

## Saint Martin's University Dean, School of Business

Saint Martin's University seeks a visionary and collaborative leader to partner with the Provost and senior leadership; cultivate a team environment; foster academic excellence; improve enrollment, retention, and completion; create and implement new programs; strengthen collaborative relationships; articulate and execute the strategic plan; and raise funds for the School.

Supportive ... Communicator ... Consensus-Builder ... Collegial ... Innovator  
Integrity ... Listener ... Energetic ... Transparent ... Mission-Driven ... Experienced  
Collaborative ... Outgoing ... Team Player ... Self-Starter ... Fundraiser

### **The Position**

Reporting to the Provost, the Dean works collaboratively to develop and set the strategic direction for the School; represents the School effectively in local, regional, and national settings; manages and generates financial resources; and engages alumni. Joining a peer group of four academic Deans, the Dean builds working relationships with faculty; provides leadership for faculty recruitment and advancement; develops and implements curriculum; envisions and develops appropriate facilities; initiates, implements, and oversees the budget; and works with academic and University leadership in strategizing for the further development of the University as a key center of Catholic higher education in the Pacific Northwest and beyond.

### **Specific Responsibilities:**

- Provide leadership for the overall operations of the School.
- Foster academic excellence and strong teaching, scholarship, and service through collaboration with faculty, students, and University leadership.
- Play a pivotal role in strategic planning, curriculum development, assessment, evaluation, research, growth of baccalaureate and graduate programs, and new program development.
- Develop and manage budgets within the framework of financial resources; approve and monitor all fiscal expenditures; and prioritize financial needs including new hires, program funding, facilities, and technology.
- Oversee the School's continuation of ACBSP accreditation.
- Advocate for, and participate in, the recruitment and selection of faculty and staff and provide leadership in efforts to increase diversity within the School.

- Promote excellence in student recruitment, teaching, learning, scholarship, and service to the community.
- Support faculty and staff in leadership, scholarship, service, and professional development.
- Cultivate and maintain collaborative partnerships to create resources for programs and cultivate opportunities for faculty, students, and the local community.
- Strengthen relationships between the School and the University's College of Arts and Sciences, College of Education and Counseling, and Hal and Inge Marcus School of Engineering.
- Serve as a key representative of the School within the University and to the wider community.
- Take an active leadership role in the outreach and effort to recruit students with a focus on increasing the diversity of student populations.
- Assist faculty in resolving student concerns and serve as a source of appeal for program requirements and University policies and procedures.
- Develop programs to strengthen the University's presence at Joint Base Lewis-McChord and in online offerings.
- Seek external grant and private funding to support School programs, services, and projects.
- Support the University's Catholic Benedictine tradition and mission.

## **The Qualifications**

Successful candidates will possess a doctorate from an accredited university in one of the disciplines within the School of Business. Alternatively, an individual with significant regional or national experience in their field or holding the office of CEO, COO, or CFO along with a post-baccalaureate degree may also be considered. Additional required qualifications include a record of successful teaching, scholarship, service, and/or professional experiences that warrant entry at the level required for appointment to the rank of associate or full professor and at least three years of successful higher education or business leadership experience

Preferred qualifications include strong interpersonal, communication, facilitation, and collaboration skills with specific focus on relationship building; commitment to shared governance; and demonstrated support for the Catholic Benedictine mission of the University. Individuals should also possess experience in the following:

- Cultivation and communication of a shared vision and mission.
- Relationship building leading to the creation of resources for programs and opportunities for faculty, students, and the local community.
- Development and implementation of strategies to improve enrollment, retention, and completion.
- Strategic planning and academic administration, including team-building and effective interaction with faculty, University and academic leadership, students, parents, and external stakeholders.
- ACBSP accreditation requirements and procedures.
- Sustained success in fundraising activities and grant generation.
- Program building responsive to the needs of the community and across academic disciplines, administrative units, and non-academic partners.
- Support for cultural diversity among students, faculty, and staff.

## **The School**

The School of Business offers undergraduate programs in business administration, accounting, economics, and graduate programs in management and accounting. With approximately 213 undergraduate students, 61 graduate students, and 10 full-time faculty; the School is committed to preparing graduates for the professional world by delivering a broad liberal arts background paired with a rigorous and diverse business curriculum. Degrees include Bachelor of Arts in Business Administration, Bachelor of Arts in Accounting, Master of Business Administration, and Master of Accountancy. The School is fully accredited by the Accreditation Council of Business Schools and Programs (ACBSP).

