

SEARCH PROFILE:

DEAN OF THE COLLEGE OF BUSINESS
AND PROFESSIONAL STUDIES



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Missouri Western State University (Missouri Western), located in Saint Joseph, Missouri, invites applications and nominations for the position of Dean of the College of Business and Professional Studies (CBPS). Reporting to the Provost and Vice President for Academic Affairs, the Dean oversees all operations of the College. This represents a remarkable opportunity for a visionary, strategic, and responsive leader with a proven record of translating strategic plans into successful action.

Missouri Western has retained Academic Search, Inc. to facilitate the search, and appointed a search committee composed of faculty, students, and staff. Nominations and expressions of interest may be submitted in confidence following the information indicated at the end of this position profile. The position is available as early as Jan. 1, 2025.

ABOUT MISSOURI WESTERN STATE UNIVERSITY

Missouri Western is an open-access, state-supported institution providing a variety of degree programs and offering professional master's degrees, four-year baccalaureate degrees, two-year associate degrees, pre-professional transfer programs and one-year certificates. In addition, the University offers seminars, conferences and workshops suited to the needs of the community.

From its founding in 1915, Missouri Western has remained committed to being a place where students from all backgrounds have the opportunity to succeed and thrive with innovative career-focused degrees. More than 29,000 alumni have transformed their lives, and the lives of their families, through the power of a Missouri Western education. Today the University enrolls slightly over 3,500 students, which includes non-degree seeking, undergraduate, and graduate students, drawn primarily from the Northwest Missouri region, though students matriculate from throughout the United States and more than 30 countries.

Located on a beautiful 744-acre campus just 30 minutes north of the Kansas City International Airport, Missouri Western is an active partner in

MISSION

Missouri Western is a student-centered learning community preparing individuals for lives of excellence through applied learning.

VISION

Missouri Western will be the premier open access regional university, known for transforming the lives of our students and the communities we serve.

the educational, economic, cultural and social development of the people and the region it serves. Saint Joseph is a mid-size metropolitan community in rural setting with the tremendous asset of proximity to Kansas City. The local economy includes agriculture and food processing, industrial products and manufacturing, construction and support services, as well as life science and energy industries among others.





ABOUT MISSOURI WESTERN STATE UNIVERSITY (CONT.)

Designated as the State of Missouri's institution of higher education with a focus on applied learning, Missouri Western is entering a period of redoubled commitment to its mission and vision, and its service to students. The current strategic plan, "Pathways to Excellence," which will sunset in 2025, established student success as the University's overarching goal (for more about the strategic plan, please visit: <https://www.missouriwestern.edu/strategicplan/>)

Three years ago, the University engaged in the development of a Master Academic Plan (MAP), which was approved by its Board of Governors. Bringing together faculty representatives from each of the Colleges and the Graduate School, the faculty senate, students, staff, and the academic administration, the MAP Team worked to develop a plan that connects to the University's 2018-2025 strategic plan. Centered around the University's identity as Missouri's applied learning institution, the MAP helps provide strategic direction in carrying out the University's overarching objective of student success.

The Griffon Office of Applied Learning (GOAL) helps advance the mission of applied learning at Missouri Western. GOAL develops and facilitates opportunities for applied learning, connects students with potential applied learning experiences, and works with departments to establish learning goals and implementation plans. At the same time, GOAL also works to elevate the understanding of applied learning throughout the Missouri Western faculty, staff and administration, and promote its visibility to prospective students and community partners.

Building on this foundation, the University, and CBPS is well-positioned to make a positive contribution to the social, economic, and cultural vitality of the City of Saint Joseph and the Northwest Missouri region.



THE COLLEGE OF BUSINESS AND PROFESSIONAL STUDIES

The College of Business and Professional Studies is committed to offering engaging and applied undergraduate and graduate programs to assist students in launching or advancing their career. The College is dedicated to equipping graduates with relevant knowledge in their chosen major, increasing their critical thinking abilities, and teaching skills essential to professional and personal success.

The College of Business & Professional Studies brings together the Steven L. Craig School of Business, the Departments of Criminal Justice & Legal Studies, Education, Engineering Technology, and Military Science, and the Law Enforcement Academy. Nonacademic units include the Center for Franchise Development, within the School of Business.

CBPS houses 40 faculty members and 23 adjuncts. The university is currently engaged in a strategic hiring initiative, and anticipates the number of faculty in mission-critical programs to increase in the coming years. CBPS enrolls nearly 1,000 undergraduate students, and over 200 graduate students across all programs.

