

Dean, John M. and Mary Jo Boler College of Business  
John Carroll University

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Posted Nov. 7, 2024, set to expire Mar. 6, 2025

<b>Job Title</b>	Dean, John M. and Mary Jo Boler College of Business
<b>Department</b>	Business
<b>Institution</b>	John Carroll University University Heights, Ohio
<b>Date Posted</b>	Nov. 7, 2024
<b>Application Deadline</b>	Open until filled
<b>Position Start Date</b>	Available immediately
<b>Job Categories</b>	Professor Dean
<b>Academic Field(s)</b>	Business - General
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**Job Description**

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**Dean, John M. and Mary Jo Boler College of Business**

**Posting Number:** F195P

**Summary:**

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

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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.

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. 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.

The full Leadership Profile can be found via this link: [Dean, John M. and Mary Jo Boler College of Business](#)

**Duties 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

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- 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

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- 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 plan
- 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***

- Establish 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

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***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***

- Actively 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

**Required Qualifications:**

- Experience creating and executing on a strategic plan and demonstrated ability to assemble and lead effective teams and drive them toward effective outcomes
- 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
- Experience cultivating and leveraging relationships with a regional/national business community to raise visibility, develop strategic partnerships, and secure external funding

**Preferred Qualifications:**

**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

**The ideal candidate will meet some of the preferred qualifications listed below:**

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- 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
- 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
- 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

**Normal Working Hours and Conditions:**

**Physical Requirements :**

**About John Carroll University:**

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 masters 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



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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.

**EEO Statement:**

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.

To apply, visit <https://jcu.peopleadmin.com/postings/3610>

**Contact Information**

Please reference AcademicKeys in your cover letter when applying for or inquiring about this job announcement.

**Contact**

Business  
John Carroll University

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