This Leadership Profile is intended to provide information about Chapman University and the position of Dean of Argyros School of Business & Economics. It is designed to assist qualified individuals in assessing their interest.
DEAN OF ARGYROS SCHOOL OF BUSINESS & ECONOMICS

Chapman University seeks an entrepreneurial, creative, collaborative and strategic leader to serve as Dean of the Argyros School of Business & Economics. The next Dean will have the extraordinary opportunity to lead Chapman’s fast-moving, AACSB-accredited School of Business & Economics. The Argyros School is ranked among the Top 100 Best Business Schools. The next Dean will find a school on an upward trajectory of growth and innovation centrally located in vibrant Orange County, CA. Reporting to Provost Norma Bouchard, who joined Chapman in July 2021, the Dean will lead 80 full-time tenure-line faculty and a 25 member support staff.

CHAPMAN UNIVERSITY ARGYROS SCHOOL OF BUSINESS & ECONOMICS

The Chapman University School of Business was founded in 1974. In 1999, as a result of a transformational gift from Class of 1959 Alumnus, the Honorable George L. Argyros and his wife Julianne, the school officially became the George L. Argyros School of Business & Economics. Over the past twenty years, The Argyros School’s enrollment has tripled, and more than 9,000 graduates now carry the Argyros name. The faculty includes a Nobel Laureate, internationally acclaimed scholars, researchers and titans of industry. The Argyros School is ranked among the Top 100 business schools.

The AACSBA-accredited Argyros School of Business & Economics at Chapman University offers undergraduate and graduate students access to integrated business education taught by faculty deeply committed to student learning. The Argyros School takes great pride in providing personal attention, small classes, a student-centered education, and outstanding teachers.

The School’s enrollment includes 1,900 undergraduate majors, 55 full-time MBA students, and 210 additional graduate students pursuing specialized master’s degrees in accounting, behavioral and computational economics, and real estate.

The Argyros School focus is on continuously improving outcomes for students – in both preparation and career advancement. The cutting-edge in-class educational experiences at the Argyros School are augmented with a practitioner’s lens. The Argyros School’s exceptional faculty, curriculum, distinguished guest lecturers, research affiliations, internship placements, and international experiences provide the optimal balance between theory and practice. Faculty prepare students for immediate entrance into the workplace or further academic pursuits. In addition, their centers and institutes create unequaled opportunities for students, faculty and the business community to collaborate.

The Argyros School of Business & Economics was most recently reaccredited by AACSB in June 2019.

The Argyros School offers the following programs: BS in Accounting, BS in Business Administration, BA in Economics, and an Accelerated MBA Degree Program. Minors are offered in Analytics, Business Administration, Economics, Entrepreneurship and Humanomics. Accelerated (4+1) Degree Programs include an MS in Accounting, MS in Behavioral Computational Economics, Master of Business Administration and MS in Real Estate.
The Argyros School offers the following graduate programs: MBA, Executive MBA, Accelerated MBA, M.S. Real Estate, M.S. Accounting, Accelerated MSA, MBA/MFA Film and TV Producing, MBA/MS Food Science, Juris Doctor/MBA, Prague MBA and MS Behavioral & Computational Economics.

Rank and Recognition

AACSB International Accreditation

Maintenance of business accreditation was reaffirmed in June 2019 by AACSB International (Association to Advance Collegiate Schools of Business) for another 5 years. AACSB International, the gold standard among business schools, accredits less than 5% of all institutions.

U.S. News & World Report

- Ranked #77 Best Full-Time MBA Category, 2022

Bloomberg Businessweek

- Ranked #26 Best U.S. Full-Time MBA Category – Entrepreneurship, 2018
- Ranked #32 Best U.S. Full-Time MBA Category – Learning, 2018
- Ranked #73 Best U.S. Full-Time MBA, 2018

Other Honors

- Ranked in CEO Magazine’s Global MBA Category as a top-tier business school.
- Ranked #86 in Poets & Quants Best Business School Category, 2015.
- Ranked in the Top 25% of Business Schools by RePEC for 2013.
- Argyros School of Business & Economics and Economic Science Institute ranked #1 and #2 in the RePEC Project’s “Top Institutions in the Field of Experimental Economics” for 2013.

