



Dean of the College of Business and Global Affairs Leadership Profile

Summer 2025



WittKieffer

Executive Summary

The [University of Tennessee at Martin](#) in partnership with WittKieffer invites nominations and applications for the position of Dean of the College of Business and Global Affairs (CBGA). UT Martin seeks an innovative, collaborative, and visionary leader to advance the college's mission of excellence in business education, research, ethical leadership, and experiential learning. The dean will report to the provost and senior vice chancellor for academic affairs.

Founded in 1900, UT Martin is a primary regional University in the University of Tennessee System that includes the main campus, and six regional centers located throughout West Tennessee. Located in rural Northwest Tennessee, UT Martin is a small-town University for people with big dreams. The main campus is located in the welcoming community of Martin Tennessee and offers more than 140 academic areas of study in a traditional college setting. UT Martin students experience high-quality academic programs, excellent facilities, and outstanding faculty members whose primary focus is teaching. Fall 2024 enrollment totaled 7,507 students who came to the University from 88 of Tennessee's 95 counties, 43 states, and 24 countries. The University competes in NCAA Division I in both men's and women's athletics and is a member of the Ohio Valley Conference.

The [College of Business and Global Affairs](#) (CBGA) offers AACSB-accredited business programs and emphasizes teaching, research, experiential learning, global awareness, ethical leadership, and service. It also supports the regional and global economy through business outreach, policy engagement, societal impact, and community-based partnerships. The college houses two academic departments and offers 12 undergraduate programs and an online Master of Business Administration (MBA) program that prepares students for leadership in an interconnected world. UT Martin's MBA program is ranked highest among colleges and universities in Tennessee and tied for 46th place nationwide. The college enrolls approximately 750 undergraduate and 160 graduate students. Also reporting to the dean is [the Regional Entrepreneurship & Economic Development \(REED\) Center](#). The REED Center houses the Tennessee Small Business Development Center (TSBDC) which serves as a hub of information for prospective entrepreneurs and owners of existing small businesses who need individual consultant services, group training services, and associated technical resources. The REED Center offers courses, workshops, and training sessions that respond to the needs of small businesses and supports regional economic development. Additionally, the new dean will have the opportunity to significantly influence the future of the college with the recently approved funding for the construction of the new \$57.5M CBGA building.

The successful candidate will have an earned doctorate or terminal degree from an AACSB accredited institution in a business discipline represented in the college and a distinguished record of teaching, service, and scholarly achievement, including publications in peer reviewed journals relative to their teaching discipline, in one of the business areas represented by the college appropriate to justify a tenure-track appointment at the rank of full professor. The new dean will also understand the opportunities and challenges facing a public university and experience in solving a variety of fiscal, budgetary, personnel, and management problems in a rapidly changing environment. Demonstrated experience with the assessment of student learning, faculty development, and experience working with underrepresented faculty, staff, and students is also required.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.

Role of the Dean of the College of Business and Global Affairs

The dean is the chief academic and administrative officer of the College of Business and Global Affairs and reports directly to the provost and senior vice chancellor for academic affairs. The ideal candidate will be a forward-thinking leader who brings strong academic leadership, strategic insight, administrative experience, policy-driven decision-making, recent teaching experience, an active research record in PRJs, and a strong commitment to student success and faculty excellence.

Position responsibilities include, but are not limited to the following:

- Provide strategic leadership and vision for the college's academic programs, faculty, and students
- Guide faculty and staff recruitment, retention, development, and evaluation
- Promote interdisciplinary collaboration, global initiatives, and applied research
- Lead alumni engagement and support fundraising efforts to enhance the college's mission
- Cultivate external partnerships and strengthen ties with business, industry, and government entities
- Oversee budgeting, planning, AACSB accreditation, and curriculum development
- Create a positive, supportive environment that fosters collaboration and engagement for faculty, staff, students, and those external to the college and University
- Communicate and collaborate with the provost and senior vice chancellor of academic affairs on the operation of the college including identifying and responding to challenges and opportunities
- Ensure the quality of instruction by recruiting and retaining high-quality faculty, evaluating performance, and identifying and meeting their professional development needs to achieve teaching excellence
- Develop assessment plans for general education core competencies and student learning outcomes, and support and document continued compliance with all SACSCOC accreditation requirements
- Support the development of innovative academic and co-curricular programs
- Plan and conduct regular college and departmental meetings to ensure effective communication and collaboration
- Represent the college and its programs at a variety of meetings, public events, or other related engagements internal and external to the University
- Participate in commencement exercises and events

