

University of South Carolina

Dean, Darla Moore School of Business

Position Description and Leadership Profile



The Search

The University of South Carolina invites nominations and applications for an innovative, collaborative and externally engaged leader to serve as the next Dean of the Darla Moore School of Business. The dean will lead one of the University's most visible and strategically important academic units at a moment of strong student demand, national and international distinction, rising opportunities in artificial intelligence and emerging technologies, and renewed momentum around philanthropy, alumni engagement, and corporate partnerships.

The Darla Moore School of Business is recognized worldwide for academic rigor, a world-class faculty, global engagement, major research centers, and a long history of blending academic preparation with real-world experience. Founded in 1919 and named in 1998 for South Carolina native Darla Moore, the school occupies a distinctive place in the history of business education: it was the first major university business school to be named for a woman. Today, the Darla Moore School of Business educates more than 7,000 students, including more than 6,300 undergraduates, 675 graduate students, and 70 Ph.D. students, and it continues to draw a large and increasingly accomplished applicant pool.

Reporting to the University's Executive Vice President for Academic Affairs and Provost, the dean serves as the chief academic and administrative officer of the Darla Moore School of Business. The dean will be expected to champion excellence in research in both undergraduate and graduate programs, build and retain outstanding faculty and staff; and serve as an energetic ambassador to students, alumni, corporate partners, donors, the state of South Carolina, and the global business community.

This is a rare opportunity to lead a large, high-profile business school at a flagship research university with distinctive global strengths, a powerful regional economic mission, a strong student body, deep corporate connections, and a substantial platform for growth. The successful candidate will bring the academic credentials, leadership, judgment, strategic imagination, fiscal discipline, fundraising ability and personal integrity needed to advance the Moore School as a premier destination for students, faculty, staff, alumni, partners and the next generation of business leaders.

Position Description

The Dean of the Darla Moore School of Business is the chief academic and administrative officer of the school. The dean is responsible for the academic quality, research vitality, student experience, personnel, finances, fundraising, external partnerships, communications, accreditation, and operational effectiveness of the school. The dean will represent the school within the University and to external audiences and will work closely with

academic leadership, faculty, staff, students, alumni, corporate partners, advisory boards, donors and public officials to advance the mission and strategic priorities of the Moore School and the University of South Carolina.

Core responsibilities include:

- Lead strategic planning and execution for the School, aligning school-level goals with University priorities and the evolving needs of business, society and the state.
- Advance research excellence by recruiting, retaining and supporting world-class faculty; strengthening doctoral education; increasing research resources; and promoting scholarly impact across disciplines.
- Ensure academic excellence and innovation across undergraduate, graduate, doctoral, executive education and lifelong learning programs.
- Equip students with the skills and mindset needed for the future of work, including data proficiency, analytical capability, global perspective, ethical judgment, communication, leadership, adaptability and responsible use of AI.
- Manage financial, operational and human resources strategically, transparently and responsibly, including facilities, staffing, technology infrastructure, accreditation processes and risk management.
- Strengthen alumni, corporate, civic and global partnerships that create opportunities for research, experiential learning, career outcomes, executive education, philanthropy and regional economic development.
- Serve as a highly visible ambassador and advocate for the Moore School, articulating its value proposition, elevating its reputation, and deepening its impact in South Carolina and around the world.
- Foster an inclusive, collegial and high-performing culture grounded in shared governance, transparency, accountability and respect for faculty, staff and students.
- Lead fundraising and campaign-related priorities in close partnership with University advancement, the Business Partnership Foundation, the Dean's Advisory Council, alumni and other friends of the school.

About the University of South Carolina

Established in 1801, the University of South Carolina is one of the nation's oldest and most comprehensive public universities and the flagship institution of the state. USC serves a diverse population of undergraduate and graduate students, offers nationally and internationally ranked academic programs, and engages in world-class research. Faculty members are committed to solving important societal and economic challenges. The University's strategic priorities include: Reimagining the Student Experience and Advancing Post-Graduate Success, Increasing Research and Scholarship to Drive Community and Economic Impact, Transforming Service Delivery and Promoting Operational Excellence.

