

# SEARCH PROFILE:

DEAN, SCHOOL OF HOSPITALITY



**MSU**<sup>SM</sup>  
DENVER

SCHOOL OF  
HOSPITALITY

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## THE OPPORTUNITY

As a public, urban modified open-access University and Hispanic-Serving Institution in the heart of downtown Denver, [Metropolitan State University of Denver](#) (MSU Denver) invites nominations and applications for the Dean of the School of Hospitality. This is an exciting opportunity for an energetic, collaborative, and inclusive leader to champion the School's unique, experiential hospitality programs in the changing landscape of higher education and the growing vibrancy and diversity of the Denver metropolitan region.

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean will be a visionary leader who embodies the best of hospitality industry standards and educational excellence. Because of the outstanding facilities

and applied nature of the curriculum in the fast-growing fields in the School of Hospitality, the next Dean is expected to model effective leadership of talented people, management of distinct resources, and oversight of academic programs in service of the mission of the University and the School of Hospitality.

The successful candidate will demonstrate knowledge of both the hospitality industry—food and beverage management, events management, tourism, hotel management—and the academic environments and curricula in which hospitality changemakers are educated. Respect for diverse stakeholders and skill in communication and collaboration will be essential.





## METROPOLITAN STATE UNIVERSITY OF DENVER

MSU Denver is committed to offering relevant, rigorous, and innovative education aligned with its role as an [Anchor Institution](#) in downtown Denver. The [2022 - 2023 fact sheet](#) provides important details about the University's 17,000 students, 90+ majors, and 10 graduate programs. MSU Denver has a key role in economic development for the region: as the most recent [Economic Impact Study](#) shows, the University generates more than \$700M annually. And nearly 80% of the University's 105,000+ alumni stay in Colorado, advancing communities and economies.

As the third largest and most diverse public university in Colorado, MSU Denver strives to make higher education accessible and transformational for everyone, preparing the next generation to be thoughtful leaders and engaged citizens in Colorado's communities and the global economy. MSU Denver is a federally designated [Hispanic-Serving Institution](#), a leader in social mobility that is committed to fostering equity. The [Roadrunner Promise](#) provides full tuition and fee support for 30% of the student population. As the top transfer destination in Colorado with an average age of 25, MSU Denver's wraparound support programs meet students where they are and help them become the [changemakers](#) their fields and communities need.

Founded in 1965, MSU Denver offers high-value, career-focused programs with unparalleled access to experiential learning, applied internships, research, and cross-industry co-ops. Employers know Roadrunners are ready to go on Day One—and even before. Leveraging the strength of its location in downtown Denver, the University connects students—95% from Colorado, 58% first-generation college students, and 54% students of color—directly to world-class faculty and high-quality job opportunities.

### VISION

MSU Denver's vision is to be a nationally recognized leader for social mobility—where students of all ages and backgrounds build a better, more equitable Colorado through innovative and transformative education.

### MISSION

MSU Denver's mission is to provide a high-quality, accessible, enriching education that prepares students for successful careers, postgraduate education, and lifelong learning in a multicultural, global, and technological society. To fulfill its mission, the diverse University community engages the greater Denver community in scholarly inquiry, creative activity, and the application of knowledge.

### CORE VALUES

MSU Denver's mission, vision, ongoing operations, and strategic planning are informed by a core set of values that define the University and its aspirations: Community, Access, Diversity, Respect, and Excellence ([CADRE](#)). As the CADRE website explains, these are more than just words; these values are lived every day.

### UNIVERSITY LEADERSHIP, STRATEGIC GOALS, AND BUDGET

Since 2017, [Dr. Janine Davidson](#) has served as the 9th President of Metropolitan State University of Denver. She is a national thought leader in higher education, public service, U.S. foreign policy, and national security. From her first days on campus, she has championed the role public universities play in "holding the line on the American dream." She has staunchly advocated for legal status for Deferred Action for



## METROPOLITAN STATE UNIVERSITY OF DENVER (CONT.)

Childhood Arrivals recipients and supported MSU Denver's undocumented students, underrepresented students, and military and veteran students.

Dr. Davidson has led an inclusive process to engage faculty, staff, students, and community stakeholders in developing the [MSU Denver 2030 Strategic Plan](#) and in implementing the initiatives that will "amplify national awareness of its signature educational experience of meeting students where they are, while enhancing its role of providing affordable and transformative undergraduate and graduate education for any student in pursuit of the American dream."

