

# POSITION PROFILE

## **Dean of The W.A. Franke College of Business**

2026

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# THE OPPORTUNITY

## Dean of The W.A. Franke College of Business

### The Position

Northern Arizona University (NAU) seeks a purpose-driven and strategic leader as its next Dean of The W.A. Franke College of Business (FCB).

The Dean is the chief academic and administrative officer of the College and reports to the Executive Vice President & Provost. The Dean will develop productive working relationships with institutional administration, faculty, students, industry, and community partners, building a strong sense of community within and beyond the College and advancing the common vision and high aspirations for FCB.

Key priorities for the Dean include promoting exceptional outcomes for the College's students; broadening educational access and promoting excellence in teaching, scholarship, and service; recruiting, retaining, and developing talented, mission-driven faculty and staff; cultivating a commitment to excellence; and sustainably managing the College's resources to deepen its impact on students and the state of Arizona. The incoming Dean will also be a strong partner to University leadership and build relationships across the University, as well as with external partners. In addition, by working closely with the NAU Advancement Foundation, the Dean's Leadership Council, and College advisory boards, the Dean will serve as a leading advocate and fundraiser for the College, particularly as NAU implements a comprehensive fundraising campaign.

The Dean supervises the College leadership team, which includes an associate dean, academic department chairs, directors, and the dean's office staff. The College is home to 73 full-time faculty, 18 part-time faculty, 34 full-time staff, and 9 part-time staff.

The main administrative office is housed in The W.A. Franke College of Business building on the Flagstaff Mountain campus. The position will be situated at that location while requiring substantial travel to regional, national, and international locations in association with fundraising, development, and student recruitment. The School of Hotel and Restaurant Management (HRM) is located on the Flagstaff Mountain campus in the Eugene Hughes Building, which houses a state-of-the-art kitchen, beverage lab, and student-run cafe.

## Opportunities and Expectations for Leadership

The Dean will be charged with addressing the following opportunities and challenges:

### **Support and advance a strategic vision for the future of FCB.**

FCB includes three academic units: The Department of Management, Marketing, and Information Systems; The Department of Economics, Finance, and Accounting; and The School of Hotel and Restaurant Management (HRM). The new Dean will play a key role in shaping the future of The W.A. Franke College of Business at NAU. The Dean will advance both the current FCB and HRM strategic plans, and the [university-wide strategic roadmap and 2030 goals](#), informed by the distinctive strengths and objectives of each FCB unit. Current priorities include supporting student success through increased access and attainment, fostering research and innovation, and strengthening outcomes in business education. This includes expanding industry partnerships, cultivating academic and research programs that address the needs of Arizona's business community, and preparing business professionals to serve Arizona's diverse economy. Working in close collaboration with faculty, staff, students, and internal and external partners, the new Dean will have the opportunity to build upon the College's strong foundation while guiding it toward a dynamic and impactful future.

### **Expand access and support student success.**

The need for highly skilled business professionals, representative of this region, will continue to grow in Arizona and across the country. NAU is committed to expanding access to the dynamic and high-quality learning opportunities available in the College of Business. The Dean will work with leaders and faculty to cultivate the College's portfolio of degrees and other programs. Sustaining high-quality degree programs at the Flagstaff campus, online, and statewide will require coordination across university divisions and a compelling portfolio of degree programs. The Dean will collaborate with other leaders to secure new funding sources for students and enhance recruitment practices. Working with college leaders and faculty, the Dean will strengthen the student experience, ensuring professional development opportunities and internships for students. The Dean will be expected to prioritize student success and support increased degree attainment across the College, including expansion of NAU business-related programs. The Dean must also work closely with the College leadership team and faculty to support accreditation activities.

### **Foster a culture of excellence throughout the College.**

NAU and FCB are committed to fostering an environment that builds community and excellence for faculty, staff, and students from all backgrounds. The [University's 2030 goals](#) include expanding educational access and pathways to attainment for Native American, first-generation, lower-income, and other student populations. Current priorities for the College include expanding access to college degree programs, cultivating a robust portfolio of learning and mentorship opportunities that promote career readiness, and increasing partnerships with communities and Native nations.

