

**JOHN M. AND MARY JO BOLER  
COLLEGE OF BUSINESS DEAN**

— **LEADERSHIP PROFILE** —



## THE OPPORTUNITY

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The John M. and Mary Jo Boler College of Business at John Carroll University invites applications for the position of Dean. The John M. Boler Dean will play a pivotal role in shaping the vision and strategic direction of the College, fostering a culture of academic excellence, innovation, and engagement. Reporting directly to The Vice President of Academic Affairs, the Dean will serve as a member of the University's senior leadership team advising the president, campus leaders, and key University stakeholders on University matters.

This is a unique opportunity to lead a highly qualified academic team at one of the nation's most highly accredited business colleges. The John M. and Mary Jo Boler College of Business holds accreditation from the Association to Advance Collegiate Schools of Business (AACSB) at both the undergraduate and graduate levels, as well as an additional AACSB accreditation in accountancy. This elite distinction is significant, as only about 2% of business schools worldwide achieve dual AACSB accreditation in both business and accounting.

Originally founded in 1945, the John M. and Mary Jo Boler College of Business is organized into three academic departments: Accounting, Economics and Finance, and Management, Marketing and Supply Chain. It also houses the Donnelly School of Leadership and Social Innovation and the Kramer School of Accountancy and Information Sciences and offers several centers of excellence, including the Edward M. Muldoon Center for Entrepreneurship and the Ginn Institute for Social Responsibility.

The academic team within the academic departments includes 31 full-time faculty, 36 part-time faculty, and 12 full-time professional staff with expertise in their respective fields, excellence in scholarly activities, and strong connections to the business world. These professionals drive undergraduate and graduate programs in various business disciplines with a focus on preparing students to become principled leaders in the global marketplace.

The mission of the John M. and Mary Jo Boler College of Business is to graduate students who lead with an ethical foundation, excel in service with and for others, and exemplify professional excellence, a strong work ethic, and superior decision-making. As such, Boler is known for its personalized approach to education, fostering close faculty-student interactions, and providing hands-on learning opportunities through internships, corporate partnerships, study abroad programs, real-world business projects, and a professional development program. The curriculum integrates business theory with practical experience and a holistic understanding of how businesses impact society. Boler alumni are recognized for their strong analytical skills, leadership abilities, and commitment to making positive contributions in their careers and communities.

This position offers the opportunity to pursue meaningful, mission-driven work. The ideal candidate for the John M. Boler Dean position will demonstrate a strong sense of purpose in serving students and

supporting their success in both careers and life. The Dean should possess a collaborative leadership style, a deep commitment to Jesuit values, and a proven record of strategically advancing business education while fostering the growth and development of faculty, staff, and students.

## JOHN CARROLL UNIVERSITY

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Established in 1886, John Carroll University is a private, co-educational, Jesuit Catholic university providing programs in the liberal arts, sciences, health, 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 four schools: the College of Arts and Sciences, the John M. and Mary Jo Boler College of Business, The College of Health, and the Graduate School. With impressive placements in recent national rankings from the Princeton Review, U.S. News & World Report, and the Wall Street Journal, John Carroll University continues to solidify its reputation as one of the country's top academic institutions.

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's leadership makes a simple promise to students: The future will not surprise you. YOU will surprise the future.

The university supports a full-time faculty of 146 and a full-time staff of 303. We have 2,340 undergraduate students and 510 graduate students. Our students hail from 30 states and 20 countries. Our average class size is 20, with a student-to-faculty ratio of 13:1.

John Carroll University's endowment is over \$293 million, and annual cash gifts exceeded \$15 million in 2024 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 promoting a comprehensive campaign, the Inspired Futures Campaign (2021-2028), with a goal of \$125 million to support scholarships, academic innovation, and advancing the student experience.

Located 10 miles from Downtown Cleveland, John Carroll University is situated in the residential eastern suburb of University Heights. The 60-acre campus is in the midst of a modernization, with construction underway on an Athletics, Wellness, and Events Center (Fieldhouse), a multiphase renovation of the Grasselli Library, and renovation of academic classrooms and learning labs.

## ABOUT CLEVELAND

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Cleveland, Ohio, offers an exceptional quality of life with a perfect blend of urban energy and suburban charm. The city's affordable cost of living, compared to other major metropolitan areas, allows residents to enjoy a comfortable lifestyle with access to excellent healthcare, top-tier schools, and diverse housing options. Cleveland's thriving job market is bolstered by healthcare, education, and technology industries, making it an attractive destination for career growth. Ten Fortune 500 companies are headquartered in [Northeast Ohio](#), and John Carroll alumni own over five hundred local businesses.

