



Search for the Dean, Robert O. Anderson School of Management
The University of New Mexico
Albuquerque, New Mexico

The University of New Mexico (UNM), New Mexico's flagship R1 university, seeks an inspirational, creative, and strategic leader to serve as the next Dean of the Robert O. Anderson School of Management (Anderson). It is an exciting time to join the UNM community as it embarks on [UNM 2040](#), an ambitious and aspirational vision that defines the long- and short-term objectives for the university and Anderson is a critical part of this vision. The Dean will ensure Anderson continues to be at the forefront of business education through demonstrated and growing excellence in teaching, research, and business and civic engagement locally, nationally, and globally.

Anderson is a world-class business school with award winning faculty and programs, offering a wide array of degree programs for a diverse student population. The recent Dean of Anderson has put the school in a direction of transformation focused on careful development of degree programs based on market need, increasing its research profile, and embracing its role in the economic development for the state. Anderson is ready to welcome a new Dean who will continue to build on its many strengths, including its outstanding intellectual environment, highly diverse and talented student population, deep connections to New Mexico communities, and exceptional faculty and staff. The Dean will be expected to continue to enhance academic excellence and student success, foster inclusion across UNM students, staff, faculty, and alumni, grow and sustain new and innovative community partnerships, and continue to develop philanthropic giving. This is an opportunity to be entrepreneurial with programming, revenue generation, community engagement, and economic development, and to lead this highly diverse community in addressing the pressing management needs of New Mexico.

Leading a school of four departments, with over 100 faculty and staff and over 2,700 undergraduate and graduate students, the incoming Dean will partner with and benefit from supportive university leadership, campus stakeholders, and an engaged community of student scholars. The following opportunities and challenges, outlined in detail beginning on page seven of this document, are especially critical for this role:

- Rally the School around a strategic vision based on the UNM 2040 framework while fostering inclusion, a sense of community, and excitement for the future
- Increase the visibility of Anderson and better position the School to partner with and support New Mexico's businesses, government, and nonprofits
- Lead an ambitious fundraising effort
- Ensure students have the tools and experiences needed to graduate and obtain jobs
- Enhance programs and ensure existing programs support strategic goals in alignment with UNM 2040
- Continue to develop the new business model and support infrastructure

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which is designed to provide background information and detail the key opportunities and

challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About the Anderson School of Management

Founded in 1893, the business department was originally integrated with the economics department in the College of Arts and Sciences. In 1947, the College of Business was organized as a separate unit while the economics department remained within the College of Arts and Sciences. Anderson is the only named School or College at UNM. Robert O. Anderson was one of the nation's foremost businessmen. His many contributions to the oil industry, to the economy of New Mexico, and to the responsible conduct of business have made him an enduring legend. He was the recipient of numerous honorary degrees and awards, recognizing his extensive interest in public and charitable affairs, and he was a member of the National Advisory Board for Anderson. The Robert O. Anderson School of Management was named as a tribute to him in 1974. Anderson was first accredited by the AACSB in 1975. The accounting program received separate accreditation in 1996.

Anderson is accredited by the Association to Advance Collegiate Schools of Business (AACSB) International and had its last visit in 2021. Anderson's Accounting department holds separate AACSB accreditation. The AACSB will visit the School again in 2025 or early 2026.

Anderson is home to 58 full-time faculty within four departments and 46 staff. It offers a Bachelors in Business Administration (BBA) and Master in Business Administration (MBA) degrees, an Executive MBA, Master of Science in Cybersecurity and Business Analytics (MS CBA), Master of Science in Project Management (MS PM), Master of Accounting (MACCT), and an Integrated BBA-Masters of Accounting. Programs are offered in multiple modalities including face-to-face, online, hybrid, and accelerated online.