The Honorable George L. Argyros ’59 served as the U.S. Ambassador to Spain and the Principality of Andorra from November 2001 to November 2004. Ambassador Argyros currently is Chairman of Arnel & Affiliates, a prominent West Coast diversified investment company, with corporate offices in Costa Mesa, California. He is also a General Partner in Westar Capital, a private investment company. From 1982 to 1987, he was co-owner of AirCal, which was successfully sold to American Airlines in 1987; and from 1981 to 1989, he was owner of the Seattle Mariners Baseball Club of the American League.

From 1976 to 2001, Ambassador Argyros set a record as the longest serving Chairman of the Board of Trustees of Chapman University. He currently serves as an Emeritus Chair on the Chapman Board. Born in Detroit, Michigan, and raised in Pasadena, California, Ambassador Argyros graduated from Chapman University in 1959 with a major in business and economics.

George L. Argyros
Faculty & Research

The Argyros School of Economics & Business is home to 120+ faculty members from around the world. In their cutting-edge teaching, faculty members deliver engaging classroom experiences and provide personal attention to students with the goal of producing future leaders in the business community.

Faculty members have been cited more than 200,000 times, according to Google Scholar, and the school is a world leader in Experimental Economics, under the leadership of Nobel Laureate Vernon Smith. Faculty members consistently publish in elite academic journals, including recent articles in Accounting Review, Management Science, Proceedings of the National Academy of Sciences, Journal of Accounting and Economics, Marketing Science, Review of Financial Studies, JFQA, Strategic Management Journal, and more. Additionally, the faculty recently ranked 73rd in the nation in SSRN downloads. Mindful of the role and influence they can have with the broader public, faculty members frequently write for The Wall Street Journal and other media outlets with op-eds on tax, macroeconomics, public policy, and related issues. They also elevate and extend the impact of their work by hosting academic conferences on behavioral finance, entertainment analytics, and the Shadow Open Market Committee, to name a few recent forums.

The Argyros School is also home to a number of research institutes and centers of excellence, including the world-ranked Economic Science Institute (ESI), which produces trailblazing research in experimental and behavioral economics. Each center, while unique in its research focus, provides students and the community with the opportunity to enrich their knowledge and improve their prospects.

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The A. Gary Anderson Center for Economic Research (ACER) was established in 1979 to engage in economic and business research of high quality and to disseminate the results of this research to local communities. In 1981, an Advisory Board of the Anderson Center for Economic Research was formed to provide input on a continuous basis on various research projects conducted by the Center. The Board consists of individuals who have a particular interest and expertise in economic research relating to the regional economy.

The C. Larry Hoag Center for Real Estate and Finance was established through a generous gift from the Hoag family. The purpose of the Center is to provide academic and professional opportunities in real estate and finance to students of the Argyros School.
The **Data Analytics Accelerator** is designed to prepare students for 21st-century jobs that pay a premium and propel one’s success, with a focus on real-world business issues. Students gain access to 5,000+ curated courses designed to enhance their marketability to employers, opportunities to network with companies, and gain hands-on experience to develop competence in analytics for their future careers.

The **Economic Science Institute (ESI)** was established in 2008 to instantiate a world-class research agenda that coincides with Chapman’s ambition to become a Research 1 institution. Headed by 2002 Economics Nobel Laureate Vernon Smith, accompanied by a cohort of internationally recognized scholars in the domain of experimental and behavioral economics, ESI consistently ranks in the top 3 worldwide for research output in its domain. It offers a unique master’s degree in behavioral and computational economics, highly sought after post-doc positions, and a vigorous visitors’ program offering affiliated research scholars opportunities to spend extended periods inventing and engaging in novel research with the resident faculty, post-docs, and students.

The **Institute for the study of Religion, Economics and Society** seeks to advance the understanding of the links across religion, economy, and society. IRES promotes this young but growing field by advancing an interdisciplinary study of religion among economists, sociologists, and other social scientists through scholarly publications, research seminars, training workshops, conferences, courses, online resources, and public lectures.

