



# WEBSTER UNIVERSITY

## GEORGE HERBERT WALKER SCHOOL OF BUSINESS & TECHNOLOGY

### DEAN SEARCH PROSPECTUS

**Webster**  
UNIVERSITY

# EXECUTIVE SUMMARY

## MISSION

Webster University nurtures the skills, knowledge and personal growth of our students, cultivating learners who are engaged citizens, ready to create meaningful change in their communities and the world.

The next Dean of the George Herbert Walker School of Business & Technology (the Walker School) will join Webster University at a pivotal moment, as the institution advances a bold strategic vision, shaped by [Transformation 2025](#) and aligned with the Kairos Strategic Plan. As the largest and one of the most globally-distributed schools within Webster, the Walker School plays an essential role in strengthening the University's academic excellence, operational sustainability and global impact.

- Webster is a uniquely multinational institution, serving more than 15,000 students on 12 campuses across the United States, Europe and Asia. The incoming Dean will harness this distinctive footprint to advance a mission driven, market responsive academic strategy that strengthens student demand, supports long term financial stability and differentiates Webster in an increasingly competitive higher education landscape.
- The Dean will lead the School in optimizing its academic portfolio, leveraging high demand strengths in technology, analytics, AI and cybersecurity, while evaluating, evolving or phasing out programs based on external market needs and institutional priorities. This includes bringing closure to the Academic Program Prioritization process and championing data informed decision making across the School. The next Dean will also drive growth in graduate, online, continuing education, and stackable credential offerings, ensuring that Webster remains a leader in flexible, accessible, globally-relevant education.

- A core priority for the Dean will be strengthening student engagement, retention and success across all modalities and campus locations. This work will be supported by deepened collaboration with Student Affairs, a commitment to experiential learning and cultivation of an inclusive, supportive environment reflecting Webster's historical and ongoing commitment to diversity, equity and global citizenship.
- The Dean will be a key ambassador for Webster University and the Walker School in cultivating strong relationships with external stakeholders. With two-thirds of Webster's 210,000 alumni coming from the Walker School, the Dean will help cultivate and secure support resources for students from its powerful global alumni and friends network. The Dean will expand partnerships with employers and community organizations, while collaborating with individual businesses and industry thought leaders to enhance program relevance and student career pathways.
- The Dean will steward and align the School's resources with strategic priorities, ensuring efficient, high performing operations across the University's multinational network. Success in this role will require a systems thinking leader who can coordinate effectively across domestic and international campuses and foster cross institutional collaboration.
- Webster University's new leadership is fostering a culture of trust built on transparency and open communications. The Dean will accelerate that culture-building at the Walker School in the same manner, prioritizing students and supporting faculty and staff development across all locations. Through intentional leadership and clear communication, the Dean will help create a cohesive, future oriented community committed to Webster's mission and long-term success.



# OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The next Dean of the George Herbert Walker School of Business & Technology (the Walker School) will be expected to advance the following key priorities, among others:

***Advance Webster's strategic goals and leverage the unique strengths as a global university.*** Webster is a global institution serving more than 15,000 students at 12 locations across the world. As the largest multinational university delivering an American style education, Webster has secured a unique strategic position in the higher education market by offering high quality, lifelong learning opportunities wherever and whenever the spark to learn ignites. Under the leadership of its new President, [Dr. Tim Keane](#), Webster went through an intensive process ([Transformation 2025](#)) to ensure a solid institutional foundation and innovative strategic direction. As the largest school within the University, the Walker School plays a critical role in the institution's success. The Dean must be able to navigate a complex institution, facilitate collaborations across units, implement strategies that leverage the University's domestic and international locations and shape a vision for the School that aligns with Webster's Kairos Strategic Plan.

***Support and develop academic offerings that attract students and prepare them for the future.*** The Walker School offers more than 75 [undergraduate](#) and [graduate](#) degree programs and certificates across a wide range of disciplines. The Dean will be expected to work with internal and external constituents to evaluate existing programs, ensure program relevance, adapt and eliminate programs that no longer advance strategic priorities and explore new opportunities that meet current and future market demands. This individual must

be able to integrate faculty expertise with a knowledge of industry expectations, bringing the two together to ensure innovative academic programs that meet regional, national and international needs.