The next Dean must maintain this momentum and inspire and motivate the College around a vision for academic excellence and impact. This includes recruiting, developing, and retaining a talented faculty, staff, and student body and supporting their success. Committed and engaged faculty and staff are crucial to fulfilling the College's academic mission and meeting its goals. The Dean will guide the strategy for recruitment of highly qualified, mission-driven faculty and staff; support professional development and growth; and cultivate an environment that is engaging, energizing, and builds commitment to the College and University. The Dean will promote teaching excellence and faculty achievements that advance learning and scholarship, ensuring FCB is an inspiring place for teacher-scholars with ambitious teaching and research goals, while also supporting the College's commitment to professional and community engagement.

The next Dean must ensure a healthy and productive work environment and organizational culture of openness, fairness, and transparency that celebrates free expression, the open exchange of ideas, and an environment where all are included and can find a sense of belonging. The Dean will provide visible, accessible, and engaged leadership and will make it a priority to communicate actively throughout the college community, both formally and informally.

### **Build community and catalyze collaboration.**

The incoming Dean will build a strong sense of common purpose among College faculty and staff. The Dean will inspire and actively model the College's commitment to collaboration across the three FCB academic units, across the University, as well as with external constituents, to realize new synergies and build and enhance existing cooperative partnerships. Internally, the Dean will assess the current structure and operations to identify opportunities for efficiency and cooperation. The Dean will identify and develop opportunities for innovative and productive collaboration with other colleges and partners across the University. Externally, the Dean will strive to sustain current external relationships with community and business leaders and organizational partners, deepening the College's impact in the region and beyond. The Dean will also encourage and support faculty, staff, and students in pursuing new partnerships and initiatives that enhance the academic experiences and advance the institution's mission.

## Facilitate research and industry engagement.

The Dean will work collaboratively with university and college leaders, research centers, and funding agencies to support the College's research initiatives in alignment with the University's mission and strategic goals. In partnership with faculty, the Dean will develop a strategic vision for research that contributes to business practice, disciplinary knowledge, and industry engagement that builds on the College's strong legacy in business education, entrepreneurship, and community impact. The Dean will leverage available resources to support faculty professional development by providing mentorship and support to advance high-impact research and applied scholarship. The next Dean will identify opportunities for faculty to grow the College's portfolio of external funding. Additionally, the Dean will provide leadership and support for expanding opportunities for undergraduate and graduate student participation in research that contributes to student success and workforce readiness.

## Strengthen fundraising, alumni and corporate engagement, and external visibility for FCB.

The Dean will develop, lead, and support corporate, alumni, and donor relations strategies and activities on behalf of the College. NAU publicly launched a \$300M comprehensive campaign in November. The new Dean will have the opportunity to elaborate on an aspirational vision for the future of the College and seek financial support for that vision. The Dean will maximize engagement opportunities and grow significant philanthropic support for the College. Working closely with the NAU Foundation, the Dean will raise funds for key philanthropic priorities, including securing endowed funds for faculty positions, student scholarships, and other areas of strategic emphasis.

The Dean will be a confident and persuasive advocate, leveraging strong networking, negotiation, and communication skills to build meaningful relationships with external partners. A central goal will be to elevate the visibility and reputation of the College—both within the University and across the broader business and civic communities—by promoting the achievements of its faculty, students, and alumni, and showcasing its portfolio of academic and research programs.