About the Darla Moore School of Business

For more than a century, the Darla Moore School has provided an outstanding education to students who have become leaders in every business sector. The school is committed to educating leaders in global business and to playing a central role in the economic growth of the state by both bringing the world to South Carolina and South Carolina to the world. The school's identity combines global reach, research strength, experiential learning, corporate engagement, and a practical commitment to student success. The school holds AACSB accreditation, which is a globally recognized quality indicator that its business programs meet rigorous standards for faculty expertise, curriculum, student learning, research, and continuous improvement.

The Moore School's scale and momentum are significant. The school is comprised of over 7,000 students and fields. This past year, the school awarded 938 scholarships and fellowships to undergraduates and 351 graduate fellowships.

The Moore School is known worldwide for international business. Its undergraduate international business program is ranked No. 1 for the 27th consecutive year by U.S. News & World Report, and the International MBA has been ranked in the top three for 37 years. Other areas of distinction include supply chain, professional MBA education, human resources, risk management and insurance, behavioral accounting, and entrepreneurship, as well as centers that connect research, experiential learning and corporate engagement.

The school's global reach is substantial. Over 1,000 Moore School students studied abroad in the past year, supported by 98 international partner schools across 51 countries and numerous exchange programs and cohort-based global programs. These assets give the next dean a strong platform from which to deepen the school's signature global identity.

The School is also moving deliberately toward leadership in AI and emerging technologies. The school hosted its first AI Summit in April 2026, appointed a faculty director for AI initiatives, is incorporating AI into courses, and is emphasizing communication, leadership, adaptability and ethical judgment alongside technical fluency.

Moore School at a Glance

Area	Selected facts and strategic implications
Global distinction	No. 1 undergraduate international business for 27 consecutive years; International MBA top three for 37 years; extensive international partnerships and study abroad activity.
Research and centers	World-class faculty and a network of major research and outreach centers that support scholarship, experiential learning, corporate partnerships and state economic impact.
AI and future skills	AI at Moore emphasizes judgment, fundamentals, applied learning, research, executive engagement and student readiness for AI-enabled roles.
Graduate portfolio	One-year MBA program has grown substantially; International MBA, Professional MBA programs, and MHR are highly ranked;
External engagement	Development, alumni engagement, career management, executive education, corporate relations and advisory boards are central to the school's next stage of growth.

Opportunities and Expectations for Leadership

The next dean will join the Darla Moore School of Business at a pivotal moment. The leadership agenda below identifies the most important opportunities and expectations facing the next dean.

1. Articulate a compelling vision for the Moore School's next chapter

The next dean will lead an inclusive process to sharpen the school's aspirations and define what it means to be a premier public research business school in the next decade. The vision should honor the school's distinctive global heritage and its Built @ Darla Moore ethos while setting clear, measurable priorities for research, graduate and undergraduate education, AI, partnerships, philanthropy and student success.

Because the school is already large, visible and highly ranked in signature areas, the dean's charge is not to invent an identity from scratch but to focus, elevate and operationalize an ambitious next chapter. The Dean should listen to faculty, staff, students, alumni, advisory boards and University leadership; identify highly-

targeted areas where Moore can lead nationally and globally; and align talent, budget, facilities, communications and fundraising around those priorities.

An early priority for the Dean will be positioning the school as a premier destination for faculty and students alike, building confidence internally and externally that the Moore School is organized for excellence, momentum and impact.

2. Advance research excellence, doctoral education and faculty distinction

The Moore School's future reputation depends on the strength, visibility, and impact of its faculty. The dean must be a credible academic leader who understands the norms of a research university, the economics of faculty recruitment and retention, the importance of doctoral education, and the ways that scholarly excellence strengthens teaching, rankings, corporate partnerships and philanthropy.

The dean will work with the senior associate dean for research and academics, department chairs and faculty leaders to support high-quality scholarship across business disciplines; increase resources for research; protect time and infrastructure for faculty excellence; support junior faculty success; and elevate the national and international visibility of Moore School research.

The dean should also strengthen interdisciplinary research and thought leadership in areas where USC and the Moore School can make distinctive contributions, including AI and business, global business, economic competitiveness, risk and uncertainty, supply chain, human capital, entrepreneurship, and sustainability.

3. Equip students for the future of work through academic innovation and applied leadership

The next dean will ensure that Moore graduates are data proficient, analytically capable, functionally grounded and ready for today's and tomorrow's business challenges. This includes deepening applied learning, internships, consulting projects, study abroad, mentoring, executive engagement and career support while ensuring that undergraduate and graduate curricula reflect changing employer expectations.

