseeing all areas of its operation and a budget of roughly \$54.5 million. The Dean will be a present and engaged leader on campus and will be tasked with developing the School's dynamic and accomplished community of scholars and business professionals. Reporting to the Dean is a 13-person leadership team comprised of the following: Senior Assistant Dean

of Finance & Administration, Senior Assistant Dean of External Relations, Senior Assistant Dean of Marketing & Communications, Senior Assistant Dean of Executive Education, Associate Dean of Graduate Programs, Associate Dean for Faculty Research and Initiatives, six Department Chairs, and an Executive Assistant.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

The Leavey School community seeks an innovative leader who has the vision, judgment, and values to meet and advance several key opportunities and challenges, outlined below.

### **Embrace the Leavey School's distinctive identity, location, and mission to increase its visibility and impact**

The Dean will build on the Leavey School's legacy of innovation, academic excellence, and social responsibility to ensure the School continues to thrive in a competitive business education environment. As a thought leader, the next Dean will effectively demonstrate and communicate the distinct value and Jesuit identity of the Leavey School and its mission in preparing the next generation of ethical business leaders who will bring a positive impact to their communities worldwide. Through this important work, the Dean will ensure the strength and recognition of the Leavey School brand across Silicon Valley, the nation, and the globe.

### **Inspire and lead a vision for innovation, excellence, and impact for the Leavey School**

At a time when the landscape of higher education is changing rapidly, it is important for the Leavey School to define the leading edge of innovation in business education. In collaboration with faculty, staff, students, alumni, and community stakeholders, the next Dean will lead the School in designing an intellectual and forward-thinking framework. Building on the impressive trajectory of the *Leavey PLUS* strategic priorities and SCU's Jesuit Catholic tradition, the Dean will shape the Leavey School's vision for the future and effectively communicate that vision across the SCU community and business world.

### **Represent the Leavey School as an engaged academic, business, and civic leader and strengthen ties to Silicon Valley**

The Leavey School has enormous opportunities to build deeper relationships with corporations and businesses in Silicon Valley and with other academic units across SCU, and it will be imperative for the Dean to be a visible leader who is fully immersed in the life and day-to-day activities of the School and the larger business and civic community. Understanding the importance of being present on campus and within the Bay Area, the Dean will be a compelling and effective representative for the Leavey School who will be in demand to comment on key issues in business and education and maintain the Leavey School's distinction as the engine of leadership talent for Silicon Valley and the world. The Dean will also bring together and leverage Leavey's robust, loyal alumni base and enthusiastically engage with industry professionals in the Bay Area and globally to strengthen and develop existing and new partnerships to benefit the School, including utilizing the Leavey Executive Center for further development. The Dean will



confidently advocate for the School externally, communicate with university leadership and trustees, and serve as a collegial university partner on interdisciplinary initiatives around business, social impact, artificial intelligence, and beyond.

### **Strategically steward and grow the School's resources to achieve the vision and ambitions of the Leavey School community**

Given the complex financial, technological, and global challenges facing higher education today, the Dean must possess strong development and resource management skills and lead the Leavey School to a position of greater financial strength. The Dean will build on SCU and the Leavey School's recent fundraising successes and shape mission-driven priorities in SCU's upcoming capital campaign by engaging its loyal donors, strengthening relationships with corporate partners, and pursuing new opportunities to increase philanthropic and financial support in a competitive funding landscape. Moreover, the Leavey School benefits from a highly engaged Advisory Board, committed to partnering strategically with the Dean to advance both current priorities and future initiatives. The Dean will possess the fundraising skills, financial acumen, and entrepreneurial mindset to make strategic business decisions, with an eye toward identifying and pursuing opportunities for revenue generation.

### **Continue the tradition of developing innovative, forward-thinking curricula and programs to address the changing marketplace in business education and to prepare students for significant leadership roles in Silicon Valley and beyond**

The Leavey School offers an unparalleled learning environment and a dynamic portfolio of degree programs to meet students' varied needs and aspirations. Keeping in mind the increased competition within the business education landscape, the Dean will work with faculty to continue to develop the School's new and existing graduate program offerings to ensure they appeal to learners at every stage of their academic and professional development and are aligned with industry trends and innovations. Collaborating across Leavey's departments and centers, and with the leadership of other schools at the University, the Dean will have a keen eye on the present and future needs of the business sector and identify opportunities in the curriculum and experiential education so that Leavey graduates continue to be in demand and fully prepared to serve as the most effective and innovative business leaders and executives across the globe.