Achieving the goals in the five pillars of the Strategic Plan will rely upon the strengths, creativity, and determination of leaders across the [President's Cabinet](#), the [Board of Trustees](#), and all faculty and staff:

- Student Access, Service, and Achievement
- Student-Centered Academic Excellence
- Civic and Economic Catalyst
- Diversity, Equity, and Inclusion
- Organizational Agility and Sustainability

The University budget seeks to focus and decentralize the budget process. The [2023 – 2024 Budget Proposal](#), approved by the MSU Denver Board of Trustees in June 2023, focuses on these priorities: investing in people; Stuff That Works (STWs); sustaining momentum; meeting students where they

are; building faculty capacity; and focusing on innovation and effectiveness. On the budget website, President Davidson acknowledges the valuable work of the newly created [University Planning and Budget Advisory Committee \(UPBAC\)](#) and the [Cross-Functional Faculty Workload Taskforce](#) for their contributions to the inclusive budget process.

Within Academic Affairs, the Provost, Deans, Chairs, faculty, and staff facilitate access and ensure success through a student-centered curriculum and a highly qualified faculty who are dedicated to excellence in teaching, scholarly activities, and service. The Provost works collaboratively with the Senior Leadership Team, including six Deans (College of Letters, Arts, and Sciences; College of Health and Human Sciences; College of Aerospace, Computing, Engineering, and Design; College of Business; School of Education; and School of Hospitality); a Deputy Provost; and five Associate Vice Presidents who oversee Academic Effectiveness, Curriculum and Policy Development; Faculty Affairs; Innovative and Lifelong Learning; Graduate Studies; and Undergraduate Studies. Academic programs are offered in a variety of modalities and venues: on campus, online, at several off-campus sites, and, in partnership with the Colorado Community College System, on select community college campuses.

A national search is now underway for the next [Provost and Executive Vice President for Academic Affairs](#), with the expectation that the selected Provost/EVPAA will be appointed in time to meet finalists for the Dean of the School of Hospitality and select the next Dean.







## THE SCHOOL OF HOSPITALITY

MSU Denver's [School of Hospitality](#) is the largest hospitality program in the region and the only one in the U.S. boasting a LEED Gold® hotel, commercial conference space, a state-of-the-art beverage-testing laboratory, a commercial restaurant, and a commercial brewery—all on campus. The School's unrivaled value proposition relies upon the strength of industry-based faculty and a responsive curriculum linking classrooms and careers. Thanks to myriad [industry partnerships and applied education](#), School of Hospitality students are primed to grow their industry careers on—and even before—the first days they are employed in these fast-growing fields.

As the [School website explains](#), Hospitality programs prepare students for hospitality management and operational careers in the heart of Colorado's second-largest industry. Currently, there are four undergraduate majors, a minor in [Beverage Management](#), and several certificates in areas such as Bar, Tap, and Tasting Room Management; Culinary Arts; and Outdoor Recreation and Tourism. The School of Hospitality, looking to the future, is seeking approval for several programs in Cannabis Studies.

### [B.S. in Brewery Operations](#)

Covering the breadth and depth of Brewery Operations, from the brewing process, beer analysis and quality control to packaging, sales and distribution, MSU Denver provides a university education to new or experienced professionals in beer industry operations.

The Brewery Operations bachelor's degree program offers a variety of opportunities for Brewery Operations majors to train in world-class facilities and work with professionals in the beer industry.

### [B.S. in Event and Meeting Management](#)

Event and Meeting Management majors learn how to coordinate everything involved in planning professional business or social gatherings, such as conventions, conferences, galas, and premieres. Majors apply everything they learn in such areas as vendor services, on-site logistics, and crisis plans while they manage an actual event or meeting for real clients.

### [B.S. in Hospitality Leadership](#)

Students graduating with their degree in Hospitality Leadership can look forward to a variety of career paths in the lodging, restaurant, travel, tourism, and outdoor recreation industries. Whether leading a culinary team through a Nuggets season at Ball Arena or developing outdoor programs for Denver's "Game Plan for a Healthy City," students are sure to find a place where they belong in the hospitality industry.

