



Dean, College of Business Administration University and Position Profile

Central Michigan University (CMU) invites applications and nominations for the position of Dean of the College of Business Administration. CMU seeks a creative, inspiring, collaborative, and experienced leader with a record of scholarly accomplishment who can work with a dynamic faculty, staff and administration.

Central Michigan University: An Overview

Central Michigan University is a higher education success story and is an institution with aspirations to build upon that success. The fourth-largest university in the state, CMU is a model of sound fiscal management and adherence to its core mission and historical values. Founded as a normal school, CMU has evolved into a major comprehensive university with more than 200 academic programs at the undergraduate, masters, specialist and doctoral levels; and nearly 225,000 alumni worldwide. CMU holds the Carnegie Classification of a doctoral university with higher research activity.



University Vision Statement

“Central Michigan University, an inclusive community of scholars, is a national leader in higher education inspiring excellence and innovation.”

Mission Statement

At Central Michigan University, we are a community committed to the pursuit of knowledge, wisdom, discovery, and creativity. We provide student-centered education and foster personal and intellectual growth to prepare students for productive careers, meaningful lives, and responsible citizenship in a global society.

Core Values

To achieve our mission, we adhere to the core values of integrity, respect, compassion, inclusiveness, social responsibility, excellence and innovation.

Stepping Forward to Meet the Needs of the State and Beyond

CMU is one of the nation’s 100 largest public universities and the fourth largest in Michigan, with more than 18,000 students on its Mt. Pleasant campus and another 5,000 enrolled online or at locations across North America. CMU has eight colleges, which offer academic programs at the undergraduate, master’s, specialist and doctoral levels, including several in key areas of strength and emerging interest such as autism, biochemistry, clinical and school psychology, educational leadership, engineering, exercise and sport science, health services, global studies, music, neuroscience, physical therapy, public relations, and public service.



Academics ranked among the nation’s best

CMU’s academic excellence is found in programs that have been ranked among the best in the nation, such as neuroscience, sales, logistics, fashion merchandising and design and online programs for undergraduates such as psychology. CMU offers several graduate programs using digital formats including Masters in Business Administration, Public Administration, Education for Teachers and School Leaders and Doctoral programs in Educational Technology and Health Care Administration.

CMU offers doctoral research programs in History, Psychology, Science and Educational Leadership (Ph.D.).

The university also is nationally recognized for programs that support and educate active military members and veterans. In fact, CMU serves the largest number of GI Bill beneficiaries of any of Michigan's 15 public universities.



CMU is America's No. 1 provider of Systems, Applications and Products in Data Processing (SAP) certifications and students have been world champions in ERPsim, a global competition using SAP to solve business problems.

CMU's communications and broadcasting programs consistently garner national awards.

CMU has a legacy of faculty who uphold a strong sense of community, teaching and building relationships with students and alumni of all generations. CMU faculty are researchers and thought leaders who are acclaimed for their scholarship and creative endeavors.

The Center for Excellence in Teaching and Learning, a unit of Academic Affairs, honors the CMU commitment to students and provides faculty and other instructors with timely information and support in order to continuously improve teaching and learning at CMU.

Central's educational programs fall into eight colleges:

- College of Business Administration
- College of the Arts and Media
- College of Education and Human Services
- College of Graduate Studies
- The Herbert H and Grace A Dow College of Health Professions
- College of Liberal Arts and Social Sciences
- College of Medicine
- College of Science and Engineering

Education that extends beyond the classroom

CMU complements its excellent academics with educational experiences inside and outside the classroom; these hands-on opportunities empower students and as a result they find their career path and contribute to the world around them.

CMU students graduate with leadership skills. They have access to more leadership programming at CMU than their peers at any other university in the state and arguably, in the nation. They expand their skills, their sense of personal impact and their compassion for others through the Sarah R. Opperman Leadership Institute, Honors Program, and Mary Ellen Brandell Volunteer Center. Our Alternative Breaks program ranks first in Michigan and third in the nation in both number of volunteer trips taken and participants.

Leaders on the field and in the classroom – NCAA Division I Mid-American Conference

CMU men and women compete with 18 sports teams in the NCAA's Division I Mid-American



Conference. CMU football's program has earned recognition for ethics and integrity. The field hockey team ranks second in the nation in team GPA and the women's soccer team is nationally recognized. CMU's 400+ student athletes are pursuing degrees in 68 majors. At CMU our athletic participants are students first and we take great pride in their scholarly contributions.

