



Dean, Robbins College of Business and Entrepreneurship

FORT HAYS STATE UNIVERSITY

CBIZ EFL Associates, Inc.

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THE OPPORTUNITY

[Fort Hays State University](#) invites applications from and nominations of ethical and strategic leaders to be the next *Dean of the Robbins College of Business and Entrepreneurship*.

ABOUT THE UNIVERSITY

Fort Hays State University (FHSU) is a four-year state comprehensive university that is truly student-centered, exemplified by its emphases on exceptional teaching, engaged student mentoring, and proactive advising. FHSU was founded in 1902 as the Western Branch of Kansas State Normal School. The institution was originally located on the grounds of Fort Hays, a nineteenth century frontier military outpost. Today, FHSU is a leading, forward-thinking university of the Midwest, with student enrollment approaching 13,000 (including 3,700 on the Hays campus, unique 3,000-student partnership programs in China, and FHSU Online with enrollment of over 6,000 learners).

- [Take a virtual tour of our campus.](#)

FHSU's mission is to develop the engaged global citizen-leaders our world needs today. The quality of the academic programs, unmatched affordability, and the caring and supportive people make "Tiger Nation" special.

- Fort Hays State University – [Strategic Plan](#)
- The FHSU campus is more than a collection of classrooms, labs and offices – [Campus Virtual Map](#)

Fort Hays State University attracts goal-oriented students who want premier learning experiences both inside and outside the classroom combined with one-to-one attention and support. FHSU students graduate with the knowledge, professional skills, and confidence to have a competitive edge

in their chosen careers. Upon graduation, 95% of FHSU students find a job in their field or attend graduate school.

Over 400 faculty and more than 500 professional staff support and guide degree and certificate programs for the associate's, bachelor's, and master's programs, and for the Doctorate of Nursing Practice, representing 31 departments within these academic divisions:

- College of Arts, Humanities and Social Sciences
- W.R. and Yvonne Robbins College of Business and Entrepreneurship
- College of Education
- College of Health and Behavioral Sciences
- Peter Werth College of Science, Technology, and Mathematics
- Graduate School



THE LEADERSHIP



Dr. Tisa Mason
President

At Fort Hays State University, we believe tomorrow is made by thinkers and doers who turn ideas into action. Grit and determination are part of our shared DNA, and we know there is triumph in a job well done. We turn challenges into opportunities, and we are at our best when the going gets tough.

“There is no place like home” is the phrase I spoke from my heart as I was announced as the 10th president of Fort Hays State University. The phrase clearly signifies that I have a strong affinity for Fort Hays State University. A home isn’t just a place where you live. It is where your heart dwells. It is a place where we feel our best. It is a safe place – a place I feel free to be myself; to live and lead authentically.

Home is also about relationships with the people who create an atmosphere of being part of something truly wonderful – people I trust and know to be valued colleagues who care deeply about students and serve with a spirit of positive restlessness, people who are always evolving and innovating in ways that matter.

The Tiger Nation is a diverse and welcoming community, dedicated to sharing ideas and serving the greater good. On campus, online and all over the globe, we invest in close and lifelong relationships that nurture the humanity in all of us, and our work brings the world closer to the plains of Kansas. On behalf of this great and expanding community, I encourage you to visit us in Hays, America. I think you will find both a great college town and an innovative campus and online community of teacher-scholars and professionals dedicated to our shared mission of developing engaged global citizen-leaders.





THE DEAN, ROBBINS COLLEGE OF BUSINESS AND ENTREPRENEURSHIP

The next Dean of the Robbins College of Business and Entrepreneurship (RCOBE) will be an ethical and strategic leader, committed to advocating for the college and its stakeholders. This individual will be responsible for driving data-informed decision-making and ensuring accountability across all facets of the college's operations. Building and maintaining strong relationships with local, regional, national, and international partners will be key to advancing the college's mission.