IRES began at Chapman University with Dr. Laurence Iannaccone in September 2009. Since then, IRES has become the home of the Association for the Study of Religion, Economics, and Culture (ASREC) and a partner of the Association of Religion Data Archives (ARDA); it has thus become the hub of a rapidly growing international network of scholars and students.

The **Smith Institute for Political Economy and Philosophy** was established to challenge the perceived tension between economics and the humanities and to blur the lines between faculty research and undergraduate teaching. Its dual mission is to:

- Reintegrate the study of the humanities and economics in the spirit of Adam Smith, the author of *The Theory of Moral Sentiments* and *An Inquiry into the Nature and Causes of the Wealth of Nations*, and
- Recombine research and undergraduate education as a discovery process in the spirit of Vernon Smith, the progenitor of experimental economics.

The **Ralph W. Leatherby Center for Entrepreneurship and Business Ethics** serves as a central hub for Chapman University’s collective entrepreneurial expertise and supports its community to address tomorrow’s challenges today. Faculty members’ expertise in business strategy, financial analysis and new product-service commercialization allow them to develop their students, enrich faculty and connect alumni with idea generation.
The Schmid Center serves Argyros’ Mission through enhancing the global perspective of the School, providing a variety of international experiences for students, and hosting distinguished speakers on contemporary global issues. The Mission of the Schmid Center is to:

- Educate and mentor students to assume leadership roles in global business.
- Create and disseminate knowledge through research on the global economy.
- Promote interaction between the Argyros School of Business & Economics and the business community, especially the international business community.
- Provide leadership in internationalizing business education in the Argyros School.

Board of Counselors

The Board of Counselors is a 41-member Advisory Board for the Dean of The George L. Argyros School of Business & Economics. The Board promotes the School’s vision of service to corporate leaders in Orange County and throughout Southern California.

The Board helps provide the strategic vision for the Argyros School through collaboration with the Dean. In addition, it plays a vital role in raising essential funds to enhance the quality of education, helps shape the programs in the business curriculum, engages with students and faculty through hosting MBA team projects, interns and mentees, and represents the vibrant business community in Southern California.

Strategic Plan – The Argyros Value Proposition

The George L. Argyros School of Business & Economics develops business leaders who create value by blending economic reasoning and a global perspective with integrity, effective communication, analytical skill, and individual initiative. Operating in one of the nation’s most dynamic business communities, The Argyros School distinguishes itself by providing students and alumni with access to exceptional professors, scholars, and influential executives in a personalized setting.

The Argyros School believes in leveraging existing strengths to position its scholars to compete and succeed at an even higher level in business education. The Argyros School is committed to:

1. Retaining and recruiting top faculty.
2. Attracting great students.
3. Expanding and improving student education and services to transform students into high-quality business professionals.
4. Placing students in high-quality internships and full-time careers and
5. Building a prominent reputation in the academic and business communities.

In fall 2018, Argyros completed a deep strategic analysis of the School’s progress in these five areas to assess where the school should focus resources to improve on its success to date. The School began the implementation of the new strategy in January 2019.

The strategy includes five key areas of focus:

1. Enhance national recognition.
2. Continuously improve academic programs.
3. Develop an M.S. in Real Estate.
4. Increase the School’s behavioral finance reputation.
5. Continue offering of an unparalleled personalized education.
Chapman University is located in the heart of Orange County, California, an exciting and ever-evolving hub of technology, business, and the arts. Chapman is a nationally ranked, midsized private institution with a mission to provide personalized education of distinction that produces inquiring, ethical, and productive global citizens. The university embraces an interdisciplinary approach to teaching, learning, performance, scholarship, and research in its undergraduate, graduate, and professional programs.

Originally named Hesperian College, Chapman first opened its doors on March 4, 1861, in Woodland, CA. The earliest incarnation of Chapman University was open to all people in the belief that every person should have access to an education. In fact, the university’s first class included women and people of different ethnicities and faiths, proving that the university was ahead of its time. Later, Chapman moved to Los Angeles and then Orange County, its home today.