CMU alumni are found at the highest ranks within their chosen professions

The university's alumni, approaching a quarter-million strong, provide proof of the exceptional education delivered at CMU. They are CEOs, military officers, and governmental leaders in the U.S. and abroad. They are financial leaders, health care administrators, university presidents, doctors, lawyers, and marketing executives. They are educators, researchers, actors, broadcasters and filmmakers, judges, editors, entrepreneurs, professional athletes, and university-level coaches.

A partnership of respect and collaboration with the Saginaw Chippewa Indian Tribe

The Saginaw Chippewa Indian Tribe (SCIT) and CMU have a strong historic and cooperative relationship that enhances the quality of life for citizens of the region. The partnership has fostered educational initiatives, cultural events and speakers, and extensive Native American educational resources for the campus and tribal communities.



Leaders from CMU and the Saginaw Chippewa Tribal College share master syllabi in core general education courses which provides easy transfer for tribal college students who wish to complete their studies toward a baccalaureate degree at CMU. CMU provides more Native American tuition waivers than any other university in the state.

Building upon their joint pledge to support educational efforts and advance an appreciation of global indigenous peoples many projects have emerged. This includes hosting a United Nations-

funded international conference on indigenous issues in higher education and developing the Nijjkewehn Mentoring Program. This program is the only one offered in the nation in which Native American college students mentor Native American youth through a variety of cultural, educational and recreational activities.

Proud to be part of a classic college town

CMU is located in a classic, tight-knit college community in the heart of Michigan's Lower Peninsula. Home to 26,000 of Isabella County's more than 70,000 residents, Mount Pleasant offers a mix of outdoor features, family attractions and small-town life complemented by university culture. Golf, biking, hiking, cross-country skiing, canoeing and outdoor recreation programs are prevalent. Mount Pleasant is just an hour or two from most of Michigan's destination spots, including Detroit, Grand Rapids, Lansing, Ann Arbor, sunset beaches on Lake Michigan and the acclaimed "Up North" communities, state parks and lakes.

Strategic Plan

The University's strategic plan [Advancing Excellence: 2017 – 2022](#) was approved by the Board of Trustees on June 29, 2017. The plan focuses on three imperatives:

Imperative I: Nurturing Student Success: CMU provides a transformative education to prepare students for successful careers and fulfilling lives. Successful students complete their programs of study in a reasonable amount of time and are well prepared for careers and/or post-graduate study. Alumni perceive their CMU education as a sound investment.

Imperative II: Fostering Scholarly Activity: CMU encourages a scholarly environment that attracts and fosters talented and diverse students, faculty, and staff. Scholarship is essential to the intellectual life of a university and its accreditation. We embrace a broad view of scholarship, recognizing the value of theoretical and applied research, field-specific and interdisciplinary research, creative efforts, artistic performances, and pedagogical inquiry.

Imperative III: Strengthening Partnerships in Michigan and Beyond: CMU values community partnerships. We will emphasize partnerships with alumni, communities, corporations, government agencies, and non-profit organizations that lead to mutual growth and enhancement, starting with those in Michigan and going beyond to our country and the world.

The three imperatives are interdependent and required elements of a thriving university: outstanding faculty, students, and staff; a supportive environment; and an attitude of achievement and persistence. The imperatives reflect the reasons CMU exists; the strategies enable us to succeed. Each imperative also requires us to foster shared governance, diversity and inclusion, and fiscal and environmental sustainability.

About our President

Robert O. Davies was unanimously appointed by the Board of Trustees to serve as Central Michigan University's 15th president and began his official duties on September 1, 2018.

Davies brings nearly 25 years of higher education experience to CMU. Before coming to CMU, Davies served as president of Murray State University in Murray, Kentucky. He previously was president of Eastern Oregon University. Prior, he served in leadership roles guiding university relations, alumni relations and advancement programs.

Davies received a Bachelor of Science in Management degree from the University of Nevada, Reno. He also holds a Master of Business Administration in Finance and Marketing degree from the University of Oregon and a Ph.D. in higher education administration from The State University of New York at Buffalo. He attended the Harvard Seminar, both for new presidents and for experienced presidents, and earned a certificate in higher education leadership from Harvard University.

