



**CARROLL**  
UNIVERSITY

Inviting Applications and Nominations for the

# **Founding Dean of the School of Business**

Waukesha, Wisconsin



Carroll University, a private, liberal arts university in southeast Wisconsin, invites applications and nominations for the **Founding Dean of a new School of Business** that will be inaugurated after the Dean takes office in July 2017. The university seeks an entrepreneurial, innovative, and visionary academic leader who will move the school forward in providing outstanding academic programs that meet current and emerging industry needs while developing leaders who are prepared to create and sustain success in a changing global environment.



### THE OPPORTUNITY

Sara Ray Stoelinga, Ph.D. will become President of Carroll University, effective July 2017. One of Dr. Stoelinga's top priorities at the university will be to successfully transition the Department of Business, Accounting, and Economics to a School of Business.

The successful candidate will have an exceptional opportunity to build a lasting legacy of excellence and innovation in business education. Reporting to the Provost, the Dean will be responsible for providing academic leadership to the new School.

In this role, the Dean, in partnership with faculty and administration, will be expected to:

- Develop and execute plans for establishing a School of Business that will be known for excellence in undergraduate and graduate programs,

including roadmaps for attaining business program accreditation as appropriate.

- Enhance and promote the distinctiveness of undergraduate and graduate business programs.
- Increase enrollment at the undergraduate and graduate levels.
- Develop innovative academic, mentorship and internship/ experiential learning programs.
- Develop and extend the School's reach into the business community throughout the region and create strong and fruitful partnerships.

The Dean will play a significant and ongoing role in the efforts to secure funding for the School to advance its educational goals.

### REQUIRED QUALIFICATIONS

The preferred candidate will have

successful experience in building a program or school and/or in improving or transforming a program/school; a record of excellence in teaching, scholarship, and service in an accredited business program; and an earned doctorate in a business-related field.

Individuals who hold an MBA and have demonstrated strong business experience will be considered and are invited to apply.

Qualified candidates will have:

- a record of progressive and proven leadership experience
- a strong record of success in attaining external funding through gifts, grants, and partnerships
- evidence of understanding the value of Carroll's grounding in the liberal arts and of its strength in allied health sciences programs
- the ability to support and advance the university's mission

### Carroll University in Brief

- **Established:** 1846
- **Religious Affiliation:** Presbyterian Church USA
- **Type:** Private University
- **Number of Students (2015-2016):** 3,047 undergraduate - including 759 freshmen; 474 graduate
- **Average ACT score of freshmen:** 23.7
- **Academic Faculty:** 133 Full-time; 258 Part-time
- **Percentage of Faculty with Terminal Degrees:** 71.4%
- **Areas of Study:** 95+
- **Bachelor's Degrees:** 5
- **Graduate Programs:** 9
- **Doctorate Program:** 1- Doctor of Physical Therapy
- **Student-Faculty Ratio:** 20:1
- **Student Demographics:** 71.4% from Wisconsin; 23.2% from Illinois; 5.4% elsewhere; 33 states and 31 countries represented
- **Number of Degrees Awarded in 2014-2015:** 768
- **Sports:** 22 NCAA Division III Athletic Teams; member of the College Conference of Illinois and Wisconsin (Fall 2016)



### *Carroll University Mission Statement*

Carroll University provides a superior education, rooted in its Presbyterian and liberal arts heritage, and draws upon its Christian tradition to prepare all students for vocational success, lifelong learning and service in a diverse and global society.

*Adopted by the Board of Trustees  
May 12, 2012*

- demonstrated success and leadership in educational, program, and curricular innovation
- effective decision-making skills for developing and achieving long-term goals and objectives
- evidence of a collaborative leadership and management style that advances goals and programs, evokes trust, and effectively engages the talents, strengths, and experiences of faculty and staff
- outstanding communication skills
- highly developed relationship-building skills and evidence of strong ties to regional businesses and other stakeholders
- an understanding of the business of private higher education
- a strong record of partnerships with external stakeholders
- experience with change management
- the ability to foster a culture oriented to achievement, professional development, faculty research, and successful outcomes

### **SCHOOL OF BUSINESS**

Since the 1920s, Carroll has been developing learners for careers in the complex and increasingly competitive

business environment. Currently known as the Department of Business, Accounting, and Economics, the School will offer seven programs of study: Accounting, Business Administration, Business Economics, Finance, Management and Leadership, Marketing, and Health Care Administration.

Current enrollment across the programs is 439 undergraduate majors, including double majors; 193 students earning minors, and 59 graduate students in the Master of Business Administration program. All of the majors combine strong theoretical knowledge with hands-on learning.

Well respected in the business community, a Carroll University business degree prepares graduates to integrate knowledge, learn lifelong skills, and develop an enduring personal value system that enhances their ability to succeed in their life and career. An emphasis is placed on entrepreneurial spirit, active learning, and global awareness, within an intimate and collaborative classroom environment.

Scholars who are committed to teaching, faculty members draw on the core assets of their work experience with business organizations, insights gained from research, and passion for the learning process. The faculty focuses

on meeting the changing business environment by providing their learners with opportunities for leadership and interaction with business leaders through mentoring, internships, and visits to business organizations.

Graduates of Carroll's business programs have become senior executives of regional, international, and national companies, such as Alcon, Inc.; Safeway, Inc.; REV Group, Inc.; Dell Computers, American Appraisal; Bucyrus International, Inc.; and the Chicago Transit Authority.