SCHOOLS AND DEPARTMENTS IN CBPS

Department of Criminal Justice and Legal Studies

The Department of Criminal Justice and Legal Studies offers students the option of studying in three separate degree programs: Criminal Justice, Legal Studies and Law. The criminal justice program seeks to prepare students for entry into or advancement within the criminal justice system in any of the many areas existing within the career field or for graduate studies in a related field. Students can opt to pursue Associate of Science or Bachelor of Science degrees in Criminal

Justice. The Legal Studies Program offers a course of study designed to prepare the individual to work in the evolving paralegal profession. A student in this program will be taught the skills needed to obtain an entry level position as a legal assistant. Students have the choice of an Associate of Science degree in Legal Assistance or a Bachelor of Science degree in Law. Additionally, the department also offers a Graduate Certificate and Masters of Applied Science in Forensic Investigations.

Department of Education

The Department of Education offers Bachelor of Science in Education degrees with majors in Early Childhood Education, Elementary Education, and Special Education. The Bachelor of Science in Education with concentration in secondary education is offered in conjunction with other departments. Microcredentials in Early Childhood Education and Special Education are also available. At the graduate level the department offers a Masters of Applied Science degree in K-12 Cross-Categorical Special Education, and also in Differentiated Instruction. A Master of Arts in Teaching for certification in Secondary Education started in 21-22. Additionally, Masters degrees and graduate certificates are available in Teaching English to Speakers of Other Languages (TESOL), and in summer 22 two new certificate programs were approved at the master's level, one in special education and one in special reading. The Missouri Western State University Teacher Education initial licensure programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP) and approved by the Missouri Department of Elementary and Secondary Education (DESE).

THE COLLEGE OF BUSINESS AND PROFESSIONAL STUDIES (CONT.)

Department of Engineering Technology

The Department of Engineering Technology offers four-year degree programs in Engineering Technology with majors in Construction Engineering Technology and Manufacturing Engineering Technology as well as its two concentrations: Bio-Manufacturing and Design & Technical Graphics. In addition, the Department offers a two-year (AAS) degree in Manufacturing Engineering Technology with three concentrations: General, Instrumentation and Automation, and Precision Machining. The Department works in collaboration with regional universities to provide engineering transfer programs, a one-year architecture transfer program, and two dual degree programs in Engineering Technology and Engineering. These programs are accredited through the Engineering Technology Accreditation Commission of ABET. Remarkable applied learning labs for Engineering Technology are housed in the \$12.5 million Houlne Center for Convergent Technology, which opens this fall.

Department of Military Science

Delivered in partnership with the U.S. Army Reserve Officer Training Corps (ROTC), the Department of Military Science offers four-year baccalaureate and graduate student aspirants the opportunity to qualify for a commission as an officer by completing an elective course of study in military science in addition to regular college coursework.

The Steven L. Craig School of Business

The mission of the Steven L. Craig School of Business at Missouri Western State University is to offer programs with engaging and applied educational opportunities for both undergraduate and graduate students. The School offers the Bachelor of Science in Business Administration with majors in Accounting, Finance, Management, and Marketing. Additionally, a new major in Supply Chain Management has been rolled out in response to increased demand expressed by regional business leaders and community partners. At the graduate level the School offers both in-person

and online MBA programs. The Craig School views program quality, service to the region, and interaction with key stakeholders as significant drivers of student education and faculty development. Accredited by the Association to Advance Collegiate Schools of Business, the Craig School is committed to scholarly and professional activities that predominantly focus on teaching, learning and applied research, and aspires to be the best regional business school in the Midwest.

Center for Franchise Development

In partnership with Steven L. Craig, CEO of the Craig Realty Group, the unique Center for Franchise Development offers a semester-long, applied learning course that gives students a deep dive into the skills and strategies required to own their own business. While the course fulfills a graduating student's applied learning requirement, it also allows them to compete for ownership of a franchise. At the completion of the course, students may present their business plan from the applied learning business ownership course to a panel of judges, who then determine if the student will be awarded a franchise opportunity. Since its inception in 2009 graduates of the course have opened more than 30 stores in states across the country including California, Colorado, Illinois, Mississippi, Missouri, New Mexico, Oregon, and Utah. Past franchises have included Aspen Leaf Frozen Yogurt, Auntie Anne's, Billy's Pizza, Pasta Po'Boys, Cinnabon, Flip Flop Shops, Rocky Mountain Chocolate Factory, U-Swirl Frozen Yogurt, Which 'Wich Superior Sandwiches, and Yogurtini Self-Serve.