Anderson includes a number of centers and programs that serve to connect the community with the School and provide students experiential learning opportunities:

- **Student Center for Public Trust** that promotes ethical leadership, accountability, integrity and trust through faculty-facilitated Chapter activities and event.
- **UNM Small Business Institute**, which provides consulting work for local start-ups, expanding businesses, nonprofit organizations, and family enterprises.
- The **Anderson Behavioral Lab** is an interdisciplinary resource for research in human behavior. The lab is available for use by all Anderson faculty and serves as an important research and teaching resource of the Anderson School of Management.
- The **Center for Responsible Entrepreneurship** seeks to embrace our place – Albuquerque, Santa Fe and Northern New Mexico – to bring the blend of context, culture, history, and change together, enabling holistic and ethical leadership in business. Creating an engaging and learning community through our art, science, culture and nature.
- The **Sales Center** provides our students with practical, experiential learning in selling before they launch their professional careers.
- **Women in Leadership** amplifies the voices of women in leadership to influence business decisions and growth. The group empowers students, business professionals, organizations and people of all genders and positions with tools and education to foster inclusiveness.
- **New Mexico for Good** is a multi-stakeholder initiative focused on education, research and responsible economic development. It is designed to harness existing efforts and encourage new

responsible business enterprises in collaboration with businesses, nonprofits, local and state government, and other academic institutions.

- The **Parker Center for Family Business** is a not-for-profit organization created to provide a forum that addresses critical challenges unique to family businesses, providing tools to help them succeed now and for generations to come.

Anderson's Corporate and Community Engagement (CCE) unit houses non-credit professional development programs and customized programming for businesses. The CCE connects exceptional students, renowned faculty, accomplished alumni, prominent business partners, and dedicated staff to provide high-quality educational resources to New Mexico's business community. CCE also supports a number of community advisory boards that connect the business community with the School generating opportunities for students and programs.

Additionally, the Dean's Council for Excellence serves as a sounding board and counsel for strategic initiatives at the School. The Anderson Alumni Council (AAC) advises the School on alumni affairs, develops and strengthens connections within the alumni community, develops networking opportunities for alumni and current students, and helps prepare current students for their roles as alumni.

Anderson currently has an enrollment of approximately 2000 undergraduate students and 790 graduate students. Undergraduate enrollment has remained about the same since Spring 2020 and graduate enrollments have increased by almost 300 students from Spring 2020. The previous boost in graduate enrollments occurred through the streamlining of programs and the launch of new offerings including a Master of Science in Project Management and a Master of Science in Cybersecurity and Business Analytics. The School invests heavily in a robust internal infrastructure to support student success, including an Advisement Center; Student Engagement, Empowerment, and Development Center (SEED); and a Student Learning Resource Center.

In the past few years, Anderson streamlined operations through an organizational and operational redesign. Additionally, a number of initiatives were established including:

- A single standard of minimum requirements for consideration for promotion with tenure. This brought all departments up to a standard research minimum (utilizing ABDC journal quality list), thus eliminating wide variance in quality of research across Anderson.
- A standard workload model with differentiated tracks for tenured faculty. These new minimums are aligned with our peer R1/R2 institutions. The tracks recognize and respect different paths for faculty post-tenure.
- Three key faculty advisory groups: Research Excellence Advisory Council, Teaching Excellence Advisory Council, Inclusive Excellence Advisory Council. These groups advise the leadership team on critical issues related to teaching, research and Diversity, Equity, and Inclusion.
- Aligned School policies and process to support the mission and strategic plan and to align with the Collective Bargaining Agreement and UNM policy.
- Academic Program Operations unit that coordinates all undergraduate and graduate program operations.
- Associate Dean of Teaching & Learning role separate from the Associate Dean of Faculty & Research role. Established the Assistant Dean of DEI (currently vacant).
- Anderson Business Operations Shared Services unit that seeks to consolidate and coordinate administrative, marketing, HR, and IT activities across the School.
- A new tuition structure and revenue-share model in collaboration with the Provost Office.

The faculty and staff are excited for consistency in leadership that can help implement this plan more comprehensively and harness existing energy and talent to meet the needs of Anderson's stakeholder groups.