### **CARROLL UNIVERSITY**

Carroll University, a highly regarded, medium-sized private university, was the first institution of higher learning in Wisconsin, opening in 1846, two years before Wisconsin became a state. When the Territorial Legislature granted a charter to Carroll College, the legislators charged the college with planting the roots of democracy in the upper Midwest.

Soon after its founding, Carroll affiliated with the Presbyterian Church and adopted the motto "Christo et Litteris," which means "for Christ and Learning." The university's covenant relationship with The Synod of Lakes and Prairies of the Presbyterian Church (U.S.A.) affirms a mutual commitment to encourage



intellectual curiosity, demonstrate excellence in education, and seek relevance in the quest of knowledge and its application in a complex global society. Carroll values the diverse cultural, multi-national, religious, and ethnic make-up of the entire university community.

The university's educational philosophy is sustained by four pillars: *integrated knowledge, gateway experiences, lifelong skills, and enduring values*. These pillars support the "Carroll Experience" and the vision for students to achieve a lifetime of potential.

After a nationwide search, Carroll University named Sara Ray Stoelinga, Ph.D. as its 15th president. Dr. Stoelinga presently serves as the Sara Liston Spurlark Director of the University of Chicago Urban Education Institute. She succeeds President Douglas Hastad who will retire after more than a decade of outstanding service to the university.

Under President Hastad's leadership, the university has grown significantly in programs and enrollment. With an enrollment of more than 3,500 students, Carroll is comprised of the College of Health Sciences, College of Arts and Sciences, and the Department of Business, Accounting, and Economics (to become the School of Business).

The university awards 12 degrees.

### *Undergraduate degrees:*

- Bachelor of Arts

- Bachelor of Science
- Bachelor of Science in Nursing
- Bachelor of Music Education
- Bachelor of Science in Music Therapy

### *Graduate degrees:*

- Master of Business Administration
- Master of Education
- Master of Science in Exercise Physiology
- Master of Science in Physician Assistant Studies
- Master of Software Engineering
- Doctor of Physical Therapy
- Master of Occupational Therapy

Over the past decade, freshman-to-sophomore retention rates have climbed from 72 percent to 82 percent. The graduating class of 2016 consisted of 538 undergraduate students and 152 graduate students.

Since 2006, the vibrant teaching and learning environment at Carroll has been enriched by a broad range of initiatives and campus improvements, including:

- A new Pioneer Core general education curriculum distinguished by its integrated theme of culture across all four years, including a cross-cultural immersion experience prior to graduation
- A new Learning Commons that accommodates nearly 100,000 student visits a year through its programs of supplemental instruction, subject



tutoring, Career Services, Math Center, and Writing Center

- A Pioneer Scholars Program that pairs a faculty member with a student for collaborative summer research
- Significant and consistent investment in campus facilities, including the renovation of many historic properties for use as academic buildings, such as the new Business Hall
- Prairie Springs Environmental Educational Center and the Paul Fleckenstein Research Laboratory located adjacent to the university's 65-acre Genesee Field Station
- Three new residence halls that transformed an avenue bordering the campus into an academic village
- A new, art-infused Center for Graduate Studies, conveniently located three miles from campus and near major freeways
- A new, state-of-the-art Science Center (all laboratories) that opened for classes in fall 2016
- Demolition of an existing building with construction of a new academic facility to house nursing and exercise science scheduled for completion in 2018

Beyond the classroom, Carroll seeks to engage students in service programs, clubs and organizations, and athletic programs. Robust student leadership opportunities are offered.





### WAUKESHA, WISCONSIN

Carroll University is located in Waukesha County, which annually ranks as one of the most highly educated, healthiest, fastest growing, and wealthiest counties in the state of Wisconsin. The campus is nestled in a residential neighborhood, with a 12-minute walk to historic downtown Waukesha.

This charming riverfront city is filled with art galleries, boutique shops, and many unique restaurants and coffee shops. In 2012 the city was ranked in the top 100 for "Best Communities in the United States for Young People" by America's Promise Alliance and "100 Best Places to Live" by *Money Magazine*.

Historic Waukesha is a short distance from Wisconsin's largest city, Milwaukee, and Lake Michigan shoreline. Milwaukee was rated one of the top 15 emerging downtowns in the United States in 2013 by *Forbes*. This convenient access to urban life provides a multitude of opportunities for internships, volunteering, arts, dining, shopping, museums, sports, and strategic partnerships.

Wisconsin's state capital, Madison, is 60 miles away, and the world-class city of Chicago is 90 miles. Both are easily accessible by car or train.



### APPLICATION AND NOMINATION PROCESS

Confidential inquiries are welcomed and nominations are invited.

**To Apply** - Applications must include:

- A letter of interest
- A current curriculum vitae
- At least five references with full contact information, including email addresses (References will not be contacted without consent from applicants.)
- Answers to the questions at [www.myersmcrac.com/skins/userfiles/file/MMQuestions.pdf](http://www.myersmcrac.com/skins/userfiles/file/MMQuestions.pdf)

**Submit applications to [Carroll@myersmcrac.com](mailto:Carroll@myersmcrac.com)**

The search remains open until the position is filled. For best consideration, submit application materials by **March 16, 2017**.

Submit nominations to [Carroll-Nominations@myersmcrac.com](mailto:Carroll-Nominations@myersmcrac.com) Provide full contact information, including email address, for the individual being nominated.

**David M. Gring, Ph.D.**, Senior Vice President, and **Emily Parker Myers**, Chief Executive Officer, of **Myers McRae Executive Search and Consulting** are assisting Carroll University with this search.



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