



Dean of the Strome College of Business

Old Dominion University (ODU) seeks a visionary, entrepreneurial, and collaborative leader who will play a central role in shaping the success, growth, and future of the Strome College of Business. The dean will lead efforts in promoting excellence in student learning, research, teaching, and community engagement; demonstrate an unwavering commitment to diversity, equity, inclusion; attract external resources and fundraise; and support the university's leadership role in regional economic development and entrepreneurship.

The Strome College of Business

The [Strome College of Business](#) (SCB) was named in 2014 by Mark ('97) and Tammy Strome through an \$11 million gift on behalf of the Strome Family Foundation. With over 24,000 alumni, the SCB currently enrolls over 3400 students, offering 18 degrees across undergraduate and graduate programs that integrate education with business leaders, mentors, and partnerships. The SCB is accredited by the Association to Advance Collegiate Schools of Business (AACSB) for both business and accounting, placing the college among the top five percent of business programs in the world, and is also accredited by the National Association of Schools of Public Affairs and Administration (NASPAA) for the Masters of Public Administration program.

Over 105 full-time faculty, across ten departments, lead the educational and scholarship achievements for SCB. The Business faculty are devoted to leading research, teaching, and engaging with the community in areas such as digital transformation, economic resiliency and adaptive capacity, inclusive wellbeing, maritime and supply chain management, multi-sectoral partnerships (private, government, and non-profit), and transitional entrepreneurship.

SCB Strategic Plan:

The [2021-2025 SCB Strategic Plan: Launching Our Future](#) outlines four goals to fulfill the mission, *"to educate and inspire our students, professionals, and communities to achieve their fullest potential, within a collaborative, entrepreneurial and inclusive scholarly environment"*.

Strategic Goals:

- Develop inclusive leaders
- Encourage a student culture expecting lifelong scholarly inquiry
- Secure a strong scholarly reputation
- Develop reputation as a community partner across Commonwealth and beyond

Through the six pillars of transformational entrepreneurship, maritime/supply chain, economic resiliency and adaptive capacity, multi-sector collaboration, digital transformation, and inclusive well-being, the SCB strategic plan outlines its vision for transformative impacts through its core values of leadership, innovation, and entrepreneurial culture.

SCB Academic Areas:

- [Economics](#)
- [Finance](#)
- [Harvey Lindsay School of Real Estate](#)
- [IT & Decision Science \(including Maritime/Supply Chain Management\)](#)
- [International Business](#)
- [Management](#)
- [Marketing](#)
- [Master of Business Administration](#)
- [School of Accountancy](#)
- [School of Public Service](#)

The SCB has nine centers, providing expansive and specialized programs and resources that further the student and faculty experience across business, entrepreneurship, and targeted skill development.

SCB Centers:

- [Dragas Center for Economic Analysis & Policy](#)
- [E.V. Williams Center for Real Estate](#)
- [Hudgins Transitional Entrepreneurship Lab](#)
- [Insurance & Financial Services Center](#)
- Jensen Communications Lab
- [Loyalty Science Lab](#)
- [Lumsden Trading Room & Research Lab](#)

- [Maritime, Port and Logistics Institute](#)
- [Thurmond Negotiations Lab](#)

SCB Research:

Strome faculty are global scholars, internationally published, collaborating across departments, and recognized as thought leaders in their community and field. The faculty at SCB are top tier across their disciplines, with named faculty fellowships across research, teaching, service, and performance, as well as endowed professorships, and eminent professorships for exceptional scholars. Among the business faculty are current editors and associate editors for significant scholarly publications in the areas of accounting education, advertising research, information discovery and delivery, European financial management, modern China studies, decision support systems, regional studies, urban studies, enterprise information systems, management analytics, frontiers of engineering management, and industrial integration and management.

The Role of Dean of the Strome College of Business

The next dean of the Strome College of Business will be a visionary and seasoned leader, dedicated to stewarding the significant growth in education, scholarship, and innovation at ODU. Reporting to the Provost and Vice President for Academic Affairs, the dean will provide academic and administrative leadership that enhances and elevates the world-class business education, research, and student experience for the College. The dean will oversee the annual operating budget of \$20.9 M and work in partnership across other colleges and with external stakeholders on resource development, fundraising initiatives, and collaboration.

An earned doctorate degree in one of the disciplines in the college, as well as a combination of distinguished scholarship, teaching, and professional accomplishments which merit appointment as a full professor with tenure are required.