### [B.S. in Hotel Management](#)

The Rita and Navin Dimond Hotel Management Program provides transformational career training and educational opportunities that balance academics with skills development in a variety of areas, including housekeeping, human resources, legal issues, front desk service, marketing, hospitality accounting, revenue management, and operations management. This distinctive program is generously funded by the founders of [Stonebridge Companies](#).

The world-class facilities right on campus at MSU Denver include these enviable spaces in the [Hospitality Learning Center](#): the [Degree Metropolitan Food + Drink Restaurant](#), [Beverage Analytics QA/QC Laboratory](#) (powered by The Siebel Institute), and the [SpringHill Suites Downtown](#).

The Hospitality Learning Center also includes the J. Willard and Alice S. Marriott Foundation Conference Center; 30,000 square feet of academic space; a sensory analysis lab for wine, beer, and spirits classes; a 72-seat commercial restaurant, a wine and beer cellar management lab, high-tech food demonstration theaters, and tourism and events labs.

Each of these facilities is not only a showcase but an opportunity for students to learn by doing—guided by dedicated faculty and industry professionals. As 2019 graduate Jazmaray Martinez points out in a [RED Magazine feature article](#), an advantage of the Hospitality Learning Center is that "you're able to get hands-on experience literally next door to where you're taking classes. . . . It's even better when the person teaching them is the one running the hotel."

## THE SCHOOL OF HOSPITALITY (CONT.)

The [Hospitality faculty and staff](#) bring passion for developing the next generations of changemakers in their fields. That passion is fueled by their research, industry experience, and knowledge of the best practices in food and beverage management, hotel management, and event and meeting management. School of Hospitality faculty and staff publish their work, present at regional and national professional meetings, and connect students with real-world opportunities for experiential learning and internships.

In addition to the remarkable facilities, faculty, and staff, the programs in the School of Hospitality are bolstered by industry leaders who serve on advisory councils and provide guidance on current practices and advancements in hospitality industries. As the School website explains, “the [Hospitality Industry Leadership Council \(HILC\)](#) is comprised of exceptional leaders and innovators from the hospitality industry” who provide input on curriculum, connections for jobs and internships, and feedback on student projects through industry panels. The HILC members also meet with students individually, support the mentor program, and provide financial support for the School.



### POINTS OF PRIDE IN THE SCHOOL OF HOSPITALITY

- The [Rita and Navin Dimond Fellows Program](#) is a competitive paid internship program for students to rotate through major departments at Stonebridge Companies in Denver.
- Dr. Eric Olson’s [Fulbright Academic Leadership Blog](#) connected students and faculty in the School of Hospitality with his perspectives on hospitality, tourism, leadership, and education in his semester at [VinUniversity](#) in Hanoi, Vietnam.
- The [Charlie Papazian Brewing Education Lab](#), opening in September 2023, will add an exciting new space for brewery operations students, including a 3.5 bbl brewhouse and fermentation vessels for improved real-world experience. The University is seeking a brew pub license so that student beer can be served from Degree Restaurant and, for special events, in the brewing lab itself.
- [The Gina and Frank Day Leadership Academy](#)—made possible through a generous gift from Gina and Frank Day—offers opportunities for industry professionals to take the next step to advance their careers, inspired by the entrepreneurial mindset and inclusive leadership of [Frank Day](#).
- School of Hospitality faculty regularly present their research at professional meetings and special lectures. For example, Dr. Godwin-Charles Ogbeide and Dr. Jangwoo Jo recently presented “The Impact of ChatGPT in Higher Education,” as part of the Distinguished Speakers Series sponsored by the International Council on Hospitality, Restaurant, and Institutional Education ([ICHRIE](#)) and Eta Sigma Delta, the International Hospitality Honor Society.
- The School of Hospitality is a proud recipient of INSIGHT Into Diversity Magazine’s 2023 [Inspiring Programs in Business Award](#), a national award honoring collegiate programs that center diversity/equity/inclusion efforts and provide comprehensive support to students from underrepresented groups who seek careers in business.





## RESPONSIBILITIES OF THE DEAN OF THE SCHOOL OF HOSPITALITY

The Dean of the School of Hospitality serves as a senior leader of a distinctive division within a reputable university. The position description for the Dean outlines essential responsibilities in several broad areas: academic leadership, administrative management, and external engagement and partnerships.