In 2019, Chapman achieved an important milestone: its elevation to R2 status under the Carnegie Classification of Institutions of Higher Education, a recognition of its growth as a research-focused institution. This designation is an acknowledgement of the university’s rigorous research, doctoral, and professional practice degree programs. In addition, after being ranked at the top of U.S. News & World Report’s Best Regional Universities – West list for many years, and at #5 in 2018 – Chapman debuted among national institutions at #125 in 2019.
Students

Chapman has achieved remarkable growth in both size and national prominence in the last decade, nearly doubling its enrollment. Today, the Orange and Rinker campuses are home to more than 10,000 students (7,656 undergraduate in Orange and 2,345 graduate students) from 49 states, two U.S. territories, and more than 82 countries. The Chapman student experience is a holistic one; in addition to the renowned faculty and academic excellence, there are a variety of co-curricular opportunities that help make the educational journey at Chapman as full as it can be. For example, Chapman is home to 175+ student organizations, Division III intercollegiate athletics, club and intramural athletics, a thriving art and performing arts community, and the Fish Interfaith Center. Chapman’s first-year student retention rate is 90 percent, and 18 percent of the student population is Pell Grant eligible.

Chapman is committed to maintaining and increasing diversity within its student population; today, 20 percent of Chapman students are first generation, and almost 50 percent identify as Persons of Color. In addition, Chapman is extremely encouraging and supportive of international students, who comprise approximately 6 percent of the student body.

Faculty, Scholarship and Research

Chapman has 544 full-time faculty members. The student faculty ratio is 13:1, and students at Chapman learn directly from distinguished world-class faculty—including Nobel Prize recipients, MacArthur Fellows, National Medal of Science honorees, former U.S. Supreme Court clerks, and Emmy, Grammy, and Academy Award winners. Small classes foster close faculty relationships and promote a robust exchange of ideas.

A hallmark of the Chapman experience is the opportunity for students to conduct research and engage in creative projects in collaboration with their professors. Chapman faculty members are dedicated teacher-scholars who prioritize engaging students in their original, real-world research agendas. Chapman University research expenditures were $22M for fiscal year 2020, the most recent year for which data are available. During the 2020-2021 academic year, faculty members were awarded more than $12.6 million in extramural support from organizations such as the National Institutes of Health, the National Science Foundation, the Department of Defense, and the Department of Agriculture.
Academics
Chapman University is organized in 11 different schools/colleges, 4 of which have been founded and funded recently, across two campuses (the main campus in Orange, and the Rinker Health Science campus in Irvine):

• Argyros School of Business & Economics
• Donna Ford Attallah College of Educational Studies
• Dodge College of Film and Media Arts
• Crean College of Health and Behavioral Sciences
• Wilkinson College of Arts, Humanities, and Social Sciences
• Dale E. Fowler School of Law
• Dale E. and Sarah Ann Fowler School of Engineering
• College of Performing Arts
• Schmid College of Science and Technology
• School of Pharmacy
• School of Communication

Finances
One of Chapman’s strongest assets, and a reflection of its long-term growth goals, is its healthy financial position resulting from careful planning. The university’s budget is approximately $430M annually, 80 percent of which is driven by tuition. Through prudent financial management, the university did not make any layoffs during its implementation of COVID-19 preparedness (a cost of approximately $110M). Though the university undertook prudent cost-cutting measures as a result of the crisis, its financial strength has allowed Chapman to deliver on its commitment to the well-being of faculty, staff, and students.

The endowment is approximately $564M and has been among the fastest-growing university endowments in the country in recent years. Chapman reached its goal of growing its endowment past $500M two years ahead of schedule, and President Struppa has set an ultimate goal of $1B by 2028.
Diversity, Equity, and Inclusion

Chapman University recognizes the immense need at this moment for renewed self-reflection and a recommitment to a course of humility and honesty. Chapman stands committed to owning its past in order to move with integrity and authenticity toward the future. It is the university’s sincere hope to continue to advance its progressive traditions of openness and inclusion as it did when it first opened its doors in 1861.

Continuing the vital conversation about diversity at Chapman University, a working group of faculty and staff drew upon their expertise to develop a steering document for diversity, equity, and inclusion. The finalized full version of “Diversity, Equity, Inclusion: A Roadmap for Best Practices” was reviewed by the Faculty Senate in September 2020. The Roadmap builds upon Chapman’s first Strategic Plan for Diversity & Inclusion (2017–2022), focusing on the national discussion of racism and the specific concerns Chapman students voiced earlier in 2020. One outcome of this Roadmap was the creation of the new Vice President for Diversity, Equity, and Inclusion position. Reginald Chhen Stewart joined Chapman in July 2021 as the inaugural Vice President for Diversity, Equity, and Inclusion.

