



PEPPERDINE

UNIVERSITY

Dean
Graziadio Business School



About Pepperdine University

Pepperdine was founded in 1937 by George Pepperdine, a businessman who founded the Western Auto Supply Company. For the first 30 years of the life of the institution, Pepperdine was a modestly sized undergraduate institution located in central Los Angeles. University status was achieved in 1971 as the institution added graduate and professional schools. In 1972, the University opened a new campus in the coastal mountains above Malibu.

Five schools now comprise the Pepperdine academic environment: Seaver College, the Pepperdine Graziadio Business School, the Caruso School of Law, the School of Public Policy, and the Graduate School of Education and Psychology. Today, with approximately 132,000 alumni in all 50 states and more than 120 countries around the world, Pepperdine continues to expand its reach and the strength of its global impact.

Pepperdine University is religiously affiliated with the Churches of Christ, of which the University's founder, George Pepperdine, was a life-long member. Among the most preeminent Christian universities in the United States, Pepperdine has a unique role in higher education. The University is deeply committed to both scholarship and spiritual development in the lives of every student and values leadership formed by its faith heritage. Faculty, administrators, and members of the Board of Regents represent many religious backgrounds, and students of all races and faiths are welcomed. It is the purpose of Pepperdine University to pursue the very highest standards within a context that celebrates and extends the spiritual and ethical ideals of the Christian faith.

The Pepperdine strategic plan, [Pepperdine 2030: Ascend Together](#) was developed with broad input from the entire Pepperdine community and was formally approved by the Board of Regents in 2021. This plan defines an ambitious array of goals that will grow academic and scholarly programs, strengthen our community, enhance our global footprint, and elevate Pepperdine as a preeminent, global Christian university. Candidates for the Dean of the Pepperdine Graziadio Business School are encouraged to review this defining document for institutional vision and direction.



Institutional Mission

Pepperdine is a Christian university committed to the highest standards of academic excellence and Christian values, where students are strengthened for lives of purpose, service, and leadership.



The Pepperdine Academic Community

Pepperdine is ranked in the top 50 of national universities by U.S. News & World Report. Pepperdine enrolls approximately 10,000 students in its five colleges and schools with approximately 400 full-time faculty and 1,100 full-time staff. In the coastal community of Malibu, California, Pepperdine hosts undergraduate and graduate programs on an 830-acre campus that has been ranked one of the most beautiful campus in the nation by The Princeton Review. Pepperdine has four additional graduate campuses in the U.S., five international campuses, and additional academic programming on six continents. Pepperdine has top-ranked programs within both graduate and undergraduate settings, with 82 degree programs and a 13:1 student/teacher ratio across five schools. Pepperdine University is accredited by the WASC Senior College and University Commission and classified as a Doctoral/Professional University under the Carnegie classification system.

Pepperdine University is committed to delivering an exceptional educational experience including nurturing creativity, scholarship, and putting students at the center of learning. Pepperdine encourages scholarly interaction between faculty and students from diverse disciplines and all five schools within the University, through internal and external grant opportunities, and programs that provide unique opportunities for creative activity and research. During the 2020-21 academic year, Pepperdine awarded more than \$1 million in internal research funding and managed 24 major external grants in support of faculty scholarship.

13:1

Student:Teacher Ratio
University Wide

120,000+



**Most
Beautiful
Campus**

The Princeton Review, 2022

The Pepperdine Graziadio Business School

The Pepperdine Graziadio Business School, with approximately 2,000 full and part-time students enrolled each trimester, focuses on the needs of mid-career professionals. Its administrative offices are located at Pepperdine's West Los Angeles Graduate Campus. It offers courses at the West LA Graduate Campus, the Malibu campus, at two other Graduate Campuses located in California, and online. The Graziadio School's Malibu program is a traditional, full-time residential MBA. The Graziadio School is accredited by AACSB International – The Association to Advance Collegiate Schools of Business. The school enjoys roughly 47,000 alumni.

Our Mission

Inspired by our Christian values, we seek to:

Promote transformational learning,

Create applied knowledge, and

Equip our students to become Best for the World Leaders
and entrepreneurs.

Our Vision

Global distinction in developing Best for the World Leaders.