## Why Consider the Opportunity?

- **Strategic, visionary institutional leadership:** NAU's President, Dr. José Luis Cruz Rivera, and Provost, Dr. Karen Pugliesi, are advancing a bold vision for NAU to serve as the nation's leading engine of opportunity, vehicle of economic mobility, and driver of social impact. The University's trajectory has gained national attention, secured record philanthropic support in recent years, and NAU has recently been named a Carnegie R1 research institution. NAU is an institution on the move that is transforming the value of public higher education.
- **Highly regarded online programs in the FCB**, with national rankings in *U.S. News & World Report's* 2025 Online Programs Rankings for Business:
  - #37 Best Online Master's in Business Programs for Veterans (Excluding MBA) – Top 88% (out of 42)
  - #75 Best Online MBA Programs – Top 20% (out of 367)
  - #79 Best Online Bachelor's in Business Programs – Top 36% (out of 218)
  - #93 Best Online Master's in Business Programs (Excluding MBA) – Top 42% (out of 221)
  - Additionally, *CEOWorld Magazine* has named HRM the #23 hospitality and hotel management school in the world and #1 in Arizona.
- **Strong FCB leadership team:** Work with innovative and inspiring team members committed to student success and access, with strong support from dedicated budget and development officers.
- **Excellence across the institution:** Collaborate with a highly productive, mission-focused faculty and staff.
- **Location:** Flagstaff is recognized as one of the best college towns in the United States, offering the perfect blend of small-town charm and big-city amenities, set against the stunning backdrop of northern Arizona's mountains and forests. With unparalleled access to outdoor recreation, a vibrant arts and culture scene, and a welcoming community, Flagstaff provides an exceptional quality of life.



## Professional Qualifications and Personal Qualities

### ***Minimum Qualifications:***

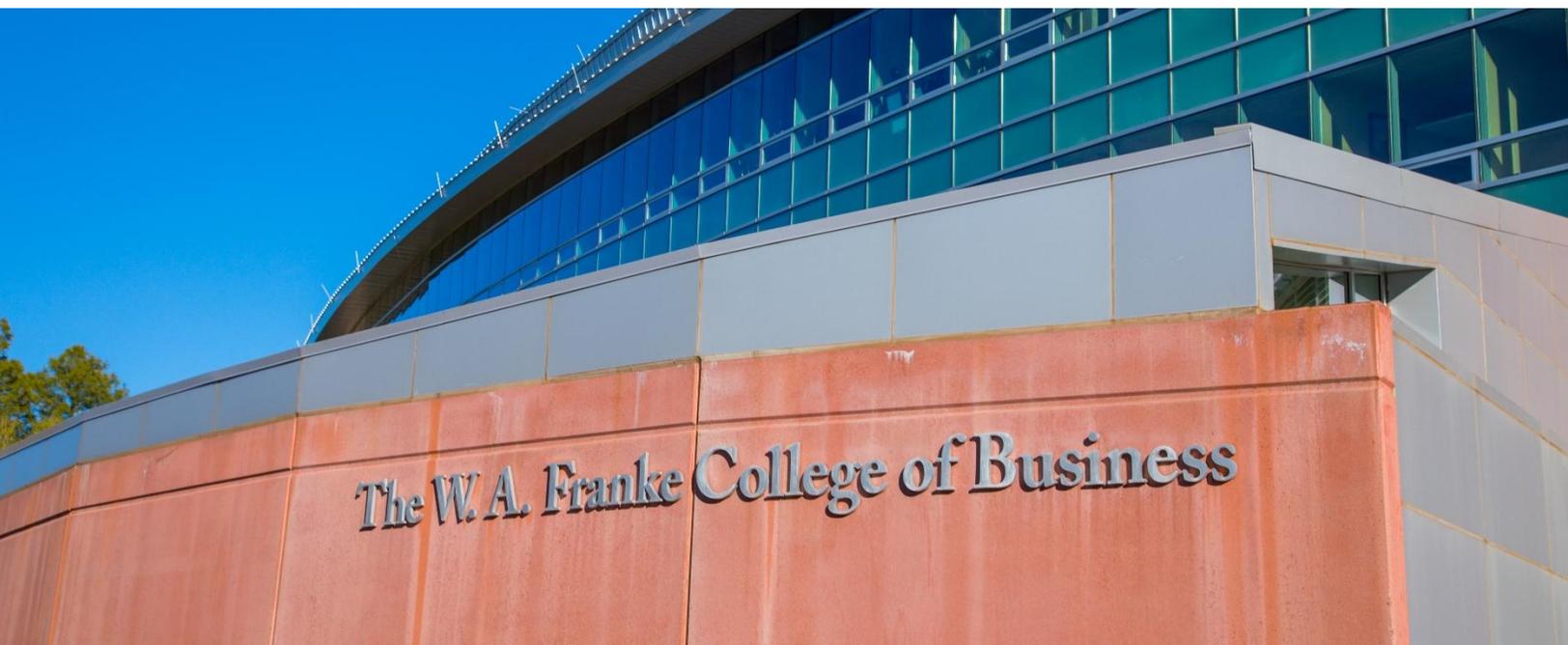
- An earned doctorate from an accredited institution in one of the disciplines of the College, or a closely related field.
- A distinguished record of teaching, scholarship, or equivalent professional achievement and leadership experience that demonstrates the qualifications necessary for a senior academic appointment. Candidates without a traditional academic background may be considered if they possess a comparable record of excellence and impact in relevant professional sectors.
- Demonstrated successful administrative leadership experience in progressively advancing roles in higher education as a center or institute leader, chair, assistant/associate dean, dean, or comparable position in other sectors with responsibilities that include financial management, strategic planning, personnel management, performance management, and promotion and tenure decisions.