Location

Chapman’s Southern California location blends the ease of small-city living with access to cultural experiences, internships, and job prospects in one of the world’s most exciting metropolises. The Orange (City of Orange) and Rinker (City of Irvine) campuses are situated in the heart of Orange County. The City of Orange is a midsized community known for its historic architecture, perfect weather, and the Orange Plaza Historic District. The City of Irvine is known for its extraordinary public schools, ethnic diversity, and its reputation as a safe community. Irvine and Orange are near the beach and a short Metro-train ride to Los Angeles.
President Daniele C. Struppa, Ph.D., was inaugurated on September 1, 2016, as Chapman University’s 13th president. Previously, Dr. Struppa held the position of Chancellor at Chapman University for nine years.

Dr. Struppa joined Chapman University in 2006 as provost, responsible for creating and implementing academic priorities for the university and for the allocation of resources to support those priorities. In 2007, with the addition of further leadership responsibilities, he was appointed as Chapman’s first chancellor.

Dr. Struppa came to Chapman University from George Mason University, where he served as director of the Center for the Applications of Mathematics, as associate dean for graduate studies, and as dean of George Mason’s College of Arts and Sciences. Prior to his tenure at George Mason, Dr. Struppa held positions at the University of Milano (Milan, Italy), the Scuola Normale Superiore (Pisa, Italy), and the University of Calabria (Calabria, Italy).

Norma Bouchard, Ph.D., joined Chapman University as Executive Vice President, Provost and Chief Academic Officer in summer 2021. As the university’s Chief Academic Officer, she leads Chapman’s commitment to programmatic, pedagogical, and research excellence and innovation across the undergraduate and graduate programs. She ensures that Chapman’s greatest priority is the personalized and holistic education of students to develop leaders and global citizens with the skills, competencies, and dispositions needed to make a positive impact on society.

Dr. Bouchard came to Chapman from Drexel University in Philadelphia, where she served as Dean of the College of Arts and Sciences and Distinguished Professor of Global Studies (2019-2021). Previously, she was Dean of the College of Arts and Letters at San Diego State University (2015-2019), and Program Director, Department Head, and Associate Dean at the flagship campus of the University of Connecticut (1998-2015).

Dr. Bouchard holds a laurea in French and German literatures from the University of Turin, Italy, as well as an M.A. and a Ph.D. in Comparative Literature from Indiana University Bloomington. Her research examines the intersection of literature and the arts, history, social sciences, philosophy, critical theory, and aesthetics.
THE OPPORTUNITY

The Dean of the Argyros School of Business & Economics will provide creative vision and inspiring leadership for the School while also creating transcollegiate initiatives across the university, throughout the Southern California region, and on the national stage. The Dean will work closely with both internal and external constituencies to provide even greater opportunities for students and faculty, to further the educational and research mission of the School, and to ensure its continued positive momentum and growth.

The Dean oversees a School comprising 80 full-time tenure-line faculty and 40 part-time faculty, 1,900 undergraduate and 210 graduate students, and 25 full-time staff.

The new Dean will have the opportunity to address the following priorities:

Continue to elevate the School’s fast-moving U.S. News & World Report ranking among the Best 100 Business Schools in the United States. The new Dean will be expected to enhance the reputation of the School among other deans of schools of business. This will occur through a dedication to recruiting and supporting exceptional faculty researchers and industry professionals as well as a sustained effort to increase awareness of the School’s strength within the community of schools of business. An integral component of the School’s strategy will be to embrace and enhance the research productivity of the faculty overall. The faculty has grown appreciably in recent years, and the ability to attract additional talented scholars gains momentum with each year of unprecedented scholarly achievement. Similarly, the next Dean’s formidable standing in the academic community will be an asset for Argyros’s continued faculty growth and standing.