Mount Pleasant, Michigan

There aren't many places like the city of Mt. Pleasant. It's a safe, relaxing environment that offers a small-town feel with all the activities and attractions of a city twice its size. As home to Central Michigan University, Mid-Michigan Community College, and two of the region's most heralded health and hospital centers, Mt. Pleasant offers a vital and energetic lifestyle with amenities not often found in a community retaining a true "hometown" feel. Surrounded by lakes, rivers, forests, and healthy farmland, Mt. Pleasant offers its residents, businesses, and visitors a vibrant place to live, work, learn and play.

Located in Michigan's Lower Peninsula, Mt. Pleasant has a rich and diversified history. Almost since the earliest days, the City's local government has been recognized throughout the state as an innovative yet sound and stable citizen-based service provider. The City's 26,000+ full-time residents have chosen one of the state's most "walkable" and safest communities where the arts are celebrated, parks are protected, and the entrepreneurial spirit is supported.

Integral to the community's history is the [Saginaw Chippewa Indian Tribe](#). The [Ziibiwing Center of Anishinabe Culture and Lifeways](#) is a distinctive treasure created to provide visitors with an enriching educational experience. The Tribe also offers cultural programs throughout the year allowing participants to learn more about the rich Native American heritage. The Soaring Eagle Hotel and Casino complex has gained national recognition and brings top-notch comedians, musicians, and artists to its stage.

The beautiful four-season climate of Michigan combined with the abundance of lakes, the Chippewa River and many streams makes Mt. Pleasant a perfect destination for many outdoor activities. Beyond the "wilds," the Mt. Pleasant area also has 13 golf courses within 30 minutes from town. Ample farmlands and state lands support an abundance of wildlife including whitetail deer, wild turkey, and any number of bird species.

The City provides a wide range of recreational programs, including youth (soccer, golf, tee-ball, tennis) and adult (basketball, volleyball, softball, tennis) programming and many special events. Community organizations also sponsor hockey, baseball, youth softball, football, and skating programs. In addition, parks staff operate and maintain over 300 acres at 11 parks highlighting the Chippewa River. These parks allow residents and visitors ample amenities to picnic, bike, swim, fish, canoe, hike, or bird watch. The Isabella County Parks system adds another 900 beautiful acres, with opportunities for similar outdoor activity, as well as camping and cross-country skiing. For more information, visit the [City of Mount Pleasant website](#) or the [Mount Pleasant Area Convention and Visitors Bureau](#).



The College of Business Administration

The CMU [College of Business Administration](#) is among the less than 5% of more than 16,000 schools worldwide holding the AACSB accreditation, representing the highest standard of achievement for business schools. The College of Business Administration offers an innovative, high quality, business-connected learning environment to prepare students for a variety of careers in the ever-changing world of business. The college offers a quality education through the School of Accounting and the Departments of Business Information Systems, Economics, Entrepreneurship, Finance and Law, Management, and Marketing and Hospitality Services Administration.

The CBA offers 17 majors and 15 minors to more than 4300 undergraduate students in the College. With a focus on building a premier business college dedicated to the principles of real-world business experience, professional certification and personal and professional integrity, the CMU faculty strive to mold both the intellect and the character of the next generation of Michigan's business leaders.

Graduate programs offered through the College of Business Administration include: MBA degree; online MBA; Master of Science in Information Systems (MSIS); Master of Arts in Economics; and the new online Master of Entrepreneurial Transactions (MET). The Graduate programs enroll over 500 students.

To view programs offered in the college visit:

https://www.cmich.edu/colleges/cba/academic_programs/Pages/default.aspx.

In concert with the Central Michigan University Strategic Plan, [Advancing Excellence](#) 2017-2022, the CBA has developed a [set of strategies](#) focused on the critical imperatives outlined in the University plan. The College of Business Administration will focus on student success, scholarly activity and partnerships in Michigan and beyond. The core values of the CBA include:

Learning-centered Environment. We value rigorous, active, and integrated learning that develops both the intellect and the character of students.

Business Connected. We value ongoing engagement with the business community and adaptable programs designed to meet current and future business needs.

Broadly Educated. We value a broad educational background that cultivates critical thinking and innovation.

Integrity. We value ethical and socially responsible behavior.

Relevant Research. We value intellectual contributions that impact business practices, policy, theory, and pedagogy.

Diversity and Inclusion. We value collegiality, diversity, and inclusion—where ideas are judged on the strength of their intellectual merit in an increasingly global and multicultural environment.

The College of Business Administration has 160 faculty, including 67 tenure track, fixed term and instructors. In addition, the CBA has part-time and teaching faculty dedicated to the mission of the college and excellence in teaching, sharing their industry and professional experience.