Our Values

Today - Not Tomorrow

George Graziadio was frequently heard saying this phrase and we believe it holds true for us. He reminds us in a world of constant opportunity and disruptive potential to hold an action bias (carpe diem) and to deliver on the good that is within our influence today and not to wait for more favorable or comfortable conditions.

Integrity Always

We aspire to live and model lives that are guided by a deep integrity that holds strong even when forces that try to compromise good challenge us.

Courage with Compassion

We believe that facing the challenges that lie before us will require deep courage, and we aspire to be models of fearlessness coupled with compassion that honor the dignity of each person

Pioneering Spirit

Embracing the changes that we face in our daily lives and in the future will tap the enduring spirit of adventure, curiosity, and openness that has guided us in each new chapter of our existence. We aspire to live boldly and lean into new adventures with hopefulness.



Program Portfolio

Headquartered in West Los Angeles, Pepperdine Graziadio has a history of excellence in applied learning and research. Graziadio's robust academic [program portfolio](#) is anchored by the MBA degree, offered in a variety of formats to serve the needs of full-time, professional, and executive students. It also includes eight specialized Master of Science (MS) programs, delivered across multiple campuses and modalities. In Fall 2018, Graziadio became the first business school in the Western U.S. to launch the Doctor of Business Administration (DBA), as a terminal degree offering for highly experienced senior executives. At the undergraduate level, Graziadio offers a bachelor's completion program for non-traditional students, while traditional undergraduate business majors are taught at Seaver College.

Among Graziadio's 2000 students, approximately 20% are enrolled in full-time programs, housed at Pepperdine's iconic Malibu campus. An additional 36% of the student population are enrolled on a part-time basis across regional campuses in West Los Angeles, Orange County, and the San Fernando Valley. The remaining 44% are served by online degree programs.

Pepperdine Graziadio's Executive Education Department is growing and offers a wide variety of offerings in areas such as digital skills, leadership, and finance. These programs extend the reach of Graziadio's academic programming and provide faculty the opportunity to showcase areas of expertise. The Graziadio School has 91 full-time faculty, including 50 full-time tenured and tenure-track faculty.





The Opportunity

Pepperdine University seeks an individual with a record of distinguished achievement who demonstrates the ability to manage a complex enterprise and provide outstanding leadership to the Pepperdine Graziadio Business School. The next Dean will lead the school's fundraising efforts in pursuit of achieving the school's [Aspire 2025 Strategic Vision](#).

The School has enjoyed a strong reputation in Southern California and beyond, and is known for its leadership-oriented curriculum delivered in a high-touch manner. In an increasingly challenging market for business education, the School must aim to enhance its brand and reputation, along with exploring new market opportunities. The Dean will also serve as the chief ambassador for Graziadio, connecting with alumni and the business community to attract resources and extend the school's network.

Reporting to the Provost, the Dean serves as the chief executive officer of Graziadio. In that role, the Dean is primarily responsible for overseeing the school's fiscal resources. In concert with the faculty leadership, the Dean ensures academic excellence by fostering curriculum development and supporting student learning and achievement.

The successful candidate will have educational and professional experience enabling visionary leadership in a premier academic setting. Anticipated characteristics of highly qualified applicants will include displayed leadership in the training of business professionals; a vision for continuing to elevate the standing and scholarly reputation of the business school; outstanding collaborative skills; the ability to recruit, retain, and develop excellent and diverse faculty, students and staff; a proven talent for fundraising and strong operational/financial skills commensurate to fulfill the goals and objectives of the school; and professional achievements and/or academic qualifications commensurate with a senior academic appointment.

