THE OPPORTUNITY

Established in 1886, John Carroll University is a private, co-educational, Catholic, and Jesuit university providing programs in the liberal arts, sciences, and business at the undergraduate level and in selected areas at the master’s level. The University is located in University Heights, an eastern suburb of Cleveland, Ohio, and consists of three schools: the College of Arts and Sciences, the John M. and Mary Jo Boler College of Business, and the Graduate School. The University supports a full-time faculty of 164 and enrolls approximately 2,660 undergraduate and 511 graduate students.

True to its vision and mission, the University graduates individuals of intellect and character who lead and serve by engaging the world around them and the globe. John Carroll University strives to create an environment of inquiry, a rigorous approach to scholarship, a culture of service, a campus committed to social justice, and an inclusive community where differing points of view and experiences are valued as opportunities for mutual learning.

John Carroll is one of 27 Jesuit colleges and universities in the U.S. and one of 500 Jesuit educational institutions worldwide. John Carroll University is ranked #2 among Regional Universities in the Midwest by U.S. News & World Report.

THE JOHN M. AND MARY JO BOLER COLLEGE OF BUSINESS

Mission Statement: The Boler College of Business graduates students who live inspired lives. They lead with an ethical foundation, excel in service with and for others, and exemplify professional excellence, a strong work ethic, and superior decision-making.

Vision Statement: Ignite our institutional strength and regional relevance to inspire next-generation business leaders, who will create game-changing assets and enduring value for the region.

The Boler College of Business develops and inspires tomorrow’s leaders through educational excellence in the Jesuit tradition. Founded in 1945, the Boler College is among only twelve percent of business schools worldwide that hold AACSB accreditation at both the undergraduate and graduate levels and independent accreditation for accountancy. Its CPA exam pass rate is among the best in the nation. Programs of concentration are offered in eight professional fields, leading to the degree of Bachelor of Science in Business Administration or Bachelor of Science in Economics. We also offer graduate programs leading to the Master of Business Administration, Master of Science in Innovation and Entrepreneurship, and the Master of
Science in Accountancy. The College supports 30 full-time and 31 part-time faculty. For more information on John Carroll University and the Boler College, visit www.jcu.edu.

All John Carroll undergraduate students begin their studies in the College of Arts and Sciences to fulfill the University’s innovative Integrative Core Curriculum. The Integrative Core ensures that the University’s nine academic learning goals are met – not superficially, but in multiple places and times throughout the student’s undergraduate years. The skills, knowledge, competencies, and values they seek to instill are reiterated, deepened, and actualized. All potential students seeking undergraduate admission to the University apply through the Office of Admission. Interested students may request admission directly to the Boler College of Business by designating on the Common Application or denoting an intention to be admitted to Boler when registering for new student orientation.

The Boler College is organized into three departments: Accountancy; Economics and Finance; and Management, Marketing, and Supply Chain. It offers majors in the following areas: Accountancy, Supply Chain, Economics, Finance, Financial Planning and Wealth Management, Marketing, and Management and Human Resources. The Boler College offers majors in Leadership and Social Innovation and, jointly with the College of Arts and Sciences, International Business with Language and Culture. The Boler College also offers second-semester sophomores the opportunity to enroll in a semester-long program at Regent’s College in London.

The Boler College houses four additional assets:

- **The Edward M. Muldoon Center for Entrepreneurship** has three pillars: 1) the entrepreneurship minor; 2) social innovation, which includes student-run social business and a community partnership with a local neighborhood; and 3) women’s entrepreneurship, which focuses on empowering young women to be entrepreneurial leaders. The Muldoon Center also oversees the Entrepreneurs Association (EA), a professional group with ~100 members who are principal shareholders of private companies. LaunchNET is a grant-funded program to support JCU students, faculty, staff, and alumni working on launching businesses.

- **The Boler Professional Development Program** is a four-year learning experience dedicated to preparing Boler students for their future careers. The Program follows a professional readiness timeline, providing step-by-step career-building experiences such as professional branding, resume writing, interviewing, and professional networking. The Program consists of 5 non-credit courses with students earning certificates of completion and is a mandatory requirement for graduation. The Program is funded by an $850,000 grant from The Parker Hannifin Foundation and annual fees from employer partners.
The Center for Leadership Skills Development (CLSD) hosts several initiatives, including the Collegiate Leadership Competition and the “Thinking Big” speaker series.