For recreation, the city is home to world-class cultural institutions like the Cleveland Museum of Art and the renowned Cleveland Orchestra, professional sports teams, and a dynamic food scene. Cleveland's proximity to Lake Erie and its extensive park system, including the Cuyahoga Valley National Park, offer endless outdoor activities for nature lovers. With its vibrant neighborhoods, diverse opportunities, and strong community spirit, Cleveland is a city where you can truly work, live, and play. More information about Cleveland can be found at <https://www.thisiscleveland.com/>

## UNIVERSITY LEADERSHIP

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### VICE PRESIDENT FOR ACADEMIC AFFAIRS

As Vice President of Academic Affairs, Bonnie Gunzenhauser, Ph.D. leads our academic strategy and planning across John Carroll's three colleges, the Grasselli Library, and the University's academic support units since her appointment in April 2023. Dr. Gunzenhauser joined the academic administration at John Carroll in 2020 as Dean of the College of Arts and Sciences and served as the interim Vice President for Academic Affairs for a year prior to accepting the permanent role in April 2024. Learn more about Dr. Bonnie Gunzenhauser here: <https://www.jcu.edu/news-center/bonnie-gunzenhauser-phd-named-vice-president-academic-affairs>



### PRESIDENT OF JOHN CARROLL UNIVERSITY

Alan Miciak, Ph.D. became the 26th president of John Carroll University on June 1, 2021.

Prior, Dr. Miciak led the John M. and Mary Jo Boler College of Business at John Carroll University where he served as Dean since July 2015. Under Dr. Miciak's leadership, the Boler College of Business developed new programs and facilities across its schools and departments. It secured three significant naming gifts, part of its successful \$25 million Inspired Lives capital campaign. More about Dr. Al Miciak can be found at <https://www.jcu.edu/about-president>.

# THE ROLE OF THE DEAN

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## POSITION OVERVIEW

The Dean of the John M. and Mary Jo Boler College of Business at John Carroll University serves as the chief academic officer, overseeing both the long-term strategic goals and daily operations of the College. This role is focused on delivering exceptional business education within a comprehensive Jesuit Catholic institution that values a strong liberal arts foundation.

The John M. Boler Dean reports to the Vice President of Academic Affairs and is a member of the senior leadership team consisting of the following JCU members: President, VP for Academic Affairs, Associate VP for Academic Affairs, Chief of Staff, Assistant VP of HR, VP of Student Experience and Campus Belonging, VP for University Mission and Identity, VP for University Advancement, VP of Enrollment and Marketing, VP for Athletics and National Engagement, VP for Finance and Administration, Dean of Students, University General Counsel, Dean of the College of Arts and Sciences, Dean of the College of Health.

## PRIMARY OPPORTUNITIES, CHALLENGES, AND RESPONSIBILITIES

The next Dean of the John M. and Mary Jo Boler College of Business must effectively balance responsibilities to the University, the College, and various internal and external stakeholders. To be successful, the Dean will embrace the following priority responsibilities, opportunities and challenges:

***Serve as a representative of the John M. and Mary Jo Boler College of Business on the senior leadership team to shape the strategic direction, future growth, and sustainability of the University emphasizing cross-college, interdisciplinary collaborations in an increasingly competitive, global, and rapidly changing environment***



- Advocate for Boler's continued strong position and identity within JCU, amplifying faculty/staff voices, while maintaining an institutional view
- Engage in collaborative leadership with other institutional leaders to develop and deliver on effective fundraising, marketing, and enrollment strategies
- Work with the other academic Deans to enhance educational opportunities and promote university efficiencies through cross-college partnerships
- Encourage and exemplify relationship-building across campus with internal and external stakeholders
- Contribute to meeting the regional accreditation standards at the University-level

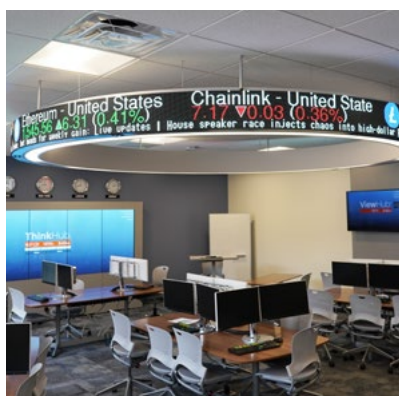
***Champion the mission, vision, and Jesuit Catholic values of JCU and its commitment to campus belonging***