Responsibilities

With its focus on purposeful leadership, collaborative learning and an experience-driven curriculum, Graziadio has a strong foundation for the next dean to navigate the challenges ahead. Yet, the increasingly competitive landscape requires a leader with both vision and conviction to help the school forge its path in a challenging world. As such, the next dean of Graziadio will:

- Advance both the school and university strategic plans, connecting the institution to opportunities that leverage its strengths and raise its profile
- Serve as the chief advancement officer for the School, making fundraising a top priority and engaging the School's faculty and advancement team in the identification, cultivation, solicitation and stewardship of donors
- Be an intellectual leader who will strengthen and solidify the school's academic reputation
- Champion and lead development efforts to advance the school's academic mission through both in person and online programs
- Grow the graduate business programs upon the foundation of Pepperdine's Christian mission and defined institutional vision



Qualities for Success in the Role

In order to meet the challenges that have been set forth, the University seeks an experienced individual who will have many of the following qualifications:

- A record as an entrepreneurial builder and innovator, with the ability to advance Graziadio's existing strengths and to develop new ones
- Demonstrated success in playing a leadership role in fundraising in a large, complex organization
- An established propensity for building alliances and relationships with the business community, industry leaders, government and alumni, both locally and globally.
- Academic experience with clear attention and concern for teaching excellence and student success, the focal point for institutional success
- A faith that is fully integrated with their profession, drawing upon a mature, authentic Christian faith and deeply-rooted theological commitments



- A proven track record of championing and creating a diverse, equitable, and inclusive culture of belonging
- An ability to inspire, providing vision and organizational and managerial skills to meaningfully engage with external constituencies and provide effective internal leadership
- Leadership skills to partner with faculty in making strategic decisions, and communicating effectively with the community
- A vision for connecting academic success to experiential learning through corporate partnerships
- A vision for business education in a time of shifting educational modalities and structures
- An appreciation for the importance of scholarly work and the need for school infrastructure to support grant writing and effortful research agendas
- A demonstrated ability to recruit, retain and develop excellent, high-achieving and diverse faculty, staff and students
- Experience with highly respected business programs, leaders, and organizations
- A proclivity for collaboration, and an interest in leveraging strengths of other schools within the University
- An outstanding record of managerial and operational success
- The character and calling needed to engender a culture of shared purpose, trust, and mutual respect, while championing ethical practice in all aspects of the university enterprise, remembering that “Integrity Always” is a key Pepperdine value.
- Unwavering support for the University’s Christian mission and a vision for integrating institutional mission into both the educational experience and community of the business school



Education and Experience

The search committee recognizes that high-quality candidates for the dean position will include candidates with varied areas of strength with regard to academic, scholarly, and/or business leadership. We welcome applications from diverse professional backgrounds. The committee anticipates that top candidates will have a terminal degree or significant graduate level education that reflects outstanding academic achievement in the scholarly disciplines and practices of both business and management. Submitted materials should highlight professional accomplishments that demonstrate the candidate’s preparation to define and implement a clear vision for success of the Pepperdine Graziadio Business School.



Applications and Nominations

Pepperdine is an Equal Employment Opportunity Employer and does not unlawfully discriminate on the basis of any status or condition protected by applicable federal, state, or local law. Pepperdine is committed to providing a work environment free from all forms of harassment and discrimination. Engaging in unlawful discrimination or harassment will result in appropriate disciplinary action, up to and including dismissal from the University.

Pepperdine is religiously affiliated with the Churches of Christ. It is the purpose of Pepperdine to pursue the very highest employment and academic standards within a context which celebrates and extends the spiritual and ethical ideals of the Christian faith. While students, faculty, staff and members of the Board of Regents represent many religious backgrounds, Pepperdine reserves the right to seek, hire and promote persons who support the goals and mission of the institution, including the right to prefer co-religionists.

It is the intent of the University to create and promote a diverse workforce consistent with its stated goals and mission. Offers of employment are contingent upon successful completion of a criminal, education, and employment screening. Qualified individuals with criminal histories will be considered for employment in compliance with applicable laws.

The search is being conducted with full confidentiality of all candidate information. Please direct all nominations, applications, and inquiries to PepperdineDeanGBS@carterbaldwin.com. To apply, please submit a resume or CV and a letter of interest addressed to the search committee describing why you believe you will be successful at Pepperdine.

Although applications will be accepted until the time that a new Dean of the Pepperdine Graziadio Business School is announced, candidates should submit materials by March 21, 2022 for most favorable consideration. For additional information about either the position or the process, please contact:



Price Harding
Chairman
678.448.0015

pharding@carterbaldwin.com

Scott Tanksley
Associate Partner
678.448.0008

stanksley@carterbaldwin.com