The CBA is also home to the Isabella Bank Institute for Entrepreneurship. The Institute offers activities such as workshops, the New Venture Competition, Pitch to the Pros and the Make-a-Pitch event, where students from all disciplines interact with experienced alumni, faculty, entrepreneurs, investors, and other business and political leaders to become better prepared to put their stamp on the world. The Institute has a focus on teaching practical skills, inspiring innovative thinking, and connecting students with mentors and other resources.

The Role of the Dean of College of Business Administration

General Duties

The Dean of the College of Business Administration is responsible for all operations of the College, providing leadership for undergraduate and graduate education on-campus, off-campus and online. The Dean reports to the Executive Vice President/Provost and is a member of the Council of Deans, Academic Senate, and Academic Planning Council. As a member of the Council of Deans, the Dean of the College of Business Administration is expected to share collective responsibility for advancing the academic mission of Central Michigan University (“CMU”) in a manner that extends beyond simply acting as an advocate for the College. The Dean of CBA is responsible for ensuring that the College supports the initiatives in the current CMU strategic plan. Consequently, the Dean of CBA is expected to work collaboratively with the heads of other units to develop and implement CMU-wide plans designed to improve student success. The fundamental charge of this leadership position is the creation of an educational environment that places student success at the forefront, leveraging collaborative, experiential learning opportunities with faculty, business and civic leaders, and private enterprise to ensure that graduates are equipped with the most current, up to date skills needed to succeed in a fast-changing, dynamic and diverse business world. The academic units that comprise the College include: Departments of Business Information Systems, Economics, Entrepreneurship, Finance and Law, Management, Marketing and Hospitality Services Administration, and the School of Accounting. Of the approximately 7000 business schools worldwide, the CBA is among the 820 schools in 53 countries that has AACSB accreditation and one of 187 schools that holds an additional, specialized AACSB Accreditation for their accounting program.

The Dean is the public face of the College of Business Administration at CMU. The Dean will possess a strong understanding of the diverse stakeholders associated with business education today, ranging from today’s technology-savvy student and their evolving educational needs, to the increasingly global job market, the goals and desires of individual and corporate donors, and a new generation of business faculty. The dean will possess the capacity to leverage Central Michigan University’s existing strengths in entrepreneurship, accounting, business technologies and more, while developing visibility and prestige in the College’s lesser-known programs. The

Dean will effectively manage the competing needs of College stakeholders, while continually challenging students, faculty, donors, and corporate partners to elevate the level of collaboration and communication amongst each constituency.

Position Priorities

External relationships

The Dean will invest significant time in developing relationships with alumni, community and corporate partners in support of the College of Business. This includes implementing innovative programs and partnerships designed to engage external stakeholders in the education of CMU students, with focus on the creation of mutually beneficial experiential learning and talent development opportunities. In addition, the Dean will build and foster these relationships to garner philanthropic support for the priorities of the College and the larger University.

Leadership

The Dean oversees all activities necessary to maintain the College's accreditation from AACSB International, a top priority for the College of Business Administration. The next review process is underway with accreditation team visits expected Fall 2019. The Dean will lead a talented team of faculty and staff in support of program advancement. The Dean will identify and allocate the resources necessary to ensure excellence in hiring, retention, teaching, and scholarship and enhance the School's reach and impact.

The Dean will value shared governance, navigating in a highly unionized environment.

Student-Centered approach to Business Education

The Dean will ensure a student-centered approach to Business Education through a continued focus on the identification and pursuit of new student internship, recruitment and job placement opportunities. The Dean will foster a welcoming, supportive, and inclusive environment for all students with a focus on student retention, graduation and post- graduation placement.

Supervisory Role

Supervisors are expected to support the Leadership Standards of Central Michigan University and foster a culture that inspires excellence. The Leadership Standards define how we lead and treat others in our teams. As leaders, it is our responsibility to seek input from our teams to continuously improve leadership abilities and demonstration of the standards. Additionally, it is our responsibility to encourage and support the growth and development of those whom we lead. At CMU, we encourage employees to grow both personally and professionally, and thus advance CMU's culture of excellence.

Duties and responsibilities

The Dean of the College of Business Administration at Central Michigan University will:

- Develops and articulates a compelling vision for the business-related programs within the College that are consistent with the University's overall vision and mission.
- Serves as an advocate for the departments and programs comprising the College; develop and support new undergraduate and graduate programs that contribute to a broad understanding and appreciation of the business community.
- Demonstrates a commitment to academic excellence, attracting a diverse and academically-talented student body, and raising standards of student performance.