The tagline of "Unleash Your Potential" provides a quick summary of how the School would like to be perceived, and the School aspires to establish a distinctive national reputation that is aligned with the identity and unique attributes of the school, university and state of New Mexico. The School's vision is to be a partner in progress -- lifting and leading students, faculty, staff, and the region. As a research-intensive university and as part of our AACSB accreditation requirements, business research is a distinguishing part of our core mission and responsibility to society. As the business school at the flagship University of New Mexico, the School aspires to be a model of excellence in teaching, business research, and community engagement.

Anderson officially opened its state-of-the-art McKinnon Center for Management (MCM) in May 2018. The facility includes 63,445 square feet of new classrooms, a technology center, advanced IT services, a career planning and placement center, an advisement space, a behavioral research lab, and a marketing center. The MCM building was made possible by a \$5 million lead gift by Ian and Sonnet McKinnon. The cost of the new building was \$25.41 million, of which only three percent came from state funds.

About the University of New Mexico

UNM provides education to over 25,000 students, more than 80 percent of whom are New Mexico residents. The University has one of the most diverse student bodies of any major research university in the nation, with an undergraduate class that is 50% Hispanic and 60% members of minoritized groups, and is one of only 21 Hispanic-Serving Institutions (HSI) in the U.S. that has a Carnegie Classification of Highest Research Activity (R1). UNM is ranked among the top 100 Research and Development-Performing Institutions in the U.S. with research expenditures of over 350 million dollars annually. UNM also holds the Carnegie Community Engagement classification, and hosts the largest health system and only academic health system in the state. UNM aspires to be a model for how a university can fulfill its missions of academic excellence, research, service, patient care, student success, and access within the changing demographics of the United States. The institution plays a critical role in educating New Mexico's residents and driving its economy. UNM's impact is delivered through research and educational excellence in a variety of disciplines, a vibrant health sciences enterprise, branch campuses in Gallup, Los Alamos, Taos, and Valencia, technology incubators, two medical centers and many other clinical sites. UNM is a place where cutting-edge research and creative endeavors flourish. Its research generates new knowledge, injects billions of dollars into New Mexico's economy, funds advances in healthcare, and provides students with intellectual challenges as well as valuable hands-on training in state-of-the-art laboratories, libraries, courtrooms, and studios. About 58% of UNM alumni remain in the state and provide valuable contributions to the State's intellectual life, economy, cultural community, legal and educational systems, healthcare industry and every aspect of life in New Mexico.

Founded by an act of the New Mexico Territorial Legislature in 1889, the University of New Mexico opened its doors in June 1892, 20 years before its namesake would become a state. The University now offers over 200 degree and certificate programs, including 94 baccalaureates, 71 masters, and 37 doctoral degrees through the Anderson School of Management, College of Arts and Sciences, College of Education and Human Sciences, College of Fine Arts, Graduate Studies, Honors College, College of Nursing, College of Pharmacy, College of Population Health, College of University Libraries and Learning Sciences, School

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of Architecture and Planning, School of Engineering, School of Law, School of Medicine, and University College.

UNM is comprised of its Albuquerque Campus as well as branch campuses in Gallup, Los Alamos, Taos, and Valencia. There is also a campus and regional health center in Rio Rancho. The Albuquerque Campus student population reflects the ethnically diverse population of New Mexico and includes historically underrepresented groups - approximately 44% of the student population are Hispanic, 5% Native American, 4% Asian, 2% African American, 3% multi-racial, and 5% are international. The Hispanic student population includes some with deep roots going back many generations in the region while others are recent immigrants from Latin America; Native American students come from 24 tribes that have ancestral homeland ties to New Mexico including 20 Pueblos, the Navajo Nation, and the Jicarilla Apache Nation, Mescalero Apache Tribe, and the Fort Still Apache Tribe. The populations at the branches are equally diverse, with, for example, the student population of the Gallup campus being nearly 70% Native American. It is a point of pride that the University is composed of a complex intersection of cultures and backgrounds.