The dean will support a culture of engagement and actively demonstrate commitment to the wellbeing of all students, faculty, and staff. The successful candidate is expected to contribute in measurable ways to the University of Tennessee's mission and will fully embrace the systemwide Be One UT Values.

Opportunities and Expectations for Leadership

With UT Martin's recently approved five-year strategic plan, *Watch Us Soar*, it is an exciting time to welcome a new dean who will join dedicated colleagues in shaping the future of the University. The strategic plan provides a roadmap for the future with new initiatives and goals all designed to advance UT Martin's vision, to cultivate a vibrant academic community that empowers individuals, advances knowledge, and positively transforms society. The College of Business and Global Affairs (CBGA) will be a critical player in this effort.

The dean of the College of Business and Global Affairs will report directly to the provost and senior vice chancellor for academic affairs and be an integral and vital part of the academic leadership team. Among the dean's priorities are to:

- **Foster a culture of teamwork, collaboration and belonging.** The CBGA seeks a dean who understands how to lead with empathy and respect towards mutually beneficial outcomes. The next dean should actively promote the College and work to make it a productive and engaging learning space for students, staff, and faculty. The dean will be expected to work with the department chairs and other faculty leadership to promote collaboration, partnership, and communication throughout the College while advancing a student-centered learning environment. The new dean must be adept at problem solving, faculty development and mentoring, and creating an environment where all members of the community are valued and feel a sense of belonging.
- **Grow enrollment at both the undergraduate and graduate levels.** As a vital part of the strategic plan, UT Martin is expected to increase enrollment by 5% annually with an overall goal for 10,000 students in 2030. The CBGA is expected to play its part in the recruitment of traditional, nontraditional, and international students while supporting University-wide efforts to enhance student advising, faculty training and development, and student support services in order to increase retention rates.
- **Lead the building and transition process for the new CBGA home.** The next dean will have the exciting opportunity to work collaboratively with University leadership in the design, building, and transition to a new home for CBGA. The funding for this new \$57.5M building was recently approved in the Governor's budget and a designer has been selected to begin the project. Therefore, this dean will represent the CBGA and have direct input into the project as well as the responsibility for the transition and move-in plan for faculty, staff, and students.
- **Enhance partnerships and collaborations.** The dean must be an outstanding partner and team member who thrives in a highly collaborative and collegial environment. All of UT Martin's deans and academic leaders work together across units to achieve the university's strategic goals such as innovative programs and research opportunities that address emerging challenges. The dean is fortunate to have an established, supportive, and influential advisory board. The dean will continue to work with the advisory board to develop partnerships with regional/community businesses and organizations that, in turn, can provide new learning, research, and experiential opportunities to enhance student learning that prepare them for relevant careers in today's workforce.
- **Effectively, manage existing college resources and seek opportunities for resource generation to support the college's new and ongoing initiatives.** The dean is expected to manage the college's existing resources and increase additional resources through the pursuit of external funding sources that align with the college's goals and priorities. The dean should be a strong advocate for resources within the university and will also be expected to develop new resources through grants, philanthropic support efforts, and other creative sources. The next dean must have the ability to be actively engaged as a fundraiser with an eagerness to build strong relationships with existing and future supporters of UT Martin.

Professional Qualifications and Personal Qualities

The successful candidate must understand the opportunities and challenges facing a public University and possess the skills, leadership, and vision to advance the college. Significant and demonstrated experience in solving a variety of fiscal budgetary, personnel, and management problems in a rapidly changing environment is needed. Demonstrated experience with the assessment of student learning and faculty development and experience working with underrepresented faculty, staff, and students is required. Strategic planning experience is strongly preferred.