***Build external partnerships and fundraise.*** The Dean joins the University at a time of growth and extraordinary financial turnaround. That foundational message has resonated with external stakeholders and needs to be communicated more broadly. Given the School's industry-oriented programs, its extensive network of faculty with industry experience, and the size of its alumni base, the Dean will be a critical partner with the President and other senior leaders in sharing the good news to support renewed and enhanced relationships with businesses, industry, donors and alumni, both locally and internationally. As such, the Dean will play a critically important role.



***Ensure a high-performing organizational culture.*** As a complex, multinational organization, the Dean must be a systems thinker with the ability to quickly grasp how the University's many parts mutually reinforce one another through collaboration for the greatest impact. The next Dean will build on the many positive aspects of the Walker School culture to continuously improve and embrace change where needed. Mobilizing and empowering the committed internal stakeholders at the Walker School to embrace innovative business process improvements will be key. Through that empowerment, the Dean will be able to shift focus to building partnerships across Webster's network and with external constituents.

# KEY RESPONSIBILITIES

## STRATEGIC ACADEMIC LEADERSHIP

- ***Develop a market-driven, mission-inspired academic strategy:*** Responding to shifting enrollment patterns, the Dean will partner with University leadership to develop an academic strategy that strengthens student demand across all campuses and diversifies revenue through academic program portfolio optimization, empowering Webster's long-term sustainability and promoting Webster's unique brand to targeted student populations. The incoming Dean will craft an innovative, integrated academic vision that leverages the Walker School's existing strengths and drives strategic decision-making. With a clear understanding of the external, competitive and industry environments, the Dean must champion data-informed decision-making and use analytics to guide academic priorities. In partnership with the University's leadership team, the Dean will align the School's resources with these strategic priorities and promote operational efficiency across functions and locations. As the School's primary ambassador to businesses, industry, donors, alumni and community organizations, the Dean will cultivate external relationships and lead fundraising to support scholarships, faculty research and program innovation that resource this strategy. This leader must translate the School's unique position in the challenging higher education market into an academic strategy that inspires optimism.
- ***Implementation of data-informed curriculum program review:*** As Webster looks to the future, the Dean will lead in optimizing the Walker School's academic offerings to align with market demand. This will require the elimination of selected academic programs that do not differentiate the portfolio and/or compete with other Webster University programs for targeted student populations. This includes building strong relationships with industry leaders to ensure curricular relevance, expanding experiential learning and strengthening career placement pathways for students. With intentional focus on improving domestic undergraduate outcomes, the Dean will bring closure to the actions defined in the comprehensive Academic Program Prioritization initiative launched last year. Additionally, the Dean will lead in seeking new opportunities to grow graduate and online programs, continuing education and stackable credentials. The Dean will also work with University leadership and Enrollment Management to ensure that Webster's current and future academic programs are effectively packaged and marketed to appeal to targeted student populations.
- ***Student Retention and Success:*** Strengthening engagement, retention and success through coordinated initiatives, support services and targeted interventions will be a priority for the Dean to ensure that all students are supported in their journey toward graduation and their professional pathways. The next Dean will work



# KEY RESPONSIBILITIES

closely with Student Affairs to champion student success programs across all campuses and student populations, ensuring access to the resources necessary for success and deepening connections between classroom learning and co- and extracurricular experiences. The Dean will foster an inclusive and supportive learning environment, across modalities and campuses, which reflects Webster's commitment to diversity and global citizenship. The Dean will be a strong advocate for experiential learning opportunities and champion a campus environment where learning outcomes are enriched by hands-on learning and real-world engagement at all campus locations.

- ***International Campus Network as an Asset:*** Webster University's long-standing global campus network is a distinctive asset that brings significant opportunities for growth but often necessitates a complex operational structure due to the various external environments in which each campus operates. The Dean will ensure effective management and coordination of multi-campus operations, processes and policies to support academic quality, operational consistency and the student experience worldwide. The Dean will steward these entrepreneurial international efforts while identifying ways to leverage the global footprint to broaden student appeal and strengthen Webster's worldwide reputation. Working closely with leadership in Webster Groves and across all international campuses, the Dean will develop a deep understanding of each location's unique priorities. As the University considers its future, this leader will guide how the global campuses fit into the larger Webster ecosystem, honoring the individuality of each site while ensuring they contribute to a cohesive, mission-aligned whole.
- ***Building a cohesive, global faculty and staff culture:*** During/after a period of restructuring the operations of the Webster Groves campus, it will be essential for the next Dean to continue the work of developing and enhancing relationships and prioritizing support where needed to faculty and staff members. Focusing on the future, the Dean will strive to create a sense of cohesion and positive morale amongst faculty, staff and administration across all of Webster's locations. The Dean will strive to create an environment in which the contributions of all members of the community committed to Webster University's success are recognized, valued and celebrated. The Dean will prioritize supporting mentorship and professional development that allows faculty and staff to grow in their careers and develop strong relationships within a true shared governance structure that empowers all those in Webster's diverse and global community with an appropriate share of voice. Through transparent budgeting and resource allocation aligned with strategic priorities, the Dean will reinforce operational discipline and a culture of accountability and continuous improvement. Building a cohesive culture will require transparency and openness of communication. The Dean will strive to objectively balance the varying interests to ensure the requisite changes are implemented efficiently and effectively.



# PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES



The next Dean must have a record of significant leadership in a complex organization, experience in disciplines relevant to the the Walker School portfolio of programs and an advanced degree. Additionally, the successful candidate should demonstrate many of the following qualities and qualifications:

- The ability to shape a strategic direction with a leadership style that ensures decisions, actions and resources advance the University's mission and empowers others to contribute to the Walker School's success.
- Extensive experience in resource management (personnel and finance), organizational behavior and development.
- A collaborative approach that builds effective partnerships across a complex organization.
- Experience assessing a portfolio of programs and services to ensure alignment with current and future industry needs. While experience in academic program prioritization is a plus, experience with data analysis that maps market demand to program and/service offerings to market demand is essential.
- A record of building partnerships with external constituents that provide opportunities and resources for students, faculty and staff.
- Excellent communications skills across a range of mediums, including in writing, interpersonal communication and public speaking.
- A proven commitment to embracing diverse perspectives and ethical conduct.

# ABOUT WEBSTER UNIVERSITY

## OVERVIEW

Webster University was founded in 1915 with a bold vision to provide education for women, making Webster one of the first women's colleges west of the Mississippi. The transition in 1967 to a coeducational institution paved the way for growth and expansion. Today, Webster is an independent global university with locations in the United States, Europe, and Asia, and in a robust online learning environment..

Webster continues to honor the pioneering spirit of its founders by ensuring higher education is available and accessible to all. Working to remove barriers, whether they are financial, cultural, or geographical, is an integral part of the University's mission to nurture the skills, knowledge and personal growth of students and learners who are engaged citizens, ready to create meaningful change in their communities and the world. The next generation of students should have access to unique learning experiences that will prepare them for global citizenship.

The intentional, enthusiastic commitment to diversity has been a core value since Webster's founding. The University community understands that inclusion invites expressive dialogue, thought and inquiry from individuals with various

backgrounds, which is the foundation for innovation. Ensuring fair and equitable treatment is not just fundamental to Webster's identity, it is a basic tenant of civil society. Not only does Webster promote these values and practices across its campuses and in the classroom, but the University also provides resources for the greater community through hosting conferences and volunteering to care for underserved communities.

Emboldened by the success of its first century, Webster University looks to the future, focusing on four themes:

- Global innovation through inclusive leadership.
- A global, student-centered experience.
- A network of academic and operational excellence.
- Strategic and sustainable development.



# ACADEMICS AT WEBSTER UNIVERSITY

Webster University offers a diverse portfolio of academic degree programs at the Webster Groves campus, while targeting specific, highly demanded programs at its international locations. At the Webster Groves campus, undergraduate and graduate students can choose from a significant and varied in-person academic degree program portfolio and dozens of [certificate programs](#). Six schools and colleges based at the Webster Groves campus lead the curriculum development for the University:

- [College of Humanities and Social Sciences](#)
- [College of Science and Health](#)
- [George Herbert Walker School of Business & Technology](#)
- [Leigh Gerdine College of Fine Arts](#)
- [School of Communications](#)
- [School of Education](#)

In working to increase the accessibility of its academic programs to all students, the University also offers a number of [undergraduate online](#) and [graduate online](#) programs that provide students the flexibility to obtain a high-quality education regardless of location. Six of these online programs were [recently listed](#) as among the best online programs in the United States in the 2026 U.S. News & World Report Online Programs Rankings, a testament to the originality of Webster's online programs. Unlike many other institutions of higher education, Webster University's online courses are taught by the same faculty who teach in-person, and Webster's online program was built from scratch, as the University was a pioneer in online learning. The University's

educational approach is guided by the belief that students' success is achieved through close relationships with faculty and staff. Within the [academic resource center](#), students have access to support services, which include academic counseling, assistive technology, disability accommodations, a testing center, a tutoring program and writing services.