UNM boasts an outstanding faculty that includes four National Academy of Sciences/Engineering Members, five National Academy of Inventors Fellows, 60 Fulbright Scholar program awardees, and many fellows of various other associations and societies. Faculty publish in high impact professional journals such as *Science*, *The New England Journal of Medicine*, *Nature*, *Biological Psychiatry*, *Proceedings of the National Academy of Sciences*, *Journal of the American Chemical Society*, *Physical Review Letters*, *International Journal of Art and Design Education*, and *Journal of Politics*, as well as with major academic publishers such as Cambridge University Press and Oxford University Press, and with the University of New Mexico Press. UNM professors have been quoted in local newspapers and media, and in national publications such as *Business Week*, *Los Angeles Times*, *The New York Times*, *The New Yorker*, *Newsweek*, *Parade Magazine*, and *U.S. News and World Report*, among others. They have shared their expertise on CNN, Good Morning America, Nova, National Geographic, the Today Show, National Public Radio, local news stations, and other television and radio shows. As a dynamic visual and performing arts center for the vibrant arts community of Albuquerque, the University presents over 300 public performances, exhibitions, installations, and art lectures annually.

UNM has a strong tradition of faculty governance as set forth in the Faculty Constitution established in 1949. UNM faculty have broad powers delegated from the Board of Regents and outlined in the Faculty Constitution. In October 2019, both full- and part-time faculty at UNM, not including those in the Health Sciences Center (HSC), voted to form a union affiliated with the American Federation of Teachers and the American Association of University Professors. Adjuncts and full-time faculty have separate bargaining units, and recent negotiations have resulted in new collective bargaining agreements. In spring of 2022 the state labor board also certified a union for all graduate students employed in assistantship positions, represented by UE, the United Electrical, Radio and Machine Workers of America and the first collective bargaining agreement was signed in December of 2022.

To develop private financial support, the UNM Board of Regents established the UNM Foundation Inc. in 1979 as a nonprofit corporation. In 1989, the Board of Regents delegated the responsibility of overseeing University assets and investments to the UNM Foundation Investment Committee. These assets total over 450 million dollars today. In 2008, at the request of the Regents, the Foundation transitioned to a standalone organization that receives all private gifts and has the responsibility of managing contributions to all University programs.

Current Context of Research at UNM

UNM is ranked among the top research and development-performing institutions in the U.S. with research expenditures of over 350 million dollars annually. At UNM, research, scholarship, and creative activity are not just limited to STEM fields. They include several nationally recognized interdisciplinary research groups focused on bioinformatics and collections-based research; ecology and climatology; human evolution, social and behavioral dynamics, and addictions; materials science and optical sciences and engineering; and quantum information science and technology. Excellence in additional disciplinary units includes computational and data sciences; high energy density physics; medieval studies; regional resource economics, sustainable water, and environment; southwest anthropological research and socio-cultural studies, Latin American studies; indigenous planning; and land arts of the American West. Developing areas of research and scholarship strength include community-engaged arts, education, and public health; high performance computing; neuroscience, learning, cognition and memory; and clean energy systems.

In 2016-17, during the development of UNM's Research Strategic Plan, *Research2020*, it was noted that UNM had a robust, high-quality research enterprise led by an outstanding faculty. However, it also became clear that an investment of new funds would be critical to maintaining UNM's status as a first-class research university that could lead the state and the nation in ensuring the success of an increasingly diverse student body while generating new knowledge and understanding to benefit all. For this reason, President Stokes launched the [UNM Grand Challenges Initiative](#) in 2019. To further develop and enhance faculty research, scholarship, and creativity in a post-pandemic world, the OVPR launched the [WeR1 Faculty Success Program](#) in 2021 in collaboration with [UNM ADVANCE](#) and the Provost's Office.