- Identifies and pursues the timely development and implementation of new curriculum and certifications in demand among private sector employers.
- Continually prepares, reconfigures and positions academic programs within the College to meet the evolving demands of the private sector business community over the next 10 to 15 years in the future.
- Identifies, pursues and secures a variety of new avenues for student success, including (but not limited to) internships, study abroad opportunities, corporate recruitment initiatives, and more.
- Promotes the importance of multi-cultural and international perspectives in the classroom, scholarship and service; advances diversity and facilitates interdisciplinary collaboration throughout the College and campus landscape.
- Works with department chairs to successfully recruit, retain and foster professional development of a diverse faculty that is strongly committed to excellence in teaching, research and service.
- Promotes, identifies, and secures faculty and student consulting projects with businesses in the private sector in the pursuit of mutually beneficial relationships and experiential learning opportunities.
- Promotes, identifies, and secures new opportunities for faculty consulting projects that enable faculty to maintain strong connections to the private sector and bring those experiences to the classroom setting.
- Significantly advances the amount of relevant, prominent research and external grant activity, both in terms of the number of applications and the amount secured.
- Develops and maintains successful relationships with private and public funders to advance research and other functions.
- Strengthens and grows alumni and community relations and increase private support.
- Promotes faculty and student collaboration in the efforts of the CMU Research Corporation, a wholly-owned business incubation program on campus.
- Cultivates, solicits (in coordination with the Vice President for Advancement), and stewards alumni, friends, corporate and foundation donors.
- Provides sound fiscal leadership and serve as a fiscally responsible steward of University resources
- Works productively within the parameters established by the several collective bargaining agreements with members of the faculty and staff.
- Collaborates on the development and application of personnel policies and procedures within the College; and ensuring compliance with same.
- Sets by example the highest standards of personal and professional integrity.

Minimum Qualifications

Candidates for the Dean of the College of Business Administration position at Central Michigan University will possess the following minimum qualifications:

- Academic credentials in a relevant field associated with business education and academic achievements appropriate for appointment as a tenured full professor in a department within the College.
- Understanding of and demonstrated commitment to public higher education;
- Demonstrated record of outstanding administrative and academic leadership success.
- Demonstrated record of teaching excellence and mentoring of students.
- Strong budgeting and financial planning experience.
- Demonstrated history of innovative program development.
- Demonstrated commitment to diversity and inclusion.

- Demonstrated commitment to shared governance.
- Evidence of effective written and interpersonal communication skills.
- Willingness and demonstrated ability to act as the public face of the College of Business Administration, traveling domestically and abroad as needed to support student and faculty recruitment, program development and fundraising opportunities.
- Evidence of effective advocacy for all disciplines represented within the College of Business Administration.
- Demonstrated ability to engage and forge partnerships with business and industry leaders in the private sector.
- Recognized as a national leader with major corporate experience could use those outstanding skills in place of some of the academic experiences if it advances the college and student opportunities for success.
- Proven record of engaging alumni, friends of the university, corporations and foundations in the cultivation of significant charitable investments in projects and programs within the College.

Preferred Qualifications

- Prior evidence of the effective administration of professional and/or business or internship training programs.
- Successful business experience in a leadership role outside of academia.
- Demonstrated experience in the identification, establishment and maintenance of private and public collaborative relationships.
- Record of success in securing external funding that includes 1) charitable giving among individual, corporate and foundation donors, and 2) public sector grants at the local, state and federal levels.
- Demonstrated experience as a department chair, associate dean, dean or equivalent academic leadership roles.
- Demonstrated experience supporting and growing educational opportunities through traditional, alternative, digital and international programs.
- Demonstrated experience working with individuals within a collective bargaining environment.
- Demonstrated experience in advancing student success.
- Demonstrated experience in the development and implementation of innovative new programs that reflect the latest needs of the private sector professional job market.

Applications and Nominations

The review of credentials will begin immediately and will continue until the position is filled. Application materials should include: a letter describing your interest in and qualifications for the position; a curriculum vitae; and the names, addresses (including email), and telephone numbers for at least five references who can comment on your ability, experience and professional preparations. All nominations and applications shall be confidential. Requests for information and all written nominations and applications should be directed to:



SusanVanGilder, Partner
 Beth McCarthy, Senior Associate
 Storbeck/Pimentel and Associates, LP
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CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see <http://www.cmich.edu/ocrie>)