### ACADEMIC LEADERSHIP

- Provide visionary leadership to develop and implement the strategic goals and objectives of the School of Hospitality.
- Foster a culture of academic excellence, innovation, and continuous improvement in curriculum development, instructional delivery, and student success.
- Oversee faculty recruitment, development, and evaluation to ensure a diverse and high-quality faculty committed to excellence in teaching, research, and service.
- Advance student support and student engagement initiatives to improve retention, graduation/completion, and post-graduation/completion outcomes for students.
- Promote interdisciplinary collaboration and partnerships within the school, across the university, and with external stakeholders.
- Align current resources and identify new resource opportunities to support the mission and vision of the School.
- Act as a liaison with all constituencies associated with the School.

### ADMINISTRATIVE MANAGEMENT

- Effectively manage the School's budget, resources, and facilities to support the academic and operational needs of faculty, staff, and students.
- Lead strategic planning and accreditation processes to ensure compliance with standards and enhance the School's reputation.
- Collaborate with faculty and staff to develop and implement initiatives that promote diversity, equity, and inclusion within the School community.
- Embrace transparency and shared governance in the management of the School.
- Oversee academic advising, student support services, and experiential learning opportunities to enhance student engagement, success, and career readiness.
- Oversee program evaluation and assessment related to professional standards and accreditation.

### EXTERNAL ENGAGEMENT AND PARTNERSHIPS

- Cultivate philanthropic support through engagement with donors, foundations, and industry partners to secure resources for scholarships, endowed chairs, research, and other student-facing initiatives.
- Foster strong relationships with industry partners, alumni, government agencies, and other stakeholders to enhance opportunities for internships, research collaborations, and fundraising.
- Represent the School at local, regional, and national forums, conferences, and events to promote the School's reputation and contribute to discussions on emerging trends in the hospitality industry.
- Foster existing and new relationships with external stakeholders that will benefit the School, community, and regional economic development.



## EXPECTATIONS FOR THE NEXT DEAN

In the next 3-5 years, the Dean of the School of Hospitality will be expected to focus on a leadership agenda that includes these priorities:

- Lead collaborative strategic planning in the School to elevate the visibility of the unique academic programs and distinctive services of the School of Hospitality and articulate the case for University, public, corporate, alumni, and donor investments in this vision.
- Seek opportunities to refine and refresh academic programs, building on the strengths of the faculty and innovative partnerships and aligning curriculum with the standards of the Accreditation Commission for Programs in Hospitality Administration.
- Leverage the location of the Hospitality Learning Center in downtown Denver, the outstanding facilities of the School, and the expertise of members of the Hospitality Industry Leadership Council to strengthen further the connections with faculty and students.
- Collaborate with leaders within the School and across the University to strengthen enrollment—including strategic marketing, advising, and retention efforts.
- Engage faculty who are both academics and industry experts to support their research and teaching.

In addition, based on pre-search listening sessions and conversations about successful candidates for the Dean of the School of Hospitality, these are the personal and professional qualities that MSU Denver colleagues and stakeholders expect:

- Strong communication, collaboration, and perceptive interpersonal skills, including excellent oral and written communication skills and the ability to listen and express respect for diverse viewpoints.
- Entrepreneurial spirit and willingness to explore new structures, revenue models, and approaches with faculty and industry partners.
- A leadership style characterized by mutual respect.
- Knowledge of current trends and issues in hospitality education, research, and industry practices.
- Genuine interest in getting to know all constituents, recognizing their potential, and inspiring and supporting them.
- Energy and positivity, including enthusiasm for the people and programs in the School of Hospitality and at MSU Denver.



## REQUIRED QUALIFICATIONS

To be effective in academic leadership, administrative management, external engagement and partnerships, and fostering a diverse and inclusive learning environment, the successful candidate for the Dean of the School of Hospitality position shall demonstrate all of these **required qualifications**:

- Academic credentials appropriate for a senior academic leader: a doctoral degree (Ph.D., Ed.D., or D.B.A.) in a field related to the programs in the School of Hospitality (required for appointment with faculty rank) **OR** a master's degree and significant leadership experience in hospitality (required for appointment without faculty rank).
- Credibility as an industry professional, demonstrated in work and leadership experience in the hospitality industry.
- Experience in budget management and resource allocation.
- Success in building and maintaining relationships with industry partners, community leaders, and donors.
- Proven success with advancing diversity, equity, and inclusion in an organization and a commitment to fostering an inclusive learning and working environment.