Continue the effort to actively recruit exceptional students and employers. The Dean will build bridges with employers in the region with an eye toward industries in which Argyros students will have opportunities to thrive and lead. The acumen for assessing students’ greatest value and the savvy to communicate that value compellingly with employers of choice is essential attributes of the Dean. Similarly, the Dean will bring a sophisticated understanding of, and practical experience with, initiatives designed to attract, mentor, and retain talented students, faculty, and staff. In addition, the Dean will work collaboratively to review the ways in which curricular and co-curricular programs might be strengthened by consideration of a wider range of perspectives.

Continue to make and build even more productive and mutually beneficial partnerships and connections for the School in the business community. Having already established a number of strong partnerships in recent years, the Argyros School is poised to expand its reach even further with new and varied forms of engagement with outside organizations. The incoming Dean will be expected to explore new avenues for collaboration, seeking out regional, national, and global industry leaders to allow both the School and the community to strengthen through the engagement of Argyros students and faculty alongside practitioners and leaders in a wide array of fields, as well as attract additional resources.
Advance diversity and inclusion within the Argyros School and across campus to ensure that all students, faculty, and staff are welcomed, valued, and respected. The Dean will support the university’s commitment to academic excellence by fostering a diverse and inclusive community. The Dean will also work to recruit, attract, and retain faculty, students and staff who are ethnically, socially, economically, and by gender and sexual orientation underrepresented in higher education, and within the overall business industry. It is imperative that the Dean possess the skills, passion, and commitment to advance diversity and inclusive excellence.

Building and supporting continued momentum around philanthropic support of the School. The next Dean will have the expectation and opportunity to leverage alumni success and appreciation for Argyros into an ever more successful development operation. By engaging with alumni, connecting them back to campus, and encouraging their generous support, the Dean will have an exceptional opportunity to endow professorships, finance additional staff positions, and invest in academic initiatives. The Dean will have further opportunities to engage with the business community, foundation world, and other current and potential partners around additional philanthropic partnerships.
CANDIDATE PROFILE

The ideal candidate will bring a record of academic and leadership excellence that commands the respect of the academic community and meets the criteria for appointment as a tenured full professor at Chapman University. A bent towards building connections and fostering collaboration between Argyros and Chapman’s other Schools, including Engineering and Health Sciences, will be critical. In addition to being a creative and experienced leader with a commitment to supporting the mission, values, and strategic goals of Chapman University, the next Dean will bring many of the following qualities, skills, and experiences:

• An entrepreneurial and energetic approach to leadership in an academic setting;

• A keen understanding of the changing landscape for business education nationally, as well as deep familiarity with current trends in academic program development and delivery (online, hybrid, etc.);

• A passion and eagerness to fundraise to support the School’s mission;

• The ability to lead a complex organization to the next level of success with integrity;

• A natural ability and desire to build trusting relationships with faculty and to facilitate shared governance without stifling opportunities for innovation;

• Demonstrated commitment and practical experience with creating, maintaining, and ensuring an inclusive and welcoming climate in which people of all backgrounds can thrive;

• Excellent interpersonal skills, high emotional intelligence, unimpeachable ethics, and an ability to work effectively with a wide range of people and constituencies;

• Experience with AACSB accreditation standards and requirements at a high level;

• Exposure to and appreciation for the use of technology in creating and delivering outstanding academic programs;

• A demonstrated commitment to enhance organizational capacity; and,

• A personal leadership style that harmonizes with Chapman’s collegial and collaborative campus culture, including working with other academic deans to advance the university’s mission.
NOMINATION/APPLICATION INFORMATION

Koya Partners, a part of Diversified Search Group, has been retained by Chapman University to assist in this search process. Applications, nominations, and further inquiries should be directed to ArgyrosDean@koyapartners.com.

All inquiries and discussions will be considered strictly confidential.

For best consideration, materials should be received by November 30, 2021.

Chapman University is an equal opportunity employer committed to fostering a diverse and inclusive academic global community. The university is dedicated to enhancing diversity and inclusion in all aspects of recruitment and employment. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship status, physical disability, mental disability, medical condition, military and veteran status, marital status, pregnancy, genetic information or any other characteristic protected by state or federal law. The university is committed to achieving a diverse faculty and staff and encourages members of underrepresented groups to apply.
The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Chapman University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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