Role of the Dean

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean serves as the chief academic and administrative officer of the School and provides academic, intellectual and administrative leadership. The Dean will collaborate with a wide range of internal and external stakeholders, especially faculty, staff, students, and alumni, to help define and execute the academic vision and mission of the School, set the direction for academic excellence and student success, and create and maintain an infrastructure that supports the academic mission of the School. The Dean provides leadership for teaching, learning, research, community engagement, strategic budgeting, assessment, fundraising, accreditation, and student success for the School in coordination with and in support of the university's larger strategic goals. The Dean represents Anderson on all university matters and will work collaboratively across the university to fulfill the many aspirations of the School and the university. The Dean will also be the lead spokesperson for the School externally, finding new ways to build authentic partnerships with the business and management communities and New Mexico's highly diverse communities.

Key Opportunities and Challenges for the Dean

This Dean will be joining UNM at a time when the institution is experiencing a renewed sense of possibility and promise under the leadership of President Garnett Stokes, Provost/EVP James Holloway, many other experienced members of the leadership team, and with the new UNM 2040 Strategic Framework in place. The Dean will be passionate about the mission and values of the institution and desire to assist UNM on a new pathway of innovation to better support New Mexico through academic excellence, accessibility, and service, and to build on the rich cultural diversity of the state. As the management school of the state's

flagship institution, with many dedicated faculty, staff, and students ready to be inspired for the future, the Dean will be well-positioned to further the mission of the School by addressing the following opportunities and challenges:

Rally the School around a strategic vision based on the UNM 2040 framework while fostering inclusion, a sense of community, and excitement for the future

Anderson is on a positive path of growth and impact. The Dean will be expected to rally the School and lead it forward to firmly establish it as the premier management school in the state, region and as a nationally recognized management school. The Dean will lead efforts to realize a compelling vision, encourage shared identity, unify faculty, honor UNM's mission as a diverse public flagship institution, recruit and retain talented faculty and staff, foster academic excellence and a sense of shared purpose, and engage across UNM. This will include promoting a culture of equity, inclusion, respect, collegiality, collaboration, transparency, shared governance, and community. The Dean will ensure that all staff and faculty feel supported, regardless of rank, status, or department. To overcome skepticism, the Dean will need to create some early wins to continue enrollment growth, capitalize on a new revenue generation model, and strengthen relationships with external communities. The Dean will work closely with faculty, staff, students, alumni, the UNM Foundation, and many external stakeholders to ensure priorities are determined, resources are aligned, and plans are executed in a timely manner. The Dean will need a deep understanding of the marketplace for schools of management, ensuring Anderson is nimble and able to best serve and partner with varied constituencies across UNM and New Mexico.

Increase the visibility of Anderson and better position the School to partner with and support New Mexico's businesses, government, and nonprofits

The Dean will balance internal responsibilities with a significant external role, increasing the visibility and enthusiasm for the great work already happening at Anderson and building relationships with key stakeholders throughout the state of New Mexico and beyond to position Anderson as a valuable partner. The Dean will also engage faculty and the communities of New Mexico to learn where opportunities lie to strengthen existing partnerships and better meet the needs of industry, government entities, nonprofits, and the greater New Mexico population. The Dean will also find new ways to leverage alumni, and the UNM Foundation in these efforts. In doing so, the Dean will provide more job and internship opportunities for students, promote revenue generation, facilitate opportunities for research partnerships, foster innovative and mutually beneficial educational programming, and ensure graduates enter the management world ready for success and committed to staying in New Mexico to further promote economic development. By being a highly visible, approachable, and active member in the varied communities within New Mexico, the Dean will be recognized as a well-respected and established leader in the state and Anderson will be viewed as integral for improving and expanding opportunities for Anderson and the state.