### ***Preferred Qualifications:***

- Demonstrated success in the administration of complex academic units and management of a broad range of programs, faculty, and staff that overlap with FCB programs.
- Successful record of impactful scholarship and the acquisition and management of extramural funding, indicating an ability to support and advance these efforts in collaboration with FCB faculty.
- Demonstrated ability to advocate for the College and its units with university leadership.
- Demonstrated ability to collaborate across academic units, both within FCB and across the University, as well as with external constituents, to realize new synergies and build and enhance existing cooperative partnerships.
- Demonstrated ability to cultivate relationships that generate philanthropic support, alumni engagement, industry partnerships, and fundraising activities, and effectively communicate the College's mission and vision to donors and external stakeholders.
- Demonstrated experience in successful program review and accreditation processes.
- Demonstrated strengths in effective communication, mentoring, and consensus building.

### ***The Ideal Candidate Will Possess:***

- A proven track record as a purpose-driven leader, strategic program builder, and effective manager of business education initiatives within the dynamic landscape of higher education.
- A successful record of developing and sustaining high-quality, student-centered university curricula at both undergraduate and graduate levels, as well as workforce-oriented education and training.
- A demonstrated ability to maintain strong visibility and build collaborative relationships within the College and among staff and faculty, with a commitment to understanding and an interest in learning the distinct academic and research priorities of individual departments, centers, and scholars.





## ABOUT THE W.A. FRANKE COLLEGE OF BUSINESS

The W.A. Franke College of Business (FCB) at Northern Arizona University is dedicated to preparing students for impactful careers in business and entrepreneurship. Established to meet the evolving needs of Arizona's dynamic economy, FCB offers a robust portfolio of undergraduate and graduate programs designed to foster innovation, leadership, and professional excellence.

William A. Franke believes that business education is a powerful force for economic development and social progress. Preparing Arizona's future business leaders with the right skills will only strengthen the state. His naming gift provides essential support to expand scholarships for underrepresented students and to invest in faculty and program development, ethics education, and enhanced written and oral communication skills. Together, these efforts ensure that every student—regardless of background—can succeed, lead, and contribute to Arizona's economic and social vitality.

FCB serves over 3,200 undergraduate students and is a recognized leader in innovative business education. As one of the first universities in the nation to offer a 90-credit-hour Bachelor of Professional Studies in Hospitality Business Administration, FCB is redefining pathways to degree completion and career readiness in the hospitality industry. Undergraduate degrees include the BS in Business Analytics, BSBA in Information Systems, BSBA in Management, BSBA in Marketing, BSACCY in Accountancy, BSBA in Business Economics, BSBA in Finance, BS in Hospitality Leadership 90-30, and BS in Hotel and Restaurant Management. Graduate offerings include the MS in Business Analytics, MS in Management Information Systems, MBA in Business Administration, and MBA in Healthcare.