The School places emphasis on the fundamentals, such as critical thinking and problem solving, and a blended approach of theory and practice. Maintaining close ties to the local and regional business community provides students with internships and real-world connections for class projects. Continually developing international partnerships, all students are encouraged to participate in study abroad opportunities. The School's signature International Scholars Track in Business Administration is distinguished by integrating a study abroad requirement in Japan, Korea, and Germany as part of the curriculum for all participating students.

For additional information, please visit the School's website at <https://www.stmartin.edu/academics/programs-schools/school-business>

## **The University**

Saint Martin's University is a Catholic Benedictine coeducational university, one of 14 Benedictine colleges and universities in the United States and Canada, and the only Benedictine university west of the Rocky Mountains. Founded in 1895, the University offers 26 baccalaureate and 10 graduate degree programs in four colleges and schools: the Hal and Inge Marcus School of Engineering, the School of Business, the College of Arts and Sciences, and the College of Education and Counseling. The University has a student enrollment of approximately 1,400 full-time students, 86 full-time faculty, and a 12:1 student-faculty ratio. Rooted in the long tradition of the liberal arts, the University curriculum cultivates creativity and the ability to communicate and pursue ideas, critical thinking and independent inquiry, academic proficiency, the formation of sound ethical judgments, and service to humanity. The school's sports teams participate in the NCAA's Great Northwest Athletic Conference at the Division II level.

The physical beauty of Saint Martin's 380-acre campus reflects the rich intellectual and spiritual nature of its presence in the Pacific Northwest. Essential features of University life are animated by its participation in the centuries-old traditions of Catholic intellectual thought and the search for truth. Thus, superior teaching is the expected norm and students are honored and guided toward achieving academic excellence. The University is the educational mission of Saint Martin's Abbey, a Catholic Benedictine monastery, whose members pray, work, and live together on the University campus. Characterized by community, stewardship, hospitality, stability, listening, and love of learning; the University seeks to foster a community of faith, reverence for the dignity of all life, dedication to peace and justice, and devotion to service. The University welcomes and, indeed, seeks students not only from the Pacific Northwest, but from other parts of the nation and the world at its main and extension campuses. The University treasures persons of all ages, religions, and nationalities as it encourages cognizance of diverse viewpoints and an appreciation of all cultures.

For additional information, please visit the University's website at <https://www.stmartin.edu> or their LinkedIn profile at <https://www.linkedin.com/school/saint-martin's-university>

## **The Location**

Lacey, Washington, a city of 36,000 people; and neighboring Olympia, the state capital, combine for a total population that exceeds 100,000. Located near the waters of southern Puget Sound, the city is less than an hour from Seattle, 30 minutes from Tacoma, and two hours from Portland, Oregon. With its surrounding metropolitan area, Lacey and the greater Olympia area attract nationally recognized entertainers, artists, and musicians, providing cultural opportunities that complement the University's educational experience.

The southern Puget Sound area is quite picturesque with an abundance of natural beauty. Swimming and other water activities are as close as five minutes from campus on a wealth of nearby lakes, streams, and ocean inlets. Pacific Ocean beaches, just 50 miles west, offer opportunities for clamming, kiting, deep-sea fishing and sailing. Less than an hour away, hikers, skiers, backpackers, birders, and other outdoor enthusiasts can pursue their favorite pastimes in the mountains or enjoy such spectacular Northwest attractions as Mount Rainier National Park, Mount St. Helens, the Olympic Peninsula, and the San Juan Islands.

### **The Invitation**

Application, confidential conversation, or nomination.

**To apply**, please submit a complete resume and letter of application. The letter should summarize your professional qualifications and the accomplishments that reflect the skills, background, and experience to be successful in this key position. Successful applicants will provide specific examples of past work experience as it relates to the position responsibilities and qualifications listed above. Send your application materials to me at the email address below. The deadline for receipt of applications is **Thursday, October 3, 2019**. First consideration will be given to those who apply by this date. The position will remain open until filled.

If a colleague comes to mind you feel might have an interest, I would welcome your **nomination**. Please forward your nomination to me at the email address below or contact me by phone.

Thank you for your consideration,

**Gary R. Rhoads, Search Consultant**  
[grhoads@strategicsearchadvantage.com](mailto:grhoads@strategicsearchadvantage.com)  
**570-484-6414**

*The principles of the Catholic Benedictine tradition, equal employment opportunity, and nondiscrimination are fundamental to the mission, goals, and objectives of Saint Martin's University. The University does not discriminate in employment or in the delivery or administration of its educational programs, policies, scholarship and loan programs, athletic or other University programs on the basis of sex, sexual orientation, race, color, religion (except as a bona fide occupational qualification for certain select positions), marital status, national or ethnic origin, military or veteran status, age, or disability.*