Roles and Expectations:

- Ability to articulate a vision and the align college strategic plan with institutional plans and priorities;
- Represent the college and ODU in its external relations with alumni, donors, business leaders, the community, and policy makers and in relevant professional bodies;
- Provide leadership in fundraising, revenue generation, external grant acquisitions, and resource allocation to support the college's aspirations and priorities;
- Commitment to the recruitment, retention, and mentoring of faculty, staff, and students from diverse backgrounds;
- In partnership with the ODU Institute for Innovation & Entrepreneurship, develop and implement entrepreneurial initiatives to foster collaboration, curriculum, and programs with industries and

businesses and enhance the reputation of Old Dominion University as a producer of business leaders in the Commonwealth of Virginia and beyond;

- Strengthen existing and emphasize interdisciplinary research and scholarship to promote excellence in education and scholarship;
- Develop and implement strategies to create innovative and market-driven academic programs aimed at increasing on-campus and online undergraduate and graduate student enrollment;
- Represent the college in its internal relations with central administration and with other colleges and units within the university;
- Conduct regular review of the alignment of schools, departments, programs, institutes, and centers with the mission of the college and university, and regional workforce and labor market demands;
- Determine and oversee collegiate administrative structure and activities, including the associate deans, chairs, and nonacademic staff;
- Embrace and facilitate shared governance by working with the established committee structure and adhere to approved policies and procedures;
- Exercise control over the internal budget of the college and the allocation of faculty and staff lines and graduate teaching assistantships;
- Ensure a highly engaging and rewarding student experience and implement strategies to facilitate student success;
- Strengthen partnerships and interdisciplinary collaboration within the college and across campus.

Opportunities and Challenges

- **Effectively lead the college through visionary, strategic, and forward-focused change to strengthen and invigorate the faculty, staff, and students.** The dean will lead with a strong sense of collegiality and a supportive mindset to assess the current organizational structure, policies, procedures, and programs, with the result of realignment, reallocation, and innovations for the upward trajectory of the college. Caring for all members of the college, the dean will build positive relationships, serve as an inspiring leader, nurture the internal culture, and strengthen the organization through strategic vision and decision making.
- **Continue to promote academic excellence and elevate the Strome College of Business' academic reputation through the hiring, development, and retention of strong faculty.** Amid the strengthening and promoting of the college's programmatic offerings, the new dean will serve as a champion for faculty, illuminating their many achievements in teaching, research, and service to the local community. With focus on the R1 designation of ODU, the dean will advocate, bolster, and champion the continued vibrancy of faculty research, providing support and development opportunities for faculty, and will prioritize the recruitment and retention of an excellent and diverse faculty body.

- **Show dedication to student success through direct initiatives to increase enrollment, retention, and graduation of an outstanding student body.** The college prides itself on its innovative, engaged, and entrepreneurial academic programs, with a deep focus on business industry partnerships, real-world experience, and world-class faculty teaching. The new dean will have the exceptional opportunity to attract talented students by promoting engaging and forward-thinking academic offerings. The dean will be a constant illuminator for potential students while being an advocate and cultivator for resources and pathways for current students to thrive and to ensure their academic and professional success, ensuring an enhanced classroom and professional experience for all students.
- **Maintain, build, and enhance the connections, partnerships, and community relationships as the external-facing leader of the college.** The Strome College of Business benefits tremendously from its location in Norfolk, Virginia, and within the Hampton Roads region. With diverse industries across private, public, government, and military sectors doing business within the region, opportunities abound for the next dean to build new, and deepen, existing relationships with the community. In addition to a commitment to serving the local community, the next dean will have the opportunity to leverage the college's strong educational programs and reputation to raise the college's national and international profile further, ensuring a broad, global experience for its students.
- **Continue to grow and strategically steward the college's resources to position it for long-term success.** A skilled fundraiser and fiscal operator, the dean will continue to position the college for financial success and serve as a responsible steward of resources. The dean will have an eye toward new opportunities for growth and the diversification of revenue sources to strengthen the college's long-term financial positioning. The dean will be strategic in terms of allocating resources, articulating priorities, and will be agile and nimble in crafting the college's strategic and financial plans.
- **Promote diversity, equity, and inclusion at all levels within the Strome College of Business:** The next dean will be a tireless supporter of diversity, equity, and inclusion among faculty, students, and staff. The dean will continue the existing programs and continue to develop and support programs that enable success for all members of the Strome community and ensure a climate in which all are welcome and can thrive.