AI is both a strategic opportunity and a leadership test. The dean should build on AI at Moore, the AI Summit, the appointment of the director of AI initiatives, and University-level AI strategy to ensure that students learn not only to work alongside AI, but also cultivate the judgment, ethics, communication, leadership and adaptability, that emerging technologies require, all characteristics of leaders that will remain important in the future. The dean should support faculty as they incorporate AI into courses and research and should use employer partnerships to keep the curriculum connected to real business needs.

The dean will also encourage innovative cross-campus academic partnerships, including collaborations with engineering, sport and entertainment management, nursing and healthcare, data science, law, information and communications, and other units where business education can add value and USC can create distinctive programs.

4. Strengthen graduate programs, lifelong learning and executive education

Recent internal analysis shows a changing graduate market: the Moore School's Professional MBA fall enrollment declined from 440 in 2018 to 295 in 2025, while the one-year MBA grew from 11 to 62 students over the same period. The Master of International Business grew from 47 to 83 students, and the Master of Human Resources and Master of Accounting programs remained stable and strong, placing nearly 100 percent of their students at graduation. The dean will need to lead a disciplined portfolio strategy regarding graduate programs.

5. Ensure an excellent, inclusive and future-ready student experience

The Moore School's student body is large and talented. The next dean should be visible to students and committed to their academic, professional and personal success. The dean will support student services, career

management, international programs, pathway programs, scholarships and fellowships, student wellness and experiential learning.

The school is proud of its undergraduate pipeline and pathway programs, such as Dominion Energy Power Forward, Business Success Academy, and Rising Scholars. These programs are aligned with USC's flagship responsibility to serve South Carolina and can help create a broader, stronger and more prepared pipeline of future business leaders.

The dean must also ensure that the school provides a welcoming environment for all students, including first-generation students, students from South Carolina, international students, graduate and professional learners, and students seeking global, technical and leadership preparation.

6. Build mutually beneficial partnerships with alumni, corporate partners and the state

The next dean will be one of the school's chief relationship builders. The Moore School's alumni network, advisory boards, corporate partners, centers, career management office, executive education platform and Business Partnership Foundation provide a strong foundation for external engagement.

The dean will engage employers to understand workforce needs, create experiential learning and hiring opportunities, support applied research and executive education, and strengthen Moore's role in economic development. The dean should also be an effective public voice for the school and the University, able to connect research and education to the challenges facing business, the state and the global economy.

Corporate and alumni partnerships should be reciprocal: the school should prepare talent and knowledge for organizations, while partners should help shape practical learning, support students, invest in faculty excellence, and amplify the Moore School brand.

7. Lead fundraising and campaign priorities with urgency and discipline

The next dean will inherit a significant opportunity to align philanthropy with the school's long-term priorities. Internal campaign planning materials identify major investment priorities that include endowed or termed chairs and professorships, building enhancement and innovation, scholarships and fellowships, experiential learning and student wellness, and academic centers and departments.

The dean must be a confident and authentic fundraiser who enjoys engaging donors and prospects, can translate academic priorities into compelling cases for support, and can partner productively with University advancement, the Business Partnership Foundation, advisory boards and alumni leaders. The dean should be able to steward relationships with integrity and communicate how gifts will produce measurable student, faculty, research and community impact.

8. Steward resources, operations, accreditation and organizational effectiveness

The Darla Moore School is a complex enterprise. The dean will be expected to manage resources strategically and transparently, make disciplined decisions about staffing and facilities, sustain accreditation expectations, invest in technology and data-informed management, and ensure that the school's operating model supports its academic ambitions. The dean must be willing to make hard decisions while communicating the rationale clearly and respectfully. The next dean should work through shared governance and a strong leadership team, empowering associate deans, department chairs, program leaders and staff while holding the organization accountable for progress.

9. Foster a culture of trust, shared governance and high performance

The dean's success will depend on trust. Faculty, staff, students and external stakeholders will look for a leader who listens, communicates consistently, respects shared governance, acts with integrity, and creates a culture where people understand priorities and see progress.

The dean should be accessible and present, a steady decision maker, an effective convener, and a leader who can celebrate success while addressing persistent challenges. The dean should model a culture of inclusion, collaboration and accountability, ensuring that academic excellence and human respect reinforce one another.

The next dean should be able to work across USC as an institutional citizen, building bridges with other deans and senior leaders and ensuring that Moore's success contributes to the broader University mission.