FCB's Student Success department integrates academic support, mentoring, career development, and co-curricular programs to boost student retention, degree progression, and career readiness. Students receive guidance from advisors and peer mentors from admission through graduation, helping them navigate university policies and build meaningful connections. The Career Development Office and FCB Pathways program offer workshops, internships, and employer connections to enhance professional skills and job prospects, while the Business Communication Center provides tutoring and workshops to strengthen students' communication abilities for academic and professional success.

The centers, institutes, and programs significantly contribute to the College's academic and community impact. They include:

- The **Economic Policy Institute (EPI)**, located within The W.A. Franke College of Business, encourages Arizona tourism and economic development for tribal and rural communities. EPI collaborates with government offices, businesses, and non-profits on projects. EPI's outreach efforts bring financial literacy to youth and entrepreneurs, strengthening these efforts and providing networking opportunities.
- The **Northern Arizona University Institute for Public and Professional Ethics in Leadership** promotes leadership ethics and ethical decision-making across NAU's disciplines. It fosters civil discourse on ethics and leadership through research, an interdisciplinary curriculum, co-curricular programs, and community engagement.
- Boston-based **Road Scholar**, a leading educational travel provider for older adults, offers 5,500 learning adventures in 150 countries and 50 states. Part of Northern Arizona University's School of Hotel and Restaurant Management, NAU Road Scholar serves over 4,000 participants annually.
- In fall 2023, The W.A. Franke College of Business launched an initiative to redefine purposeful innovation and entrepreneurship at NAU. The [NAU Venture Studio](#), a student-centric, multidisciplinary innovation hub at Cline Library, emerged as a result. It explores, develops, and commercializes new ideas, creating businesses and jobs in Flagstaff.

FCB is accredited by the Association to Advance Collegiate Schools of Business (AACSB), a distinction held by less than 5% of business schools worldwide. The School of Hotel and Restaurant Management (HRM) is accredited by the Accreditation Commission for Programs in Hospitality Administration. These accreditations reflect the College's commitment to high standards in teaching, research, and service.

The College's main administrative office is in The W.A. Franke College of Business building on the Flagstaff Mountain campus. Also in Flagstaff, the Eugene Hughes Building houses classrooms and administrative offices for the HRM. While most faculty are based in Flagstaff, FCB also offers programs online and at statewide locations, including Phoenix and Tucson, to serve students across Arizona.

The W.A. Franke College of Business aims to be a vehicle of economic mobility and a driver of social and economic impact that leads the way to a better Arizona and beyond. The mission of the College is to deliver high-quality and memorable learning experiences, provide academic, social, and career support to its students, and conduct impactful scholarship that improves local and regional communities and businesses.

Through rigorous academic programs, impactful research, and strong industry partnerships, the College empowers students to excel in a rapidly changing global marketplace. FCB's faculty, staff, and students are dedicated to fostering a collaborative, inclusive, and supportive environment that values diversity and promotes professional growth.

In alignment with NAU's mission, FCB strives to enrich lives and create opportunities through business education, research, and community engagement. The College is committed to driving innovation, supporting entrepreneurship, and developing solutions to challenges facing businesses and communities in Arizona and beyond.





# ABOUT NORTHERN ARIZONA UNIVERSITY

Northern Arizona University (NAU) aims to be the nation's preeminent engine of opportunity, vehicle of economic mobility, and driver of social impact by delivering equitable postsecondary value in Arizona and beyond.

The NAU experience is defined by rigorous academic programs offered in a supportive environment where all students can reach their full potential and are offered a 100% career-ready educational experience. Anchored by its world-class Flagstaff Mountain Campus—among the largest residential campuses in the West and located in one of America's premier college towns—NAU serves more than 27,000 students across Arizona and online, bringing its distinctive educational experience to learners throughout the state and beyond.

NAU's commitment to providing opportunity and lifelong value for all talented students is reflected in its dynamic student population. Approximately 75% of Lumberjacks come from Arizona, and 39% of undergraduates are first-generation college students. With its proximity to several Native American tribal nations, NAU proudly hosts students from approximately 130 distinct, federally recognized tribes. The University also maintains a robust international student presence and offers a wide range of education abroad and exchange opportunities. These efforts to expand access and success are reflected in back-to-back record highs for student retention and graduation.