The Ginn Institute for Corporate Social Responsibility advances ethics and social responsibility education and research in the Boler College, University, and local community via teaching, innovative programming, and high-quality research.

Boler has nine faculty at the rank of full professor, 17 at associate professor, 10 at assistant professor, and one instructor. Twenty six of the faculty are male, and 11 are female. Faculty of color represents 25.7% of the total in the Boler College. 20% of tenure-track faculty members hold a chaired professorship, scholar, or fellow position.

The Boler College has the advantage of an endowment to support faculty research, international curriculum development programming, and student scholarships. The endowment’s market value as of May 2021 was $62,039,465.

The Boler College of Business at John Carroll University has dual accreditation from the AACSB in business and accountancy, a distinction held by just 12% of business schools nationally. Bloomberg Businessweek’s 2016 “Best Undergraduate Business Schools” Employer Survey (recruiters at 600 companies) ranked the Boler College of Business #1 in the nation for how well we prepare students for careers at their companies. The Boler College also received an “A” from Bloomberg for teaching quality. Boler’s Undergraduate Business program was ranked 166th nationally in the most recent U.S. News & World Report ranking.

Students in the accountancy program routinely rank first among Ohio schools in the CPA exam pass rates. Students on Boler’s CFA Challenge Teams have won five of the last seven local competitions, including the last four consecutively.

The Boler College of Business boasts more than 11,807 alumni, including more than 1,873 who serve as CEO or President of their respective companies. Companies run by John Carroll alumni include Goodyear, Howard Hanna, Swagelok, The Fedeli Group, Vulcan Materials, The Walsh Group, Window Nation, and Crown Battery. More information about JCU’s alumni can be found in the JCU magazine.

THE ROLE OF THE DEAN

The Dean will join John Carroll University at a critical and exciting juncture as the University examines and makes manifest its commitment to academic excellence and the centrality of its academic mission. The Dean serves as the chief academic officer of the Boler College and is responsible for both its long-term strategic goals and all day-to-day activities within the College. More broadly, the Dean is a University citizen with an imperative to work collaboratively to
develop and execute University strategic priorities. The Dean reports to the Provost/Academic Vice President and serves as a member of the academic leadership team.

Others reporting to the Provost/Academic Vice President include:

- Dean of College of Arts and Sciences
- Dean of Graduate Studies
- Director of the Library
- Vice Provost for Academic Affairs
- Assistant Provost for Institutional Effectiveness
- Assistant Provost for Student Success
- Registrar

The Boler Executive Committee assists the Dean in managing the Boler College. Additionally, several faculty committees are instrumental in guiding, planning, and policy decisions in the Boler College.

The Dean’s duties and responsibilities currently include:

- Providing leadership and vision for the mission of the Boler College; working with faculty and staff to create an academic, cultural, and physical environment conducive to scholarship, intellectual vitality, and learning; establishing and nurturing a supportive work environment informed by principles of shared governance; and fostering an active faculty mentoring program;

- Promoting the vision, mission, and values of the University and the College; championing the advantages of business education within the context of a Jesuit Catholic liberal arts university; working with other University administrators to assure the well-being and success of John Carroll University;

- Collaborating with the College of Arts and Sciences, the Graduate School, and the Integrative Core Committee in developing new curriculum, new programs, new interdisciplinary opportunities for students and faculty, and new internal and external partnerships;

- Managing relationships with AACSB and ensuring effective maintenance of accreditation processes;

- Overseeing the design, development, delivery, and assessment of the College’s undergraduate and graduate academic degree and non-degree programs;

- Leading MBA and other graduate-program recruitment with an entrepreneurial growth mindset;
● Recruiting and retaining a highly qualified and diverse faculty and staff;

● Modeling Ignatian values in leading and managing the College’s faculty and staff;

● Recommending appointment, tenure, and promotion decisions; overseeing annual evaluations and salary and merit increases;

● Developing and efficiently managing the College’s budget;

● Actively participating in the fundraising process with a centralized University advancement office to seek and secure external funding for the College to support its many programs and activities, and assisting faculty in obtaining external grants and research support;

● Promoting the College and University externally to a broad range of constituents, potential partners, and external stakeholders (e.g., corporate partners);

● Partnering with the University’s enrollment and integrated marketing and communications offices to develop and deliver on effective enrollment strategies for an increasingly competitive and rapidly changing environment.