Professional Qualifications and Personal Qualities

The successful candidate will be a visionary, collaborative, and academically credible leader with the ability to advance a large, complex and externally engaged school of business at a flagship public research university. The search committee should expect candidates to bring most, if not all, of the following qualifications and personal qualities:

Academic credentials and research credibility

- A terminal degree in a business discipline or closely related field is strongly preferred; a Ph.D. or equivalent scholarly doctorate is preferred for academic candidates.
- A distinguished record of academic and/or professional accomplishment and leadership.
- A record of scholarship, teaching and service appropriate for appointment as a tenured full professor in an appropriate department of the Moore School; or in the case of exceptional nontraditional candidates, demonstrable intellectual leadership, comparable scholarly or policy impact, and significant organizational executive experience.
- A demonstrated commitment to research excellence, doctoral education, faculty development and the role of scholarship in a research-intensive business school.

Strategic leadership

- Success in developing, communicating, and implementing a compelling vision and strategic plan in a complex organization.
- Understanding of the evolving business education landscape, including undergraduate demand, graduate enrollment pressures, online and hybrid learning, lifelong learning, executive education, AI, analytics, global education and employer expectations.
- Capacity to identify priorities, align resources, measure progress, and move an organization from aspiration to execution.
- Experience structuring and executing interdisciplinary or cross-college academic partnership, including the administrative, governance, and resource-sharing arrangements (e.g., tuition sharing and credit-hour allocations) needed to sustain them.

Administrative and fiscal acumen

- Substantial administrative leadership experience at the level of dean, associate dean, department chair, center director, senior executive or comparable role.
- Demonstrated ability to manage complex operations with transparency and accountability, including university budgeting models (e.g., incentive-based or RCM budgeting), enrollment dynamics, capital projects, personnel, facilities, and accreditation.
- Judgment to make difficult decisions, communicate tradeoffs, and steward resources in support of academic excellence.

Faculty and staff leadership

- Ability to recruit, retain, mentor and support outstanding faculty and staff in a competitive national and global market, including proactive retention strategies, competitive compensation practices, and the strategic deployment of endowed chairs.
- Respect for shared governance and experience working effectively with faculty, staff, students, and administrative leaders.
- Commitment to building a collegial, inclusive and high-performing workplace culture, with demonstrated attention to staff workload, retention, career development, and administrative infrastructure across critical student-facing and operational units.

Student-centered leadership

- Commitment to student success, career outcomes, experiential learning, global education, access, affordability and student well-being.
- Ability to support strong undergraduate, graduate, doctoral and executive education programs while balancing resources across the portfolio.
- Understanding of first-generation, international, professional, residential and working adult learners.

External engagement and fundraising

- A record of engaging alumni, donors, corporate partners, advisory boards, public officials and community leaders.
- A demonstrated track record of successful philanthropic leadership, including personal participation in cultivating and closing major gifts, and leading or supporting comprehensive capital campaigns.
- An entrepreneurial orientation toward partnerships, executive education, lifelong learning, applied research and revenue generation.

Communication and personal qualities

- Exceptional listening and speaking skills; ability to inspire internal and external audiences around a shared vision.
- Integrity, humility, courage, resilience, sound judgment, and political dexterity, with the ability to represent the school persuasively to diverse public and private stakeholders across South Carolina and the United States.
- Visible, accessible and authentic leadership style; ability to build trust, manage conflict and represent the school with credibility and warmth.

Illustrative Reporting Relationships

The dean works with academic and administrative leaders, including senior leadership for research and academics, undergraduate programs, graduate programs, executive education, corporate relations, international programs and partnerships, AI initiatives, student services, career management, alumni engagement, human resources, information technology, business operations, enrollment management, external relations, advancement and departmental leadership.

Procedure for Candidacy

Applications, nominations, and inquiries should be directed to the search firm contact listed below. Review of candidates will begin immediately and continue until the position is filled. Interested parties are encouraged to submit their materials to our consultant at the address below by **November 15, 2026** for full consideration. Application materials must include a current CV and letter of interest.

University of South Carolina DMSB Dean Search

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The University of South Carolina is an Equal Opportunity employer and is committed to building an excellent faculty and staff. All qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, familial status, sexual orientation, gender identity or expression, age, disability, genetic information, veteran status and all other protected classes under federal or state laws.