The University is guided by its [2030 goals](#), which sharpen focus, establish clear indicators of success, and shape NAU's future.

**Goal #1: Advanced educational attainment and career preparedness.** NAU expands access to higher education, promotes student success, and prepares all students for post-graduation achievements.

- Over 12,500 first-generation and lower-income students enrolled at NAU.
- Over 85% of students continue their studies at, or graduate from NAU.
- More than 50,000 people earn an NAU credential.

**Goal #2: Enhance economic mobility and community impact.** NAU fosters economic mobility for graduates and contributes positively to communities across Arizona and beyond.

- A majority of graduates are employed in Arizona three years after graduation.
- Over 8,600 graduated in health and behavioral health fields to address Arizona's workforce needs.
- A sustained, strong reputation for strategic research and public service addressing key challenges in Arizona and beyond.

Propelling the achievement of these goals are more than 3,400 purpose-driven faculty and staff dedicated to helping students achieve academic excellence, career readiness, and personal and professional success.

NAU is nationally recognized for its excellence in teaching, student success, and impactful research. In 2025, NAU was designated as a Carnegie R1: Very High Research Activity institution. The University has also been a federally designated Hispanic-Serving Institution (HSI) since 2021 and is among only a handful of public universities in the nation recognized as both an R1 and an HSI. NAU has annual research expenditures exceeding \$93 million and an endowment of more than \$227 million, fueled by sustained record-setting fundraising years.

As a community-engaged engine of opportunity, NAU powers social impact and economic mobility for the students and communities it serves. Additional information about NAU and its history, programs, and local, regional, and global impact can be found at <http://www.nau.edu>.

## Vision

NAU aims to be the nation's pre-eminent engine of opportunity, vehicle of economic mobility, and driver of social impact in Arizona and beyond.

## Colleges:

- [College of Arts and Letters](#)
- [College of Education](#)
- [The Steve Sanghi College of Engineering](#)
- [College of Health and Human Services](#)
- [College of Nursing](#)
- [College of Social and Behavioral Sciences](#)
- [College of the Environment, Forestry, and Natural Sciences](#)
- [Honors College](#)
- [The W.A. Franke College of Business](#)



## Leadership:



### **Dr. José Luis Cruz Rivera, President**

**Dr. José Luis Cruz Rivera** is a nationally recognized leader in public higher education, celebrated for his executive leadership and policy advocacy. As President of Northern Arizona University (NAU) since June 2021, he has advanced the Elevating Excellence roadmap to boost access, affordability, and student success. Under his guidance, NAU has reached record enrollment, reformed admissions and financial aid, improved retention and graduation rates, tripled fundraising, and forged statewide partnerships.

Previously, Dr. Cruz Rivera served as President of Herbert H. Lehman College and as Executive Vice Chancellor and University Provost for CUNY, the nation's largest urban university system. He has also been Provost at California State University, Fullerton; Vice President for Higher Education Policy and Practice at The Education Trust; and Chief Student Affairs Officer for the University of Puerto Rico system, where he advanced to Chair and Dean at UPR Mayagüez.

An accomplished scholar in electrical engineering and computing, he continues to mentor as a Professor at NAU. A steadfast advocate for equity, he has testified before Congress, advised policymakers, and secured funding from organizations such as NSF, Lumina Foundation, and the Bill & Melinda Gates Foundation. His leadership has been highlighted in outlets like The New York Times. Dr. Cruz Rivera also serves on key boards, including NACIQI and the Arizona State Board of Education, reflecting his commitment to inclusion and the transformative power of higher education.

Born in Puerto Rico and educated at UPR Mayagüez and Georgia Tech, his career underscores a lifelong dedication to public service.



### **Dr. Karen Pugliesi, Executive Vice President and University Provost**

**Dr. Karen Pugliesi** has served as Executive Vice President & Provost since June 2021. She is a Professor of Sociology and has served in a variety of leadership positions at NAU for over 20 years.