LEADERSHIP CHALLENGES AND OPPORTUNITIES

Under the leadership of Dr. Alan Miciak, John Carroll University is in a strong position to pursue new strategic goals. Along with the leadership team, President Miciak is focused on preparing and inspiring a diverse, global community of young women and men to solve the world’s greatest challenges. The President encourages all to live the Jesuit mission, connect as people, and to serve something larger than our careers or ourselves.

Overall undergraduate enrollment is 2,660, with strategic initiatives to exceed 3,000 in the next 3-5 years. Ohio students make up 69% of the Class of 2025, with 31% of students from out of state. In Fall 2021, 18% of the first-year class came from diverse backgrounds -- the highest in John Carroll’s history. More than 30% of our enrolling students come from Catholic high schools. Core markets for incoming students include Northeast Ohio, Columbus, Pittsburgh, Buffalo, Chicago, and Detroit. Additional recruitment efforts are currently in place for the identified growth markets of NYC Metro, DC Metro, and Boston. The Boler College of Business typically enrolls 33% of the incoming class.

John Carroll University’s endowment is over $300 million, and annual cash gifts exceed $11.4 million in 2020 from alumni, corporations, foundations, and parents/friends. Since 2018, the Boler College of Business has received more than $27 million in philanthropic support, including a $10 million endowed gift from the John M. and Mary Jo Boler Family Foundation. The University is planning its next comprehensive campaign, Inspired Futures 2021-2026, with an
The initial goal of $140 million to support new academic programs, facilities, scholarships, and mission-focused initiatives.

The University looks forward to welcoming a Dean of the Boler College who will join an academic leadership team and faculty/staff committed to assuring the centrality of the academic mission, raising the University’s profile and visibility. In addition, the Dean will build on strengths, enhance academic quality through assessment and planning, and serve as a model for Jesuit liberal arts education.

The Dean will address the following leadership issues:

- **Leadership and communication**: The new Dean will demonstrate a track record of collaborative leadership that will engage Boler faculty/staff in formulating a vision and plan for the College and in working toward the implementation of that vision; the ability to build on the current strengths of the faculty/staff and programs while encouraging movement toward a stronger future; the ability to partner with other institutional leaders in shaping the direction of the University; the ability to advocate for the primacy of academic excellence as the foundation for strategic planning.

- **Accreditation**: The next AACSB maintenance of accreditation visit is scheduled for 2023. The new Dean must fully understand the AACSB accreditation standards and ensure that the Boler College takes the necessary steps to maintain accreditation. In addition, the new Dean will be expected to understand and assist the administration in meeting the regional accreditation standards at the University level.

- **Strategic initiatives and community building**: John Carroll seeks a Boler Dean who will lead and contribute to productive dialogue around the role of excellent business education in a Master’s comprehensive Jesuit Catholic institution with a strong liberal arts core. The community seeks a Dean who is excited about working collaboratively across colleges and other units to develop academic programming. The ideal candidate has a track record of building and strengthening internal and external relationships, enhancing opportunities for collaboration across the University, and engaging students, faculty, staff, and others in initiatives that encourage community building. The Dean will focus on enrollment with a specific charge of growing graduate programming.

- **External visibility**: The new Dean will identify and capitalize on local, national, and global opportunities to market the College and the University to enhance faculty and student opportunities. Cleveland’s health care community represents an intriguing and rich opportunity for cross-fertilization of ideas and programs. In addition, nine Fortune 500 companies are headquartered in Northeast Ohio, and John Carroll alumni own over five hundred local businesses.