As a key member of the Provost's Academic Council, President's Cabinet, and Senior Leadership Team, the Dean will actively contribute to university-wide administrative and planning initiatives.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Lead the college's global vision, strategy, and goals in alignment with university and Kansas Board of Regents' strategic plans.
- Oversee governance, morale, and the recruitment, development, and supervision of college personnel.
- Build professional relationships and maintain transparent communication with faculty, staff, students, and external stakeholders as the college's advocate and representative.
- Support academic and professional activities including teaching, research, community service, international partnerships, and campus initiatives.
- Ensure the quality, assessment, and continuous improvement of college programs and processes.
- Champion diversity, equity, and inclusion in recruitment and retention of faculty, staff, and students.
- Manage college budgets and financial resources effectively.
- Collaborate with the FHSU Foundation to develop and sustain donor relationships.
- Energetically foster a culture of academic citizenship, morale, and institutional values.
- Coordinate tenure, promotion, curriculum development, and faculty/staff awards processes.
- Commit to succession planning and develop collaborative relationships with university administration and external organizations. Manage onboarding and training opportunities for selected departments and the University.

POSITION REQUIREMENTS

- Terminal degree in business or a related field from a regionally accredited institution.
- Superior leadership experience in academics or business.
- Proven experience with fiscal and supervisory responsibilities.

DESIRED SKILLS AND ABILITIES

- Proven success in organizational growth, team empowerment, and unity of effort.
- Understanding of online education and international partnerships.
- Strong communication skills, including listening and decision-making.
- Nimble and responsive with the ability to implement a shared strategic vision and foster collaboration.
- Experience in fundraising and development activities.
- Able to attract and cultivate talented students, faculty, and staff.
- Experience with recruitment, retention, promotion, tenure, and program review, as well as industry experience or collaboration with business sectors.





THE COMMUNITY

Candidates will discover a locale where professional satisfaction and career achievement are paired with an optimal quality of life. Fort Hays State University is located in Hays, Kansas, a vibrant, growing community of over 21,000 that takes great pride in the University's presence. Hays is a celebration of historic and contemporary contrasts, evidenced in its frontier roots highlighted throughout the city and local museums and in its redeveloped downtown area where residents enjoy one-of-a-kind restaurants, unique shopping, and a vibrant arts scene. This community's commitment to the future inspires Hays businesses to reinvest locally.

A welcoming and family-centered community, Hays offers premier healthcare services, a growing high-tech and retail business community, and excellent Pre-K and K-12 schools in both the private and public sectors. The City of Hays has long been known as a safe community, and the FHSU campus is recognized by the National Council for Home Safety and Security in 2018 as one of the Top 100 Safest College Campuses in America. For entertainment, recreation, education, employment, or simply for a comfortable place to live, residents of all ages will find in Hays the elements that contribute to a safe, enjoyable, and fulfilling lifestyle

Hays, Kansas has been recognized as a great place to live, work, play, and do business. BizJournals.com ranked Hays as one of the top three Midwest small towns for "where to find the best quality of life," and the Chestnut Street District was ranked as "The Most Beautiful Main Street in Kansas" by MSN in 2019. Hays boasts superb health care, outstanding public schools, youth sports, vibrant arts, symphony, parks, golf, hiking, biking, fishing, and boating.

Relevant websites that provide meaningful information:

- [Get to know Hays, Kansas](#)



APPLICATION & NOMINATION PROCESS

EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting Fort Hays State University with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in confidence.

APPLICATION PROCESS

- **STEP 1:** Complete a brief online application (2-3 minutes)
 - [Click here to complete the application](#)
- **STEP 2:** Send us your resume or CV in PDF format:
 - Send to ApplyHigherEd@EFLAssociates.com
 - *Email subject line should read: "FHSU – RCOBE Application"*

KEY DATES

- Application Deadline – **January 9, 2025**
- Semifinalist Video Interviews are scheduled for **February 6 - 7, 2025**
- On Campus Interviews – Tentatively scheduled for **February 20 - 26, 2025**

CONFIDENTIAL INQUIRIES

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NOMINATIONS & APPLICATION QUESTIONS

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