Qualities:

- An earned doctorate or terminal degree from an AACSB accredited institution in a business discipline represented in the college is required.
- A distinguished record of teaching, service, and scholarly achievement, including publications in peer reviewed journals relative to their teaching discipline, in one of the business areas represented by the college appropriate to justify a tenure-track appointment at the rank of full professor
- Significant academic leadership experience at the department chair level or above
- Demonstrated success in managing personnel, budgets, and academic programs
- Experience with accreditation processes, particularly AACSB, is strongly preferred
- A commitment to ethical leadership, inclusive excellence, and shared governance
- Qualified to teach under both AACSB and SACSCOC standards in an area of business currently offered within the college

Additional qualities and attributes of the ideal candidate include:

- A forward-thinking and entrepreneurial mindset
- Strong interpersonal, communication, and decision-making skills
- A collaborative leadership style grounded in transparency and accountability
- Demonstrated ability to support faculty scholarship, student achievement, and curricular innovation
- Experience engaging with constituents from corporate, nonprofit, and public sectors
- Knowledge of regional economics and workforce trends and their impact on business education
- An innovative leader adept at creatively responding to opportunities and creating a culture of innovation across the college
- A committed scholar who values and will support faculty development and mentorship
- A willing and proven fundraiser with a knowledge base and personal commitment to be appropriately engaged in creating a positive culture of philanthropy for the college
- A fiscally responsible leader with the ability to develop and manage a budget while thinking creatively about growth opportunities for the college

- An academic leader who will be proactive in meeting the needs of first-generation students and students from underrepresented populations
- A skilled listener and thoughtful communicator who is at ease in a multitude of settings with multiple constituencies





About University of Tennessee at Martin

Overview

The [University of Tennessee at Martin](#) is a primary regional University in the [University of Tennessee System](#) that includes the main campus and six regional centers in West and Middle Tennessee. The main campus is located in rural Northwest Tennessee and offers a traditional college setting in a welcoming community. UT Martin students experience high-quality academic programs, excellent facilities, and outstanding faculty members whose primary focus is teaching. Fall 2024 enrollment totaled 7,507 students who came to the University from 88 of Tennessee's 95 counties, 43 states, and 24 countries.

The University offers baccalaureate and master's degrees, majors, concentrations, and options in more than 140 specialized fields. Many faculty members are considered among the top educators in Tennessee and the nation by professional organizations and through other recognitions. Experiential learning is an important part of being a UT Martin student through internships and other real-world learning opportunities that include options for international travel-study.

Besides traditional classroom education, UT Martin is also home to UT Martin Online, offering both undergraduate and graduate degrees, including the online Bachelor of Interdisciplinary Studies (BIS) degree for working adults. Beyond the main campus, the regional centers in Jackson, Parsons, Ripley, Selmer, Somerville, and Springfield, plus dual-enrollment course offerings to Tennessee high school students, provide broad access to UT Martin academic programs. Next to the 320-acre main campus, 680-acres of agricultural land serve as research and demonstration space for various academic programs.

UT Martin sets a high standard for leadership development and education. More than 150 student organizations offer leadership and involvement opportunities outside the classroom. The University's WestStar Leadership Program teaches class members from around West Tennessee new leadership skills and strategies to assist communities. UT Martin faculty and staff can apply to participate in the Chancellor's Leadership Academy, which welcomes its first cohort in fall 2025 and will provide an eight-month leadership-development experience to help grow future aspiring University leaders.

UT Martin maintains the safest campus environment possible through the University's Department of Public Safety and ongoing educational efforts designed to enhance safety awareness for students, faculty, staff, and visitors. The main campus includes the new Latimer-Smith Engineering and Science Building that opened in spring 2023 and features more than 130,000 square feet of space that houses the University's departments of engineering, computer science, chemistry and physics, mathematics, and statistics. Future facilities approved for construction include the new \$57.5M College of Business and Global Affairs building; construction beginning late this summer for the \$18M Tennessee Entrepreneurial Science and Technology (TEST) Hub; and design work starting for a new 400-bed student residence facility.

The University competes in NCAA Division I in both men's and women's athletics and is a member of the Ohio Valley Conference. The UT Martin rodeo team, the only collegiate rodeo team in Tennessee, is a member of the National Intercollegiate Rodeo Association.