As NAU's provost, Pugliesi has strengthened collaboration within the Division of Academic Affairs and worked closely with the University's deans and faculty to align priorities and investments with the Elevating Excellence roadmap. She has led collective efforts centered on enhancing the learning experience and ensuring graduates of NAU's degree programs achieve outcomes that propel careers and the engagement of NAU alumni as leaders in professions and communities.

Pugliesi and the University's leadership team of vice provosts and deans have pursued several focused initiatives supporting NAU's strategic plan. These include 1) NAU Health, an ambitious initiative to grow health professions, behavioral health, and nursing programs to increase access to quality health care in Arizona's underserved communities. NAU will move into the preparation of primary care providers with a distinctive medical school in the planning phase; 2) 100% Career Ready, which will ensure that NAU's baccalaureate and master's programs prepare students and support them for strong initial placement and advancement in likely career paths; 3) Faculty recruitment strategies have been adapted to increase success in recruiting talented teachers and scholars who will contribute to advancing the University's mission and goals; 4) A restructuring and renewed focus on NAU Online and academic pathways with community colleges statewide that offer programs responsive to Arizona's dynamic economy, which together are increasing access to NAU's programs across the state and beyond; 5) Finally, a systemic commitment to student success through an all-hands approach being led by the college deans to shape program portfolios, reduce curricular complexity, and promote evidence-based, course design and pedagogy to drive student academic momentum.



# PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by February 20, 2026 will be given first consideration.** Upon application, please submit a PDF version of your CV/resume and a cover letter that describes both your motivation for application and how your leadership experience aligns with the qualifications noted in this profile.

All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su494>

**To make recommendations or for more information, please contact:**

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Northern Arizona University is a committed Equal Opportunity/Affirmative Action Institution. Women, minorities, veterans, and individuals with disabilities are encouraged to apply. NAU is responsive to the needs of dual career couples.



# FLAGSTAFF, ARIZONA

Northern Arizona University sits at the base of the San Francisco Peaks in northern Arizona on homelands sacred to Native Americans throughout the region. Flagstaff and northern Arizona are a focal point for engagement with and by many Indigenous nations, who have sent their promising young adults to the institution for higher education. Since time immemorial, the Native communities have been the guardians of this land, including the location that now serves as NAU's campus, and remain a vital part of its commerce, governance, and cultural life today.

Flagstaff has the charm of a small town with the diverse environment of a big city. It is home to a historic district with buildings from the late 19<sup>th</sup> century, as well as forward-thinking bioscience and technology companies. A vibrant arts and cultural scene provides numerous opportunities for community engagement, from the Flagstaff Symphony Orchestra and Theatrikos Theatre Company to the monthly First Friday Art Walk. Flagstaff is also close to some of the state's major attractions, including the Grand Canyon, Sedona, and Lake Powell.

Flagstaff is located at 7,000 feet elevation and is home to hundreds of student athletes, as well as Olympians and professional athletes who benefit from training at the high elevation. While summers in Flagstaff are sunny and warm, winters provide snow for skiing and snowboarding enthusiasts at Flagstaff's Snowbowl Ski Resort.

With more than 280 days of sunshine and all four seasons each year, Flagstaff offers an ideal scenic environment in which to live and learn. Enjoy an eclectic mix of dining, nightlife, and activities. Explore historic downtown and hike to the highest point in the state in one weekend. Discover the state's 57 national and state parks, monuments, and recreation areas. The dynamic landscapes and outdoor adventures in Flagstaff and throughout the region are unlike anywhere else.



## National recognition

- #3 [best college town](#) in the nation
- Top 100 [best small cities](#) in America
- Top 10 [best places to move](#) to in Arizona

## Ideal location

- 30 minutes from the San Francisco Peaks and Arizona Snowball
- 1 hour from Sedona
- 1.5 hours from the Grand Canyon
- 2 hours from Phoenix
- 3.5 hours from Las Vegas

***Learn more about Flagstaff***  
[Flagstaff Chamber of Commerce](#)  
[Discover Flagstaff](#)  
[Visit Flagstaff](#)