- Lead by example, inspiring individuals to excel in learning, leadership, service, and social justice in and out of the classroom
- Recognize the significance and effectively convey the value of integrating business education within a liberal arts university and the creative role of business in society
- Promote a welcoming and inclusive culture that attracts and retains a diverse community of students, faculty, and staff

***Create a shared vision and strategic plan for the John M. and Mary Jo Boler College of Business that prioritizes academic excellence in programming, teaching, and scholarship to inspire students and faculty, achieve national distinction, address current challenges and opportunities in business education, and align with the University's long-term goals***



- Engage faculty in formulating and achieving authentic and compelling goals for Boler College
- Provide guidance and support for the assessment and strategic growth of undergraduate and graduate academic programs, building on the current strengths while encouraging movement toward a stronger future
- Develop a compelling and distinctive value proposition for the MBA and new graduate programs that fits university capabilities, meets market needs, and resonates with prospective students
- Encourage and support faculty-led academic innovation and bolster efforts to develop contemporary, experiential, high-touch, learning and enrichment opportunities for students
- Establish a culture of excellence in academic research by expecting, supporting, and recognizing high-quality scholarly activities
- Uphold Boler's commitment to student and alumni success by expecting, supporting, and recognizing rigorous instruction rooted in a discipline's body of knowledge
- Promote the value of utilizing JCU's student support services and articulate how each relates to student success
- Ensure the Boler College maintains dual AACSB accreditation by overseeing all accreditation-related processes and maintaining compliance with AACSB standards in both business and accounting



***Encourage employee engagement and accountability in achieving strategic goals by fostering a positive work environment and a strong sense of community where diverse perspectives are valued***

- Prioritize a visible on-campus presence, building respectful and trusting personalized connections with Boler faculty, staff, and students

- Consider population, economic, and education trends to make evidence-based, transparent decisions and demonstrate how they align with the College's and University's strategic plans
- Engage in shared governance by consulting with the Boler Executive Committee and conferring with other faculty committees and staff leaders as they guide, plan, and develop policy
- Provide regular feedback to faculty and staff, acknowledging employee contributions and achievements and providing constructive comments and encouragement for improvement

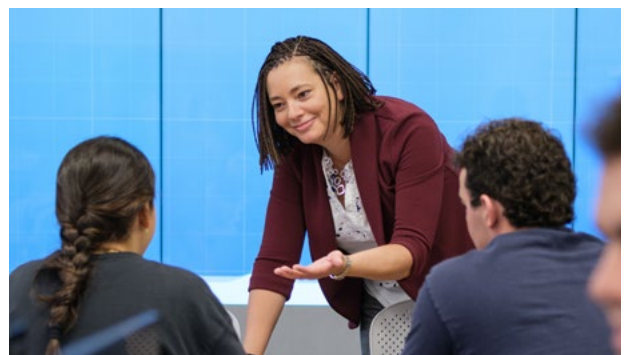
***Lead all academic and administrative programs, services, and functions within the John M. and Mary Jo Boler College, effectively stewarding human and financial resources and managing daily operations***



- Assess and adjust the structure, fulfill staffing needs, and identify clear job expectations for various roles in the Boler College
- Oversee annual evaluations and recommend merit increases as well as tenure and promotion decisions for faculty and direct reports
- Dedicate resources and demonstrate commitment to continuous professional development for faculty and staff
- Manage the College's budget to promote fiscal responsibility, ensure operational efficiency, and strategically invest in initiatives that benefit both students and faculty, while vetting large expenditures with senior leadership
- Inspire support for Boler's people and programs through ongoing active participation in the University's \$125M comprehensive campaign and through engagement with the university's Sponsored Programs and Foundations offices

***Build an external network to promote the College's vision and academic strengths to a broad range of constituents and potential partners in regional, national, and global audiences***

- Initiate, cultivate, and maintain relationships with alumni, organizations, and individuals to advance philanthropic investment in scholarships, endowments, and initiatives that support students and the academic mission of the College and the University
- Join professional networks and build and strengthen relationships with people and organizations (e.g., businesses and other Jesuit business schools) that create professional opportunities for students, staff, and faculty