Lead an ambitious fundraising effort

The University's strategic goals are both ambitious and critical to its enduring success. The Dean of Anderson will be a key partner and leader in achieving those goals. As UNM is launching a new comprehensive campaign, this Dean has the unique opportunity to work closely with the UNM Foundation to fund the priorities and aspirations of the School. While Anderson has strong name recognition in the state, much more can be done to increase the exposure and reputation of Anderson to build more robust and sustainable relationships with alumni, donors, and the business community locally, regionally,

nationally, and internationally for fundraising efforts. While the Dean will be focused on growing revenue for the School, the Dean will also help ensure fundraising goals for the University are accomplished.

Ensure students have the tools and experiences needed to graduate and obtain jobs

The diverse and rich demographics of Anderson's student body reflect the future of higher education, and Anderson has the opportunity to show the state, nation, and world how to best provide an education for a diverse student body while ensuring their successful job placement after graduation. However, there is much to be done to make this possible. First, the Dean will assist the School in establishing Anderson as a top choice for management students in the state, as they lose many students to other campuses, including community colleges, who can better tell their stories and value propositions. Second, the Dean will need to ensure a supportive environment for students at UNM, leveraging academic advisors, the career center, learning center, and centralized services in these same areas to support student success and a sense of belonging for all students at Anderson. Third, the Dean will need to ensure accessible and competitive programming for students by continuing to promote and incentivize alternative forms of education delivery, such as online offerings, and ensuring students are provided the skillsets needed to be prepared for the workforce. Finally, the Dean will need to provide ample opportunities for students to gain experience in internships, jobs, and/or research, so they build connections early in their college careers and are in high demand after graduation. Strengthening opportunities with the UNM branch campuses might provide another opportunity to both address state needs and heighten student success at Anderson.

Enhance programs and ensure existing programs support strategic goals in alignment with UNM 2040

In a rapidly changing marketplace, the Dean must work closely with faculty and other stakeholders to ensure that programs and curricula reflect a dynamic and fast-paced global landscape but also tend to local, regional, and state business and community needs. While Anderson has some new programs that are distinctive in the state and nation, such as the MBA Ed Leadership track, Anderson continues to have a small number of out-of-state students. Many New Mexico students are choosing to attend other colleges or universities in the state. The Dean will find ways to better highlight the great strengths of existing programs while also working closely with faculty to identify opportunities for program expansion and development to meet market demands. In conversations with faculty, the Dean will bring a broader perspective, including feedback from students, ideas for further expanding and leveraging international exchange programs, potential programming partnerships with the other Schools, Colleges, and branch campuses at UNM, and feedback from external communities regarding what they need from UNM graduates. One strategy the School may want to revisit is the creation of a PhD program, which was approved many years ago but never implemented. Anderson has experience with online programs under the Accelerated Online Program (AOP) model of UNM Online, and the Dean will want to consider how to best leverage this experience to improve accessibility to current programs or create new programs that respond to student and community interests and generate new revenue for the School. As the Dean works closely with the Anderson community to determine the future of the School, they may need to continue frank conversations with the faculty and staff about what is no longer working well and make tough decisions to remain competitive in the current higher education landscape.

Continue to develop the new business model and support infrastructure

To ensure a sustainable future in a dynamic marketplace, the Dean will need to possess sharp financial acumen and high-level perspective to make strategic business decisions with an eye toward creativity,

collaborative decision making, increasing efficiencies, and creating an infrastructure necessary to more effectively support the School in fulfilling its academic mission. The Dean will need to continue to develop the business model for the School and adapt the model on an ongoing basis to fully take advantage of incentives and assist UNM in fulfilling larger strategic goals. It is expected that the Dean will provide a high level of transparency on the financial priorities of the School and that academic excellence will be at the forefront. This business model should include strategies for creating new revenue streams, fostering new partnerships, growing undergraduate and graduate enrollment, supporting research and service, funding a second new building, and ensuring an infrastructure within the School that is adaptive to changing strategies and fosters collaboration across the many constituencies of Anderson. The Dean will help foster a culture of innovation, risk taking, and enthusiasm for the future.

