

The Dean of Business

Titles, Requirements, Salary and Role

Titles

- Dean of Business,
- College Dean of Business,
- Business Dean,
- University Dean of Business.
- Similar Jobs:
 - Associate Dean of Business,
 - Business Development Director,
 - Business Development Manager,
 - Business Application Delivery Director,
 - Business Development Associate,
 - Business Analytics Manager,
 - Business Analytics Director,
 - Business Intelligence Manager,
 - Business Data Analyst



Professor Dr. Jan Turyna, Dean of the Faculty of Management at the AASBI-accredited University of Warsaw at “EMBA@UW partnership with Businesswoman of the 2015 Contest.”

On YouTube at <https://www.youtube.com/watch?v=gPIA9NsBmX4>

Requirements and Responsibilities

The Dean of Business

- Manages administrative functions of the college of business, demonstrating collegiality and leadership.
- Typically reports to top management.
- Has deep knowledge of the managed sub-function and solid knowledge of the overall departmental function.
- Leads the college in fundraising, cultivating relationships with donors.
- Provides senior level administrative leadership in areas of
 - curriculum development,
 - institutional assessment and improvement,
 - human resource,
 - faculty development and performance appraisals,
 - budget and finance, and
 - facilities planning and management.
- Creates functional strategies.
- Typically requires an advanced degree and 5+ years of managerial experience.

Business Deans' Salary Levels

United States¹

<u>Percentile</u>	<u>Salary</u>
10%	\$ 95,000
20%	\$130,000
50% Median	\$170,000
75%	\$212,000
90%	\$252,000

Business Deans' Base Pay at Level of Education

Degree	Bachelor Degree	MBA Degree	JD, MD, PhD or Equiv. Degree
100%:	9% of Deans	24% of Deans	67% of Deans
Base Pay:	\$154,000 - \$176,000	\$156,000 - \$179,000	\$160,000 - \$183,000

Europe

Germany: University Dean — Dekan Universität		
€40'000	to	€66'000
25%	50%	25%
Gross salary at "40 hours/week" — Bruttogehalt bei "40 Wochenstunden"		

Source: Gehalt.de. <https://www.gehalt.de/einkommen/search?searchtext=Dekan+Universit%C3%A4t&location=>

¹ Source: salary.com retrieved June 2018 <https://www1.salary.com/Dean-of-Business-salaries.html> ; see also "2017-18 Staff Compensation & Demographics Survey" <https://www.aacsb.edu/publications/datareports/staff-compensation-and-demographics>

Reflections on the Role of the Business School Dean²

Business school deans are under constant pressure to

- increase revenues,
- rankings, and reputation through accreditations.

There is a trend in the UK towards the recruitment of pro-vice-chancellor / executive deans who are closer to the vice-chancellor with overall university responsibilities, but removed from operational details and students. In contrast, accreditation agencies require demonstration of autonomy by the business school and more international students, yet schools are grappling with local centralisation of admissions and other processes over which they sometimes have little control.

The main challenge for UK deans is faculty recruitment and faculty retention. A major challenge for vice-chancellors is the small pool of individuals who are interested in becoming dean of a business school. For many deans it is often an unplanned career move, represents a demanding, albeit rewarding role to sustain.

Business school deans are ‘reticulists’, that is ‘individuals who are especially sensitive to and skilled in bridging interests, professions and organizations’³ with room for more visibility in the media (and social media) and to develop skills in corporate and public relations as boundary spanners, intermediaries, and ambassadors.

Deans are directly responsible for:⁴

- Engaging faculty, staff and students in discussions of all important collegiate issues
- Convening strategic intellectual discussions about future academic directions of departments, centers, programs and the business college itself
- Advocating for the college, especially by joining the university-wide processes in strategic planning, budget, facilities planning and political action.
- *Raising private funds* for scholarships, professorships, programs, facilities and other college needs, normally *spending 40 percent of his or her time* on such activities [emphasis added].
- Playing a key oversight role in accreditation and program reviews.
- Engaging with the University’s Council of Deans.
- Hiring highly effective chairs, directors, and staff.
- Assuring coordination of all components of the college: departments, centers, academic programs (including undergraduate, graduate and professional), economic development activities, public service and other activities of the College.

The role of the dean is described only briefly in public university laws. However, the reality is more complicated. Process initiator, or designer, dealing with different demands and interests. Tense situations require intuition, especially for conflict-prone situations and change of processes.

² Professor Sue Cox OBE, former Dean of Lancaster University Management School 2001-2015, EFMD Vice-President, Trustee of the Work Foundation, and Companion and former Chair of the Association of Business Schools (UK), Summary of “Reflections on the role of the business school dean,” CABS Chartered Association of Business Schools, ca. 2015, edited,

<https://chartereddabs.org/wp-content/uploads/2015/12/Reflections-on-the-role-of-the-business-school-dean.pdf>

³ Webb, A. (1991), ‘Co-ordination: A problem in public sector management’, *Policy and Politics*, 19(4): 229–241 at 231.

⁴ “Role of a Dean,” Office of the Provost, University of Missouri, <https://provost.missouri.edu/deans/role-of-a-dean.php>