# PROFESSIONAL QUALIFICATIONS AND COMPETENCIES

## The ideal candidate will have the following qualifications

- Preferred academic accomplishments: An earned terminal degree and the teaching and scholarship credentials to qualify for tenure and the rank of Full Professor in the John M. and Mary Jo Boler College of Business and John Carroll University.
- Job experience: A record of progressively more responsible leadership positions in higher education or a comparable field, preferably an AACSB business school and/or in a mission-based, private, liberal arts institution
- Experience creating and executing on a strategic plan and demonstrated ability to assemble and lead effective teams and drive them toward effective outcomes
- History of building and strengthening internal and external relationships, balancing internal presence and external responsibilities, and enhancing opportunities for collaboration across an organization, and other initiatives that encourage community
- Familiarity / versed in the Jesuit, Catholic tradition, mission, and identity and how it influences business education instructional design and student and employee experience
- The ability to attract, retain, and motivate an outstanding and diverse community of students, faculty and staff
- Evidence of leading diverse groups with a commitment to enhancing equity, inclusion, and belonging and meaningfully addressing social justice issues
- Record of promoting shared governance balanced with an ability to make clear decisions
- Demonstrated success 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
- Demonstrated ability to build or grow contemporary academic programs (particularly graduate-level) innovation and strategic growth in a competitive academic environment.
- Demonstrated commitment to academia/scholarship - strong record of publishing and expertise in their field
- Strong experience and success with AACSB accreditation processes and standards
- Evidence of deep commitment to student and faculty development and success and helping them achieve their full academic potential through mentoring, promoting research opportunities, and encouraging innovation in teaching
- Experience cultivating and leveraging relationships with a regional / national business community to raise visibility and develop strategic partnerships and secure external funding



**The ideal candidate will excel in the following leadership competencies:** strategy-focused influence and persuasion, transformational / visionary leadership, navigating the organization, team-building, collaborative leadership, conflict management, change management / adaptive leadership, networking, communication (oral, written, and active listening), interpersonal skills, institutional knowledge, people management, participative leadership, evidence-based decision making

**The ideal candidate will possess the following personal characteristics:** personal and professional integrity, cross-cultural competence, global mindset, business acumen, analytical aptitude, growth mindset, emotional intelligence, strategic mindset, entrepreneurial mindset

## PROCEDURE FOR CANDIDACY

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Inquiries and nominations are invited. Please contact search chair, Alison Dachner, Associate Professor of Management with questions or referrals at [adachner@jcu.edu](mailto:adachner@jcu.edu). Interested candidates should complete an application and upload a curriculum vita; a cover letter of application that addresses the responsibilities and requirements described in the Leadership Profile, including your interest in working in a liberal arts environment informed by a Jesuit Catholic mission and the ways that you've contributed to diversity, equity, and inclusion in prior professional settings; and the names and contact information of three references. Please visit our website via this link to apply: <https://jcu.peopleadmin.com/postings/3597>. The priority deadline is December 4, 2024. Review of applications will begin immediately and will continue until the position is filled. Candidates will be notified prior to the University contacting any references. John Carroll University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

## JOHN CARROLL UNIVERSITY DIVERSITY STATEMENT

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In keeping with our Jesuit commitment to a faith that does justice, John Carroll University commits to a welcoming climate of inclusion, compassion, and respect through genuine encounter, solidarity, and care for the whole person. We welcome individuals of all identities and experiences including, but not limited to, age, (dis)ability, ethnicity, gender identity or expression, nationality, race, religion or spiritual affiliation, sexual orientation, socioeconomic background, veteran status, and other forms of human difference.

We seek to enable all members of the John Carroll community to fully realize their potential in an environment that recognizes both the distinctiveness of each person's experience and the common humanity that unites us all. Our pursuit of inclusive excellence embraces the richness of ideas and experiences that each person brings to the University, taking full advantage of everyone's talents, skills, backgrounds, and perspectives.

We seek to reflect and respect all dimensions of diversity in our leadership; recruitment, retention, and employment practices; our curriculum, co-curriculum, and training programs; and in our climate across all campus activities. As a Jesuit Catholic University, we respect the dignity of the human person and expect all members of our community to do the same by honoring the values expressed here and by demonstrating a genuine willingness to move from an awareness and tolerance of difference towards empathy, acceptance, and advancement.