Desired Qualities and Qualifications

In addition, the new dean will be a systems thinker who possesses many of the following qualities and experiences:

- Demonstrated administrative leadership experience at a research university;
- Demonstrated record of success at attracting and retaining underrepresented faculty, students, and staff, while also displaying strong support for inclusive well-being;
- Demonstrated understanding of fundraising and engagement with businesses and industries;

- Experience in developing and implementing a strategic plan that aligns with and contributes to the university's strategic plan;
- Evidence of a participatory leadership style, a track record of facilitating interdisciplinary and cross-campus collaboration, and an ability to take decisive action when necessary;
- Understanding of leading-edge methods and instructional technologies to support teaching and learning, including experience with dynamic and growing online education offerings;
- Experience in program assessments and AACSB accreditation;
- Experience in implementing strategies to expand partnerships with businesses and other organizations to create opportunities for experiential learning;
- Record of promoting student success (i.e., retention and graduation); and
- Strong interpersonal and communication skills and political adeptness to work effectively with faculty, staff, students, and campus administration.

About Old Dominion University

Old Dominion University, located in the city of Norfolk, Virginia, is an R1 public research institution that serves its students and enriches the Commonwealth of Virginia, the nation, and the world through rigorous academic programs, strategic partnerships, and active civic engagement.

Founded in 1930 as an extension of the College of William and Mary and the Virginia Polytechnic Institute, ODU grew from a two-year school into a four-year institution, with independence in 1962, and has grown to become a prominent, entrepreneurial-minded university for academic excellence within the Hampton Roads region.

Today, ODU is Virginia's forward-focused public doctoral research university, with more than 24,000 students, providing rigorous academics, an energetic residential community, and initiatives that contribute \$2.6 billion annually to Virginia's economy. With over 160,000 alumni, ODU has a 94 percent employment rate for its graduates within six months, with a dedication to producing top talent to the Hampton Roads region and Virginia.

With its waterfront campus in the coastal city of Norfolk, ODU neighbors the Naval Station Norfolk, the world's largest U.S. Navy base. ODU provides educational opportunities for active military, veteran students, and their families, and is ranked as the top "Best for Vets" school in Virginia, with 25 percent of their student body being military affiliated.

ODU delivers top-quality education to populations in need and provides a flexible learning environment, with 51 percent of classes being face-to-face, 26 percent being a hybrid of in-person and online, and 23 percent being online classes. In addition, ODU has three extended campus locations across the Hampton Roads area and extends service to students around the world through over 100 online programs.

For the 2023 *U.S. News & World Report*, nineteen graduate programs or specialties and two colleges at ODU earned recognition from in its rankings of the “Best Graduate Schools.” ODU is ranked as #132 (tie) for “Top Public Schools” and ranked as #40 in “Best Online Bachelor’s in Business Programs” by *U.S. News & World Report*, and #21 “Top Online MBA Programs” by The Princeton Review for 2022.

University Mission and Vision

Old Dominion University serves its students and enriches the Commonwealth of Virginia, the nation, and the world, through rigorous academic programs, strategic partnerships, and active civic engagement.

The university’s vision is to be recognized nationally and internationally as a forward-focused metropolitan university with a collaborative and innovative approach to education and research that spurs economic growth, focuses on student success, engages civic and community partners, and uses its connections with the military and maritime industries and its exceptional strengths and leadership in related areas to provide practical solutions to complex, real world problems.

University Leadership

President Brian O. Hemphill, Ph.D., became ODU’s ninth president on July 1, 2021. Most recently, President Hemphill served as President at Radford University, after serving as President at West Virginia State University. He has held administrative leadership positions including Associate Vice Chancellor, Dean of Students, and Vice President for Student Affairs and Enrollment Management, in addition to his academic positions as Associate and full Professor across previous institutions. President Hemphill earned a Ph.D. in higher education administration and policy studies from the University of Iowa, a master’s degree in journalism and mass communication from Iowa State University of Science and Technology, and a bachelor’s degree in organizational communication from Saint Augustine's University.

Provost and Vice President for Academic Affairs, Augustine (Austin) Agho, became ODU’s Provost in 2016 after serving as the Dean of the School of Health and Rehabilitation Services at Indiana University/Purdue University Indianapolis, and as Dean at the University of Michigan–Flint. Provost Agho earned a Ph.D. from the University of Iowa in hospital and health administration and a master’s degree in health, health care administration and management from the Governors State University.

The **Board of Visitors** is a 17-member board appointed by the Virginia Governor, with the power to control and expend the funds of ODU and any appropriation made to it, the power to make all rules and regulations concerning the ODU, and the power to appoint the President, who is the chief executive officer of the university.

Members of the Board of Visitors are appointed for four-year, renewable terms, and no member may serve for or during more than two successive four-year terms. Three members may be non-residents of Virginia, and at least three members must be alumni of ODU. A non-voting student representative is elected annually by the Board of Visitors. The Board of Visitors holds quarterly meetings in September, December, April, and June of each year. Meetings of the Executive Committee are scheduled during the months in which the full Board does not meet.