Mission

The University of Tennessee at Martin educates and engages responsible citizens to lead and serve in a diverse world.

Core Values

- Academic Program Excellence
- Student Experience
- Inclusion
- Advocacy and Services

Strategic Plan

As UT Martin embarks on a new chapter, they developed an updated strategic plan to guide them through the ever-evolving landscape of higher education. More information on the plan **Watch Us Soar 2025-2030** is available [here](#).

- **Goal I:** To achieve sustainable enrollment growth by investing resources to attract and support a wide range of learners.
- **Goal II:** To enhance our institutional reputation by delivering exceptional education and service to all UT Martin constituents.
- **Goal III:** To create and enhance physical and virtual spaces that meet the evolving needs of future learners and educators.
- **Goal IV:** To reaffirm our commitment to West Tennessee by strengthening existing partnerships and developing new collaborations to drive regional growth and development.
- **Goal V:** To promote and celebrate faculty and staff excellence and student achievement for outstanding embodiment of the University mission.

Academics

Inside and outside of the classroom, UT Martin supports students in their pursuit to be innovators in their chosen field of study. With over 100 areas of study taught by world-class faculty, UT Martin lets students choose their path to thrive.

Colleges

- [College of Agriculture and Applied Sciences](#)
- [College of Business and Global Affairs](#)
- [College of Education, Health, and Behavioral Sciences](#)
- [College of Engineering and Natural Sciences](#)
- [College of Humanities and Fine Arts](#)



About the College of Business and Global Affairs

Overview

The [College of Business and Global Affairs](#) (CBGA) offers AACSB-accredited business programs and emphasizes experiential learning, global awareness, ethical leadership, and service. It also supports the regional and global economy through business outreach, policy engagement, and community-based partnerships.

The College of Business and Global Affairs is home to a wide range of undergraduate and graduate programs that prepare students for leadership in an interconnected world. CBGA houses the following academic departments: [Department of Accounting, Economics, and Finance](#), and [Department of Management, Marketing, and Information Systems](#). Also reporting to the dean is the [Regional Entrepreneurship & Economic Development \(REED\) Center](#). The REED Center houses the Tennessee Small Business Development Center (TSBDC) and was established to meet the needs of existing and potential business owners through one-on-one consultations and interactive training programs. It serves as a hub of information for prospective entrepreneurs and owners of existing small businesses who need individual consultant services, group training services, and associated technical resources. The REED Center offers courses, workshops, and training sessions that respond to the needs of small businesses and supports regional economic development.

Additionally The College of Business and Global Affairs boasts two endowed chairs, the [Horace and Sara Dunagan Chair of Excellence in Banking](#) and the [Tom E. Hendrix Chair of Excellence in Free Enterprise](#).

Students

Students affiliated with the College of Business and Global Affairs are serious about completing educational milestones, being competitive in the workforce, and becoming productive members of society. CBGA students are detail-oriented, creative, community-minded, and organized critical thinkers. They embrace and enjoy challenges both inside and outside the classroom. Many faculty engage in research activities and projects with the students.

The College of Business and Global Affairs has numerous student organizations allowing students to network, learn additional skills, and form lifelong relationships. Active student organizations include Phi Beta Lambda, The American Marketing Association, The American Management Association, The Financial Management Association, Accounting Majors Society, and the Economic Majors Association.

Regional Entrepreneurship & Economic Development (REED) Center

The [Regional Entrepreneurship and Economic Development Center \(REED Center\)](#), housing the Tennessee Small Business Development Center (TSBDC), was established to meet the needs of existing and potential business owners through one-on-one consultations and interactive training programs. It serves as a hub of information for prospective entrepreneurs and owners of existing small businesses who need individual consultant services, group training services, and associated technical resources. The REED Center offers courses, workshops, and training sessions that respond to the needs of small businesses and support regional economic development.

The REED Center combines the resources of regional businesses, chambers of commerce, small business development centers, rural development services, lending institutions, city governments, the UT Martin College of Business and Global Affairs, the Hendrix Chair of Free Enterprise, the Dunagan Chair of Banking, the Financial Services Center, the Oldham Center for Entrepreneurship and Economic Education and other public and private organizations to provide innovative and ongoing training and consulting services.

