



November 6, 2024

***Advisory Search Committee for the Dean of the School of Business***

Steve Holland, Professor Emeritus, School of Business (chair)  
Zoe Barsness, Associate Professor, UW Tacoma Milgard School of Business  
Beth Miguel Alipio, Graduate Programs Advisor, School of Business  
Codrin Nedita, Associate Teaching Professor, Economics, School of Business  
Sherri Nielsen, Graduate Programs Coordinator, School of Business  
Gülru Özkan-Seely, Associate Professor, Operations Management, School of Business  
P.K. Sen, Professor, Accounting, School of Business  
Lisa Sharples, Past Chair, School of Business Dean's Advisory Board  
Joseph Sherman, Associate Vice Chancellor for Development, Division of Advancement  
Michael Stiber, Professor & Division Chair, School of Science, Technology, Engineering  
& Mathematics, Division of Computing & Software Systems  
Ben Studley, graduate student, School of Business  
Thomas Tumbokon, undergraduate student, School of Business  
Mary Mahon, administrative support to the advisory search committee

Dear colleagues,

Thank you for agreeing to serve on the advisory search committee to identify and recommend candidates for the position of Dean of the School of Business at UW Bothell.

Dr. Steve Holland, Professor Emeritus in the School of Business, will chair this committee, with Mary Mahon providing administrative support. We have engaged consultants from Greenwood Asher & Associates to support your work. The Greenwood Asher team will be led by Jim Johnsen who will work closely with you to recruit, screen and evaluate candidates.

Our search consultants will solicit input/feedback from stakeholder groups during the remainder of autumn quarter 2024 that will inform a leadership profile. The committee will use the profile to develop an evaluation rubric that will apply throughout the search process. The search firm will also use the profile to recruit a robust candidate pool. I ask that you advise me regarding a short list of candidates for the first-round interviews and identify up to three highly qualified finalists for on-campus interviews and conversations with a variety of stakeholders and constituencies.

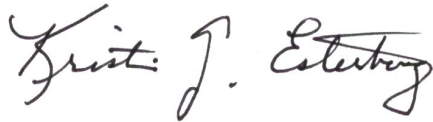
I ask that you submit a summary of strengths and areas of improvement (without ranking) for each of the short-listed candidates and, ultimately, the finalists. The summary should represent the breadth of feedback and information gathered throughout the entirety of the search process. I will make the final decision based on collective input.

I ask that you approach this process in a broadly inclusive manner that engages the campus community and seeks a pool of candidates that reflects UW Bothell's commitment to diversity, equity, and inclusion.

I will attend a portion of the committee's kick-off meeting later this month to discuss my priorities and expectations for the position and the search with you. The Attorney General's Office will provide the committee with an overview of search committee confidentiality and document retention. In addition, all committee members will be expected to participate in implicit bias training with Dr. Chad Allen, Associate Vice Provost for Faculty Advancement.

Our goal is to have the next Dean of the School of Business begin in summer 2025. This will require a significant commitment from each member of this committee. I am grateful for your willingness to invest the time and energy necessary to reach a successful conclusion for this critical search.

Sincerely,

A handwritten signature in cursive script that reads "Kristin G. Esterberg". The signature is written in black ink and is positioned below the word "Sincerely,".

Kristin G. Esterberg, Ph.D.  
Chancellor and Professor

Cc: Chad Allen, Office for Faculty Advancement  
Christina Buckman, HR Academic Business Partner  
Jessica Graham, Chief of Staff, Office of the Chancellor  
Jim Johnsen, Greenwood Asher & Associates  
David Kerwin, Division Chief, Attorney General's Office  
Felix Neals, Assistant Vice Chancellor, Organizational Excellence & HR