University Strategic Plan

ODU is currently in the review process on its 2020-2025 strategic plan, conducting an environmental scan, revising, and developing vision and mission statements, and identifying strategic initiatives and direction for the university. In his relaunch of the strategic planning process, President Hemphill has outlined the key principles of excellence, accountability, transparency, and being student-centered in all ways and highlighted the three strategic pillars of maritime, health care, and data science. ODU is committed to engaging with key stakeholders, such as students, faculty, staff, and alumni, as well as business, military, and state leaders throughout the strategic planning process.

Within the Office of Research, key strategic initiatives include cybersecurity, data science, maritime, modeling and simulation, spaceflight and autonomous systems, resilience, bioelectrics and biomedical research, K-12 education and workforce support, entrepreneurship, partnerships with nearby national labs (such as Jefferson Lab and NASA) and industry collaborations.

Academics

The university comprises nine colleges and schools that extend across academic disciplines and focus on student-driven education and excellence in teaching, research, and outcomes.

[Batten College of Engineering & Technology](#)

[College of Arts & Letters](#)

[College of Health Sciences](#)

[College of Sciences](#)

[Darden College of Education & Professional Studies](#)

[Graduate School](#)

[Perry Honors College](#)

School of Public Health

[Strome College of Business](#)

Diversity, Equity, and Inclusion

ODU is a vibrant and diverse campus that embraces an inclusive and welcoming community. The university has a dedication and commitment to the principles of equality and equity across students, faculty, and staff. Nationwide, ODU is recognized for its diversity, equity, and inclusion as a top 20 university in graduation of African American students and is known for its position as a leader in first-generation college graduates.

ODU has implemented initiatives to foster an inclusive and supportive environment that values diversity, including the President's Task Force on Inclusive Excellence, with the goal of achieving a level of institutional success realized in diverse communities where all constituencies have equitable opportunities to succeed. ODU believes in encouraging diversity through every aspect of the university, including its people, campus, curriculum, co-curriculum, and the community.

City of Norfolk

[Norfolk](#) is a city of over 240,000 residents and encompasses 66 square miles in coastal Virginia. It has seven miles of Chesapeake Bay beachfront and 144 total miles of shoreline along lakes, rivers, and the Bay. Norfolk is home to the world's largest naval base and the North American Headquarters for NATO (North Atlantic Treaty Organization), and home of the USS Wisconsin battleship and a vibrant harbor. The region is home to the second largest commercial port on the U.S. east coast and the largest shipbuilding and ship repair industrial base in the country, in addition to an emerging hub for offshore wind. Nauticus, also known as the National Maritime Center, is a maritime-themed science center and museum located on the downtown waterfront, which also houses the Hampton Roads Naval Museum and exploratory exhibits from NOAA. *USA Today* called Norfolk one of the "Top 10 Booming Downtowns," recognizing a decades-long housing, retail, and financial boom in the city. Norfolk International Terminal has completed a 300-acre expansion, making it the largest inter-modal center in the nation. Ocean-going cruise vessels of up to 3,000 passengers regularly stop at the Half Moone Cruise and Celebration Center downtown.

Norfolk is a cultural hub on the East Coast, serving as home to the Virginia Opera, the Virginia Stage Company, the Virginia Symphony, the Virginia Arts Festival, Chrysler Hall, Chrysler Museum of Art, the General Douglas MacArthur Memorial, the Virginia Zoological Park, and the NorVA live music venue. Norfolk has been recognized as a Tree City and its neighborhoods have extensive trees and flowers, with 12 walkable city blocks of downtown waterfront through the city's museum and historic sites. The nationally recognized Norfolk Botanical Garden, Virginia's largest botanical garden, offers 175-acres of over 60 themed gardens that can be viewed by tram, boat, or foot.

Surrounding Norfolk, the Hampton Roads area is home to approximately 1.75 million people including the cities of Chesapeake, Hampton, Newport News, Norfolk, Portsmouth, Suffolk, and Virginia Beach. The Historic Triangle area of the Hampton Roads region is one of the largest tourist attractions in Virginia encompassing Williamsburg, Yorktown, and Jamestown. Each city has its own unique attractions, events, and activities that contribute to the evolving and flourishing metropolitan area.

Contact

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Nominations and applications should be submitted electronically as soon as possible. Applications should include a letter of interest that outlines a vision for the Strome College of Business at ODU, a curriculum vita, and five professional references. References will not be contacted until later in the process and only with the candidate's permission. All materials will be considered in full confidence. Please send nominations, inquiries, and applications electronically to ODUStromeDean@storbecksearch.com.



Tom Fitch, Managing Director
Julie E. Tea, Managing Director
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Kate Phillips, Senior Associate

Old Dominion University is an equal opportunity, affirmative action institution. Minorities, women, veterans, and individuals with disabilities are strongly encouraged to apply.