Webster students are immersed in the latest technology and facilities to help prepare them for their careers. In the ACBSP-accredited Walker School of Business & Technology, students have the opportunity to learn core skills for a successful career in nearly any industry. The Walker School is known for its innovative programs in artificial intelligence, data and business analytics and cybersecurity.



# STUDENTS, FACULTY AND STAFF

Webster serves more than 15,000 students, with 33% attending domestic campuses, 57% at international campuses and about 10% taking courses online. Approximately 2,000 faculty members teach at Webster's campuses worldwide, including 160 full-time and 1,200 part-time faculty members at its U.S. campuses. Faculty members pride themselves on being experts in their fields. Among Webster's faculty are a leading researcher on bees; a sound engineer who has worked on albums with music artists such as Nelly; and a communications expert who won a regional Edward R. Murrow Award. Supporting Webster students is a dedicated team of nearly 600 staff members who bring the University's mission and values to life each day.



## CAMPUS LOCATIONS

### MAIN CAMPUS AND U.S. CAMPUSES

Webster University's main campus is located in Webster Groves, Missouri, ranked by Niche as one of the best suburbs in the state. Visitors often feel at home when they tour Webster's 47-acre, tree-lined campus, which includes academic and administrative buildings, library, theaters, dormitories and university center.

The campus blends in with the surrounding community and is within walking distance of eclectic shops, restaurants and small businesses. While Webster Groves offers its

own vibrant arts and entertainment scene, the suburb is centrally located, providing quick access to the St. Louis area's world-class cultural attractions, restaurants and professional sports teams. Nearby Forest Park is one of the country's largest urban parks and offers free admission to most of its attractions, including museums, an outdoor theater and the famous Saint Louis Zoo.

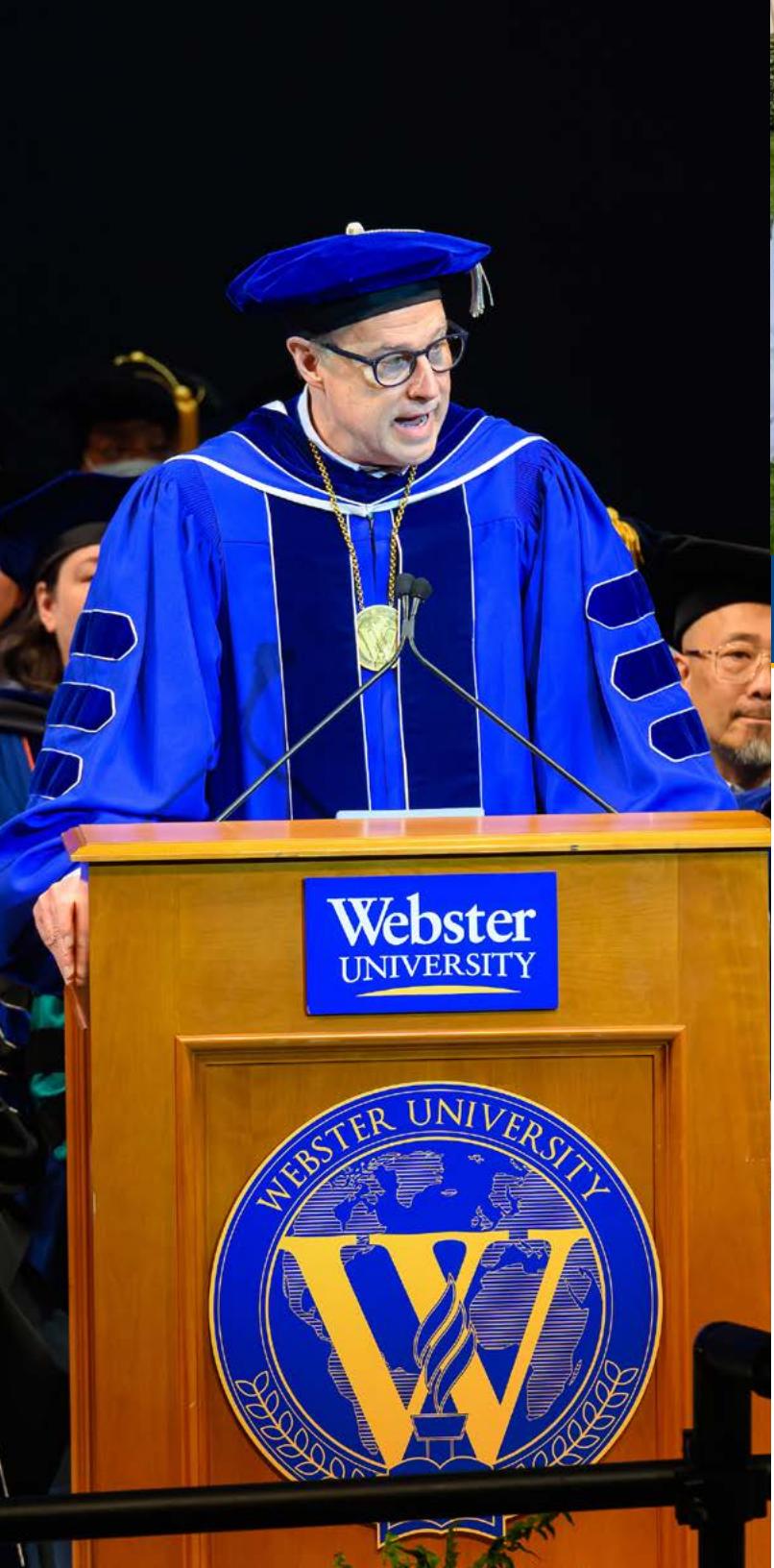
Webster also has a satellite campus in [San Antonio, Texas](#) offering a limited portfolio of academic programs.