The REED Center will soon have a new hub at the [Tennessee Entrepreneurial Science and Technology \(TEST\) Hub](#), an \$18M facility that will provide hands-on manufacturing engineering education and a regional innovation hub that will support the region's workforce and economic development.

Leadership



Dr. Yancy Freeman, Chancellor

Dr. Yancy Freeman grew up in Memphis, Tennessee. Dr. Freeman completed an undergraduate degree in political science in 1992, a Master's degree in public administration in 1998, and a doctorate in learning and leadership in 2018 from the University of Tennessee at Chattanooga. Dr. Freeman was appointed by the University of Tennessee Board of Trustees as the 12th Chancellor of The University of Tennessee at Martin on July 14, 2023, and his tenure started on August 9, 2023. He has more than 30 years of experience within the University of Tennessee System in higher education administration, student success, and enrollment management.

Dr. Freeman has served on several boards during his career including the Public Education Foundation (PEF), the River City Company and Chattanooga 2.0. He holds memberships within several honor societies including Golden Key, Alpha Society, and Phi Eta Sigma. He is currently serving on the Tennessee SCORE Advisory Council, the West Tennessee United Way Board, and the University of Tennessee Foundation board. Furthermore, Dr. Freeman graduated from the UT Leadership Institute in 2005 and the UT Executive Leadership Institute in 2020.

He is married to Rafielle Boone Freeman, 1993 UT Martin alumna, and they have two children-Yancy, Jr. (UT Chattanooga alumnus, 2020 and 2024) and Camille (current UT Martin, sophomore studying nursing).



Dr. Stephanie Kolitsch, Transitional Provost and Senior Vice Chancellor for Academic Affairs

Stephanie Tyler Kolitsch received her B.S. in mathematics from East Texas State University (now East Texas A&M University) in 1987 and her Ph.D. in mathematics from The University of Texas in 1994. She currently serves as the Transitional Provost and Senior Vice Chancellor for Academic Affairs. She previously served as an Associate Provost. In addition, Dr. Kolitsch serves as the SACSCOC Institutional Accreditation Liaison and is a Professor of Mathematics. She has more than 30 years of experience at the University of Tennessee at Martin, serving in various roles including as a Department Chair, Director of Institutional Accreditation, Interim Director of Institutional Research, and a previous term as Interim Provost.

Dr. Kolitsch has served as a consultant for numerous entities, including the Tennessee Higher Education Commission, the Tennessee State Board of Education, the Tennessee Department of Education, and several institutions of higher education. Consulting work has focused on K-12 mathematics standards, higher education policy, and institutional accreditation.

Dr. Kolitsch is married to Dr. Louis Kolitsch, a Professor of Mathematics at The University of Tennessee at Martin.



Martin, Tennessee

Today's City of Martin features a revitalized historic downtown business district that includes restaurants, shopping and nightlife. The University and city understand the importance of each to the other's success. Downtown Martin is the site of the annual [Tennessee Soybean Festival](#), which attracts top entertainment and celebrates the area's rich agricultural heritage. An active Town & Gown program helps foster a positive working relationship between the city and University. The traditional college-town setting and related amenities offer a perfect environment for students who attend the University. More about Martin and links to numerous related websites may be found at: <http://www.cityofmartin.net/>



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting the University of Tennessee at Martin in this search. For fullest consideration, candidate materials should be received by **September 17, 2025**.

Application materials should be submitted using WittKieffer's [candidate portal](#).

Nominations and inquiries can be directed to:

Jeff Compher and Cathryn Davis

UTMartinCBGADean@wittkieffer.com

All qualified applicants will receive equal consideration for employment and admission without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, and parental status. In accordance with the requirements of Title VI of the Civil Rights Act of 1964,

Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the University of Tennessee at Martin affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the university.

Inquiries and charges of violation of Title VI (race, color, and national origin), Title IX (sex), Section 504 (disability), the ADA (disability), the Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Access and Engagement, 544 University Street, #303, Martin, TN 38238, telephone 731-881-3505.