- **Supporting faculty/staff recruitment and development**: The new Dean will mentor and support professional growth for faculty and staff while ensuring that the College
meets AACSB expectations by maintaining appropriate faculty qualification ratios. The Dean must engage collaboratively and strategically in future hiring initiatives to strengthen not just the College’s but the University’s talent pool and attract highly qualified faculty who more closely mirror the diversity of our student body.

- **Governance:** The new Dean will advocate for the Boler College and academic affairs, amplify faculty/staff voices, and allow for meaningful participation in strategic planning and decision-making. Thus, the Dean will be expected to be a partner in continuing to build trust and mutual respect between faculty/staff and administration and display a governance style that is adaptive and fully consultative.

**PROFESSIONAL QUALIFICATIONS AND PERSONAL CHARACTERISTICS**

The ideal candidate will have the following professional qualifications and personal characteristics:

- **Preferred academic accomplishments:** An earned terminal degree and the teaching and scholarship credentials to qualify for a tenured position in the Faculty.

- **Management and leadership:** Experience in an administrative role in higher education, such as department chair, program director, dean or associate dean, or significant experience in academic governance; experience with AACSB and/or regional institutional accreditation; the ability to steward resources and manage budgets responsibly; the ability to assemble and lead effective teams and drive them toward effective outcomes; the ability to distinguish between leadership and management, and to engage effectively in both; the capability to set a professional tone and serve as a positive role model for students, staff, and faculty.

- **Academic decision-making:** Experience with the critical decision-making areas of academic planning, faculty promotion/tenure, and program prioritization and resource allocation, all in a context of constrained resources; the ability to attract, retain, and inspire an outstanding faculty and staff.

- **Mission:** Ability to articulate the value and the values of the Jesuit Catholic mission of John Carroll University, including how this benefits current students, prospective students, alumni, donors, and other community partners.

- **Curriculum design:** Understanding of and vision for contemporary program design for AACSB-accredited business schools; demonstrated track record in crossing College boundaries and working effectively to achieve interdisciplinary outcomes; ability to champion professional business education and liberal arts education; experience with program development and global education.
• **Issues in higher education:** Familiarity with issues in higher education in general, particularly student recruitment and retention in an increasingly competitive marketplace. Demonstrated track record of effectiveness in student recruitment and enrollment growth.

• **Resource development and outreach:** The vision, enthusiasm, and aptitude to cultivate and leverage relationships with the Northeast Ohio business community, alumni/ae, volunteers, and constituencies beyond the region that will raise visibility and develop strategic partnerships with outside institutions for John Carroll and the Boler College; the ability to participate materially in fundraising; the ability to cultivate, attract and support strategic, dedicated membership for the College’s Business Advisory Council.

• **Personal qualities:** Strong emotional intelligence; commitment to diversity, equity, and inclusion; superb communication and relationship-building skills; the ability to engage, inspire and empower others around the missions of the University and Boler College; the ability to forge effective relationships across disciplinary and organizational boundaries; patience and fortitude; the ability actively listen; a sense of humor; strong personal integrity.

**ADDITIONAL INFORMATION ABOUT JCU AND CLEVELAND, OH**

**John Carroll University**
- JCU 101
- Mission and Identity
- Academics
- Boler College of Business
- College and Arts & Sciences
- Office of the President
- Annual Reports

**Cleveland, OH**
- Cleveland Information for New JCU Faculty
- Destination Cleveland
- Downtown Cleveland Alliance
- Cleveland+
- Cleveland Fun Facts

**PROCEDURE FOR CANDIDACY**

The priority application deadline is January 24, 2022 and will continue until the position is filled. Candidates will be notified prior to the University contacting any references.
● Nominations should be sent to the search co-chairs, Dr. Scott Allen (sallen@jcu.edu) and Dr. Bonnie Gunzenhauser (bgunzenhauser@jcu.edu)
● Candidates should submit an application, including a cover letter highlighting your interest and qualifications for the position and curriculum vitae, via this link: https://jcu.peopleadmin.com/postings/2302

John Carroll University is an Affirmative Action, Equal Opportunity Employer. The University is committed to diversity in the workplace and strongly encourages applications from women and minorities, veterans and individuals with disabilities.

The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from John Carroll University documents and personal interviews and is believed to be reliable. Naturally, while every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.