### INTERNATIONAL CAMPUSES

In 1978, Webster opened its first international campus in [Geneva, Switzerland](#) with a goal of providing an American education abroad. Building upon that success, the University expanded with campuses in Vienna, [Austria](#); Shanghai and Chengdu, [China](#); Tbilisi, [the Republic of Georgia](#); Athens, [Greece](#); Leiden, [the Netherlands](#); and Tashkent, [Uzbekistan](#). Webster's thriving international locations are inspired by the history, geography and educational needs of their respective countries. The Vienna campus, for example, is housed in the historic Wenkheim Palace, just steps away from the bustling city center. In Tashkent, Webster is experiencing tremendous growth, prompting plans for the government to build a new, permanent home to accommodate increased enrollment.





## UNIVERSITY LEADERSHIP

### PRESIDENT

Dr. Tim Keane was appointed Chancellor for Webster University in August 2024 and assumed the role of President in an administrative restructuring in April 2025.

A St. Louis native, Keane joined Webster with extensive experience in the private sector and in higher education. He served as Dean of the Knauss School of Business at the University of San Diego and as the founding Dean of the Business School at Regis University in Denver. He worked for nearly 20 years at Anheuser-Busch, Inc. (now AB InBev), before leaving to launch a software company. When that company was acquired, Keane launched a second career in higher ed.

Dr. Keane earned his PhD in Public Policy Analysis and Administration at SLU, holds an MBA from the University of Richmond in Virginia, and a Bachelor of Arts in Business Administration from Rollins College in Florida.

### STEWARDSHIP TEAM

The work of the [stewardship team](#) is to ensure every Webster University student has a high-quality learning experience that prepares them for global citizenship and individual excellence. Webster University is a teaching University with a current annual budget of approximately \$154 million. As of 2025, Webster's endowment holdings exceed \$66 million, providing long-term support for academic and student initiatives. Moody's has recently designated Webster University as financially stable.



## PROCEDURE FOR CANDIDACY

Applications, nominations, and inquiries can be submitted through the [WittKieffer Candidate Portal](#). Applicants should submit, as separate documents, a CV or résumé and a letter of interest that addresses the themes outlined in this profile. WittKieffer is assisting Webster University in this search. For full consideration, candidate materials should be received by March 18, 2026.

Nominations and inquiries can also be directed to Ryan Crawford and Natalie Song at [Webster-GHWSBTDean@wittkieffer.com](mailto:Webster-GHWSBTDean@wittkieffer.com).

*Webster University is an Equal Opportunity Employer, and does not discriminate on the basis of race, gender, ethnicity, religion, national origin, age, disability, veteran status, or on any other basis prohibited by law.*

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