



WHITWORTH
AN EDUCATION OF MIND AND HEART

DEAN, SCHOOL OF GLOBAL COMMERCE & MANAGEMENT

WHITWORTH UNIVERSITY

SPOKANE, WASHINGTON

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DEAN, SCHOOL OF GLOBAL COMMERCE AND MANAGEMENT

POSITION PROFILE



Whitworth University has been consistently ranked among the top ten regional colleges and universities in the West by *U.S. News*. Since its founding in 1890, Whitworth has held fast to its founding mission to “provide an education of mind and heart” through rigorous and open intellectual inquiry guided by dedicated Christian scholars.

While some Christian universities limit engagement with certain ideas or secular scholarship on their campuses, Whitworth encourages tough questions and a fearless search for answers wherever they may be found. And though many other institutions deny any role for religion in the pursuit of truth, Whitworth has consistently affirmed Christian conviction and intellectual curiosity as complementary rather than competing values.

These dual commitments form a “Grand Paradox” that sets Whitworth University apart in the higher-education landscape. Whitworth University is accredited by the Northwest Commission on Colleges and Universities.

Recognized as one of the top regional colleges and universities in the West, Whitworth University enrolls nearly 2,800 students in more than 50 undergraduate and graduate degree programs. Over the past decade, Whitworth has enjoyed record levels of student enrollment and retention, a strong financial position, and increased external visibility.

Whitworth's 200-acre campus of red-brick buildings and tall pines offers a beautiful, inviting and secure learning environment. More than \$100 million in campus improvements have been made recently or are under way, including several new and renovated academic buildings, an expanded athletics complex, and three new residence halls. A new [center for the visual arts](#) opened in fall 2008, and plans are under way for a major new science facility.

In all of these endeavors, the university seeks to advance its founder's mission of equipping students to "honor God, follow Christ and serve humanity."



Founded in 2001, the School of Global Commerce and Management (SGCM) incorporates an emphasis on academic excellence, ethics and understanding global markets throughout its undergraduate and graduate programs. The SGCM includes [undergraduate programs](#) in accounting, business management, economics, marketing and international business; the [organizational management](#) program geared for working adults; the [master of international management](#) (MIM) and the [master of business administration](#) (MBA) graduate programs.

The longstanding and growing international focus of Whitworth's undergraduate and graduate programs in business and management is a cornerstone of the SGCM. This is reflected in curricular emphases, in course and program development and in the recruitment of faculty with expertise in global commerce and management. SGCM's expansion and outreach over the years has yielded initiatives for internship, mentoring, service-learning and study abroad programs designed to strengthen connections between Whitworth students and the business and nonprofit community.

RESPONSIBILITIES OF THE DEAN

The dean, in collaboration with department chairs/program directors, will provide vision and leadership in the following areas: faculty recruitment (currently 11 full-time), development, and retention, by fostering a positive environment for high-quality teaching, scholarly research and professional service; budget planning and development; academic and administrative program planning, implementation, and evaluation; and student recruitment and retention. The dean will also teach in the graduate and undergraduate programs.

The dean will work effectively and collaboratively with the faculty through shared governance at the school and university level, will maintain a strong image in the business community, will develop external support, and will engage the SGCM's alumni. The dean, who reports to the vice president for academic affairs, will lead the specialized accreditation process for the school.

EDUCATIONAL AND WORK EXPERIENCE EXPECTATIONS

- Exceptional business leadership qualifications and/or experience, with a successful record of teaching, scholarship and service preferred;
- An earned doctorate with substantial management or academic experience;
- Demonstrated strengths in interpersonal relationships and fiscal and personnel management;
- Ability to balance advocacy for the SGCM with the needs of the university community and to understand and appreciate the role of business-education programs within the context of a liberal arts education;
- A personal commitment to the Christian faith and to the integration of faith and learning;
- Ability and desire to establish a positive relationship with persons regardless of race, gender, physical limitation or religious belief;
- A commitment to equal opportunity for all persons; and
- A commitment to the educational mission of Whitworth as a Christian liberal-arts university affiliated with the Presbyterian Church (USA).

COMPENSATION

Compensation will correspond to the experience, credentials, and personal characteristics of the candidate. Compensation will be adjusted upward as key AACSB accreditation milestones are met. The comprehensive benefit package includes health, dental, and life insurance; long-term disability; a generous defined contribution plan; a Flex-Plan that covers medical and dependent care expenses; and attractive tuition benefits.

CHALLENGES AND OPPORTUNITIES FOR THE DEAN

The dean will join a growing university and school and inherit an environment rich in opportunities. Taking full advantage of the SGCM's potential for future development will require that the dean constructively address the following priorities.

- **Commit to a sustained effort** – Given the university's current strength, the leadership sought from the dean of the SGCM is not that of a "quick fix." Rather, the university wishes to attract an individual with the personal and interpersonal traits and skills to provide leadership over a number of years. Such a commitment also presumes a high degree of attraction by the dean to Whitworth's particular mission and setting – hence an attraction to a projected, long term of service.
- **Attend to internal issues** – While external relationships are always an element of successful leadership of a school of business, the particular needs of SGCM at this moment are for the dean to focus on the development of internal leadership and academic excellence. The belief of the university's senior administration is that attention to these issues of program and personnel development will provide the sustainable foundation from which effective external outreach can be undertaken and to which external constituents will be drawn
- **Grow and strengthen the MBA program** – Three years ago, the masters program in international management was converted to a MBA program with an international focus. The early response to this conversion has been promising, but much can and should be done to advance the MBA in the near and longer term.
- **Evaluate and revise as appropriate the degree completion program** – The current degree completion program in organizational management, which serves approximately 80 students, is a distinctive offering of the SGCM. The program meets the particular academic and career goals of working adults, positioning them for greater personal and professional accomplishment. The dean, with input from the dean of continuing studies, faculty, staff, students

and alumni, will be expected to undertake a review of this program and to develop recommendations for its future direction.

- **Invest in faculty recruitment and development** – The SGCM's future success depends on its ability to hire and to retain an excellent faculty in the always competitive context of business faculty recruitment. The dean will attend to the range of issues that support the recruitment of high-quality faculty and provide a culture within the school that encourages the faculty to live out their vocational calling.
- **Address accreditation** – During the spring and summer of 2009 the School of Global Commerce and Management initiated a process of self-study to determine the school's long-term-performance goals and benchmarks. The university and SGCM have decided to embark on the process of specialized accreditation for the business programs in association with AACSB. The dean will be responsible for advancing the accreditation effort and ensuring that programs, faculty, and staff meet the specified benchmarks.

THE NOMINATION AND APPLICATION PROCESS

Nominations and applications will be held in confidence. Applications should include a letter outlining the applicant's background, qualifications and vision for the position; curriculum vita/resume; and contact information for five professional references. In addition, applicants should submit a *one-page essay (approximately 300 words), that describes his/her personal Christian faith*. This essay is intended to be a personal statement that will help the committee to determine your interest in joining Whitworth's "community of Christian scholars."

For additional information about the essay, please click here:

<http://www.whitworth.edu/Administration/HumanResources/FacultyFaithEssay/Index.htm>

Review of applications will begin immediately and will continue until the position is filled. Submit all applications and supporting materials electronically to

https://higherdecisions.com/efl/emp_apply_login.asp.

Confidential inquiries may be directed to Ms. Jan Asnicar at 913.234.1561 or jasnicar@eflassociates.com



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