Qualifications and Characteristics

UNM seeks an experienced leader with outstanding management and relationship building skills, financial acumen, a clear understanding of the academic enterprise, and strong communication abilities. To ensure the School's continued success, the new Dean will possess many, if not all, of the following skills and qualities:

- An earned doctorate or appropriate terminal degree and a distinguished professional record appropriate to an appointment at the rank of full professor;
- Extraordinary collaboration and relationship building skills; ability to develop strategic partnerships of mutual benefit in the university, community, and industry;
- A history of creative revenue generation and sustainable academic business model development;
- Demonstrated ability to foster collaboration across disciplines;
- Prior administrative and leadership experience, including evidence of vision and effective strategic planning and implementation;
- A pulse on the higher education landscape and an understanding of the trends and opportunities for the future of a management school;
- A commitment to transparency, consensus building, and shared governance;
- A demonstrated commitment to diversity, equity, inclusion, and student success, as well as working with broadly diverse communities;
- Proven success in fundraising and the ability to contribute to and lead development efforts;
- Strong external relations skills and ability to be diplomatic, persuasive, authentic, sincere and credible to a wide variety of audiences including students, faculty, alumni, donors and prospective donors, the diverse communities of New Mexico, university administration, external funding agencies, accrediting bodies, the state legislature, and other stakeholders;
- Strong internal leadership abilities; proven success in building and developing infrastructure and teams;
- Demonstrated commitment to academic excellence in research, teaching and service;
- Passionate commitment to student success; evidence of an impact on enrollment growth, retention, and job placement;
- A record of data-informed decision making; and
- A deep commitment to the mission of public education and a desire to make a real difference in the lives of Anderson and UNM students, and the residents of New Mexico.

Location

New Mexico is known as "The Land of Enchantment" or "Tierra del Encanto" because of its scenic beauty and rich history. New Mexico offers a wide variety of adventures, art, music and dance, breathtaking landscapes, and multicultural heritage, including a combination of Native American, Hispanic, and Anglo cultures that cannot be found in any other state in the U.S. New Mexico has the highest percentage of Hispanics in the U.S., including descendants of the original Spanish/Mexican settlers who have lived in the area for more than 400 years, as well as more recent immigrants from a variety of nations in Latin America. It has the second-highest percentage of Native Americans as a proportion of the population, and the fourth-highest total number of Native Americans. The major Native American nations in the state are Pueblo, Navajo, and Apache peoples.

Oil and gas production, agriculture, the arts, the film industry, tourism, and federal government spending are important drivers of New Mexico's economy. State and local governments have a comprehensive system of tax credits and technical assistance to promote job growth and business investment, especially in new technologies. The state is home to more PhD holders per capita than any other state in the country as it is home to Sandia National Laboratories, Los Alamos National Laboratory, Intel, several other research facilities, and several land management agencies including the Forest Service and National Park Service.

New Mexico has one of the most diverse landscapes in the world, with a range of incredible outdoor adventures to match. The geography ranges from snow-capped 13,000-foot peaks, wildflower fields, thick forests of cottonwoods, white sand dunes, volcanoes, and lava fields, to vast expanses of rangeland and desert.

The University of New Mexico Main Campus is located in Albuquerque, the most populous city in New Mexico with its own rich culture and heritage as one of the oldest cities in the U.S. It has a multicultural heritage and history where diverse influences are a part of everyday life. Averaging 310 days of sunshine a year, it is also a great place for outdoor activities, including biking, skiing, or golfing on some of the best golf courses in the Southwest. Residents and visitors alike take advantage of the many traditional New Mexican restaurants, enjoy world-class visual and performing arts, and visit the many museums and historical sites around the state. Albuquerque is home to the International Balloon Fiesta, the world's largest gathering of hot-air balloons. The Sandia Mountains run along the eastern side of Albuquerque, and the Rio Grande flows through the city, north to south. More information about Albuquerque can be found at <http://www.visitalbuquerque.org/>.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-new-mexico/dean-robert-o-anderson-school-management>. Electronic submission of materials is required.

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UNM is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability or protected veteran status.