### **Attract and support a world-class faculty and staff committed to research and professional excellence**

The Dean leads a school that attracts and retains a high caliber of faculty and staff and will be responsible for continuing to nurture a vibrant, supportive culture that provides opportunities for professional development and growth. To sustain and advance the Leavey School's reputation for academic excellence, the next Dean will creatively pursue the recruitment and retention of talented faculty, invest in conditions for faculty that support innovative research, interdisciplinary collaboration, and impactful teaching, while ensuring clear pathways for promotion and tenure. Equally important, the next Dean will advance a



workplace that values the professional development of staff and recognizes their critical role in achieving the School's mission.

### **Strengthen the School's operational infrastructure and efficiency**

Working with the Leavey School's strong teams of faculty and staff, the Dean will be responsible for managing the School's infrastructure needs and bringing together appropriate leaders to best address challenges around space, staffing, and facilities in Lucas Hall. The Dean will effectively collaborate across departments to identify and share best practices to operate more efficiently as a unit. With a strategic use of resources, the Dean will make data-driven decisions to provide the necessary support to execute important existing initiatives across the departments and in career services, while staying agile and allowing for opportunity and resources for new initiatives and programs.

### **Enhance the academic and professional success of all Leavey School students**

The Dean will continue to support and enhance the development of programs, content, research, and experiential opportunities that enable students to be ready for employment and leadership across a rapidly evolving business sector. While contributing to the important value of educating the whole person, the Dean will ensure that the School meets the greater business community's needs in its graduates through applied learning, new internship programs, global opportunities, peer mentoring, and career support. To develop a strong sense of inclusion, community, and pride within the talented Leavey School student body, the Dean will ensure that student successes are highlighted and celebrated and that there are ample opportunities for student leadership development.

## **QUALIFICATIONS AND CHARACTERISTICS**

The search committee seeks a forward-thinking leader with the management, fundraising, and intellectual abilities necessary to succeed as the Dean. A successful academic candidate will have a record worthy of tenure and appointment as a full professor within Santa Clara University and the Leavey School.

While no single candidate will possess all the ideal qualifications, the successful candidate will bring many of the following experiences, knowledge, and abilities important to the role:

- Significant administrative experience, including evidence of vision-setting and effective strategic planning;
- Appreciation for and commitment to SCU's Jesuit Catholic educational mission;
- A history of creative revenue generation and a keen sense of budget management and financial modeling;
- Insight into the global opportunities and challenges currently facing the field of business and business education, with an understanding of the trends and opportunities for the future;
- Understanding and experience interfacing with the tech industry, along with sensitivity to the social impact of technology across community stakeholders;
- Experience working with a range of faculty and staff, including supporting and managing their professional development;

- A demonstrated commitment to advancing student success, well-being, and achievement, with a track record of advocating for students' needs and supporting their growth;
- An appetite for fundraising paired with experience and ability to lead development efforts and other extramural funding activities;
- A proven ability to cultivate interdisciplinary collaboration across academic departments, programs, and research initiatives within a business school environment;
- Knowledge of standards for and experience with AACSB accreditation processes; and
- A leadership style based on integrity, transparency, and inclusiveness.

## COMPENSATION

Compensation will be commensurate with experience, with an anticipated salary range of approximately \$450,000 to \$500,000.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters addressing the themes in this profile should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/santa-clara-university-leavey-school-business/dean>.

David Bellshaw, Micah Pierce, Lauren Wilkes, and Marlyn Desire  
Isaacson, Miller

### **EEO Statement**

*Santa Clara University is an equal opportunity employer. For a complete copy of Santa Clara University's equal opportunity and nondiscrimination policies, see <https://www.scu.edu/title-ix/about/policies/>*

### **Title IX of the Education Amendments of 1972**

*Santa Clara University does not discriminate in its employment practices or in its educational programs or activities on the basis of sex/gender, and prohibits retaliation against any person opposing discrimination or participating in any discrimination investigation or complaint process internally or externally. Information about Title IX can be found at [www.scu.edu/title-ix](http://www.scu.edu/title-ix). Inquiries can also be made to the Assistant Secretary of Education within the Office for Civil Rights (OCR).*

### **Clery Notice of Availability**

*Santa Clara University annually collects information about campus crimes and other reportable incidents in accordance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. To view the Santa Clara University report, please go to the Campus Safety Services [website](#). To request a paper copy, please call Campus Safety at (408) 554-4441. The report includes the type of crime, venue, and number of occurrences.*

***Americans with Disabilities Act***

*Consistent with its obligations under the law, Santa Clara University will provide reasonable accommodations to applicants and employees with disabilities. Applicants who wish to request a reasonable accommodation for any part of the application or hiring process should contact the Department of Human Resources ADA Team at [hraccommodations@scu.edu](mailto:hraccommodations@scu.edu), or by phone at 408-554-5750.*

*This document has been prepared based on the information provided by Santa Clara University. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Santa Clara University would supersede any conflicting information in this document.*