## PREFERRED QUALIFICATIONS

The successful candidate for the Dean of the School of Hospitality position may also demonstrate some of these **preferred qualifications**:

- Proven experience in collaborative strategic planning.
- Experience in academic administration, including program development, faculty evaluation, assessment, and curriculum design.
- Experience in raising funds through partnerships, government support, corporate support, and other sources.
- Experience in higher education as a full-time faculty member or administrator.
- Grants administration experience.
- Demonstrated record of scholarly achievements, teaching excellence, and academic leadership in higher education.
- Familiarity with experiential learning programs, internships, and industry-based partnerships.







## APPLICATIONS, NOMINATIONS, SEARCH TIMELINE, AND COMPENSATION

Academic Search is assisting Metropolitan State University of Denver in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity and discuss your qualifications and interest, potential applicants are welcome to schedule a conversation with one of the Senior Consultants for this search: Dr. Ginny Horvath ([ginny.horvath@academicsearch.org](mailto:ginny.horvath@academicsearch.org)) or Dr. Dan DiBiasio ([dan.dibiasio@academicsearch.org](mailto:dan.dibiasio@academicsearch.org)).

### APPLICATIONS

Applicants should send these four separate documents (each in PDF format) to [MSUDenverDean@academicsearch.org](mailto:MSUDenverDean@academicsearch.org):

- A detailed **cover letter** expressing your interest in this position and addressing how you meet the qualifications and expectations outlined in this profile;
- A current **full resume or curriculum vitae** that includes relevant responsibilities and accomplishments;
- A **diversity statement** (1-2 pages) that provides specific examples of how your educational and/or professional experiences, background, or philosophy demonstrate your commitment to diversity and equity, and how these prepare you to contribute to the inclusive learning and working environment at MSU Denver (a Hispanic-Serving Institution);
- A **list of five professional references**, including names, titles, organizations, phone numbers, and email addresses, noting your relationship with each reference.

References will not be contacted until later in the search process and only with the candidate's permission. A full background check (including identity, degree verification, criminal records check, credit check, and sexual misconduct check) must be completed satisfactorily before any candidate can be offered this position.

### NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to [MSUDenverDean@academicsearch.org](mailto:MSUDenverDean@academicsearch.org). Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position, and encourage them to apply.

### SEARCH TIMELINE

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit application materials by **September 25, 2023**. Finalists for the position will participate in campus interviews that will include a public presentation.

This search is timed so that the next Provost and Executive Vice President for Academic Affairs (to be selected through a national search begun in summer 2023) will be able to meet finalists and recommend appointment of the Dean. The next Dean of the School of Hospitality is expected to begin in January 2024.

## APPLICATIONS, NOMINATIONS, SEARCH TIMELINE, AND COMPENSATION (CONT.)

### COMPENSATION

The annual compensation range for this position is \$180,000 - \$220,000. Metropolitan State University of Denver offers excellent benefits, including medical, vision, dental, flexible spending accounts, retirement, life insurance, and a wellness program. Additional benefits include 12 paid holidays, paid time off, multiple forms of leave (such as 6-week Parental Leave, Bereavement Leave), an undergraduate tuition benefit, and discounts.

*Metropolitan State University of Denver is a unique, access-oriented campus community that values diversity, equity, and inclusion in all its forms. Our student population consists of 58% first-generation students and 54% students of color. We are a designated Hispanic-Serving Institution located in downtown Denver.*

*We create an equitable learning and working environment in concert with individuals who consistently demonstrate commitment to equity and inclusion. We greatly value the diverse identities and perspectives of our students, faculty, and staff and recognize that in order to achieve a just and equitable society, diversity must go beyond simple representation. It requires critical inquiry and dialogue and a commitment to action. We strive to provide a culture of belonging for all community members to achieve personal and professional success.*

*MSU Denver is committed to creating and fostering a work environment and culture of belonging; we are proud of the work our employee affinity groups contribute to our culture. For more information on our employee affinity groups please visit this [link](#).*





# ABOUT ACADEMIC SEARCH

Academic Search is assisting Metropolitan State University of Denver in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



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