

February 16, 2023

Dear Search Committee Members:

Please accept this letter as my formal expression of interest in the position of Dean of the College of Business and Administration at the University of Colorado Colorado Springs. It is with genuine enthusiasm for the future of the College of Business and Administration and the potential this position holds that I seek the honor of serving as your school's next dean.

The University of Colorado Colorado Springs is as an exceptional institution, and a thriving College of Business and Administration is essential to the university's future success. While the success of a college ultimately relies upon the efforts of its faculty and staff, it is also reliant upon effective leadership from a dean capable of developing a positive culture and earning the trust and respect of all constituents. I am confident that I possess these leadership skills and that my experiences in higher education have prepared me well to lead the College of Business and Administration effectively. You will find from my vita, and any future conversations in which we might engage, that my skills match well with your stated needs. Specifically, my skills are demonstrated through:

- 1) More than eight years of experience as dean/interim dean of an AACSB accredited college of business.
- 2) Experience in strategic planning, enrollment growth initiatives, and effective branding efforts. These experiences involve the establishment and implementation of a new mission and strategic plan, and linking them with improved branding efforts for the Rusche College of Business.
- 3) Success building a positive culture through good communication and a commitment to collaborative shared governance processes, transparency, academic freedom, ethical decision making, trust, and collegiality.
- 4) Experience building relationships and collaborative endeavors with the business community and the university alumni base. Partnerships with new and continuing advisory boards, including financial support for initiatives, are examples of success in this area.
- 5) Impressive results in fundraising, resulting in an unprecedented period of success for the Rusche College of Business in this regard.
- 6) Knowledge of trends in higher education and industry, and experience leading the development of programs matching the needs of changing environments. Responding to changes in higher education and industry demand is highlighted by initiatives such as the launch of a HyFlex MBA program, which integrated Zoom technology in a pre-pandemic environment.
- 7) Success developing new revenue streams through partnerships with industry and alumni. Examples include a new corporate partnership program and various fundraising efforts.
- 8) Experience with budgeting at both the college and university levels. In addition to overseeing the budget of the Nelson Rusche College of Business, I was asked to step

in as the Interim Chair of the University Budget Council after the retirement of the university's Vice President of Finance and Administration, and now serve as co-chair of the same committee alongside the new Vice President for Finance and Administration.

As you consider the needs of the College of Business and Administration in relation to the search for your next dean, it is my sincere hope that you find the match of my skills with your needs to be ideal. I welcome the chance to discuss this opportunity with you further, and will look forward to hearing from you soon.

Thank you for your time and effort in reviewing my application materials.

Sincerely,

Dr. Tim Bisping, Dean  
Nelson Rusche College of Business  
Stephen F. Austin State University