Law Enforcement Academy

The Missouri Western State University Law Enforcement Academy also sits within the administrative structure of the College of Business and Professional Studies. Drawing staff and instructors from local law enforcement agencies, the Academy offers full time and part time courses.

Steven L. Craig SCHOOL OF BUSINESS



THE DEAN OF THE COLLEGE OF BUSINESS AND PROFESSIONAL STUDIES

The Dean of the College of Business and Professional Studies is responsible for the management and operation of the College, including budget, personnel, curriculum, hiring, evaluation, and resource recruitment while maintaining high standards.

The ideal candidate for this position will be a visionary, strategic, and responsive leader who understands the community and region that Missouri Western serves, as well as its student population. She or he will understand the mission and identity of Missouri Western as the state's applied learning institution and possess the ability to help facilitate the collective articulation of the College's future as it contributes to the University's mission.

The ideal candidate will also be comfortable working across the diverse disciplines of the College, understanding both their unique differences, and also their common commitment to professional education. Additionally, the ideal candidate will also possess familiarity with and knowledge of the College's field(s) from a practitioner's perspective, developed either through his or her own work experience or deep experience working with practitioners on behalf of an institution of higher education.



LEADERSHIP AGENDA

ENROLLMENT

The next Dean of CBPS will guide and coordinate the efforts of the College to increase enrollment. This will include student recruitment, success, and retention efforts as well as the development of new programs that meet regional workforce needs. New program opportunities exist at all levels including microcredentials, certificate programs, four-year degrees, and graduate degrees. At the same time, the Dean will monitor existing programs to assure currency.

CONTINUOUS IMPROVEMENT AND INNOVATION

The next Dean of CBPS will foster a culture of continuous improvement and data-driven innovation across the College. Recognizing the diversity of programs housed within CBPS, the next Dean must be sensitive to the unique needs of each, ensuring that all meet their program accreditation standards as well as the University's goals for faculty excellence, student success, and recruitment and retention. To accomplish this the next Dean will need to assess and marshal the intellectual assets of the College and allocate valuable resources in a prudent and strategic way.

CONNECTING WITH THE COMMUNITY

The next Dean of CBPS will serve as the public face of the College. As the principle four-year institution of higher education in the region, Missouri Western and CBPS maintain an especially close connection with local and regional communities. The Dean will liaise with the College's established advisory groups, and create new connections where appropriate, to assure that the College is attuned to the needs of the region and to anticipate future programming opportunities.

SHARED PURPOSE AND IDENTITY

The next Dean will understand the strengths of CBPS, but also appreciate the challenges the institution experienced during the Academic Review Process and the reorganization into a new administrative structure. The College possesses a deeply committed faculty, whose passion for the students they serve is one of the unique traits of the institution. The next Dean will continue to foster that passion by helping to develop a sense of shared purpose, connectivity, and identity across all of the College's programs and with external stakeholders throughout the community.

REQUIRED QUALIFICATIONS

Doctorate in any Business discipline and a combination of ten years of faculty, academic leadership, or administrative experience (experience with state

regulatory agencies preferred); or, an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

DESIRED CHARACTERISTICS

- Experience with applied learning
- An understanding of an open-access environment
- A track record of data-informed decision-making
- Demonstrated commitment to student success
- Experience in fostering applied learning
- Demonstrated experience in developing career-focused educational programs and partnerships within the community and with business and industry
- A record of supporting program accreditation
- Demonstrated experience advancing inclusion and opportunity
- Experience in academic budgeting and strategic planning
- A record of prudent resource allocation
- A collaborative, inclusive, and transparent leadership style
- Excellent communication skills
- Practical work experience appropriate to the candidate's field





APPLICATION AND NOMINATION PROCESS

Missouri Western has retained Academic Search to assist with this search. Applications, nominations and expressions of interest can be submitted electronically, and in confidence, to MissouriWesternCBPS@academicsearch.org. The search is open until the position is filled, but only those applications received by October 28, 2024 can be assured full consideration. Applications should consist of a substantive cover letter, resume, and a list of five professional references with full contact information and a note explaining their relationship to the applicant. References will not be contacted without the explicit permission of the candidate. Confidential discussions about this position may be arranged by contacting Senior Consultant Eric Richtmyer at eric.richtmyer@academicsearch.org, or by phone at 202-332-4049.

EQUAL OPPORTUNITY EMPLOYMENT

Missouri Western actively follows a policy of nondiscrimination in regard to age, race, color, religion, sex, sexual orientation, gender identity or expression, marital status, pregnancy or parental status, national origin, veteran status, genetic information, disability, and all other legally protected classes. This applies to education programs, and activities including athletics, instruction, grading, awarding of student financial aid, recruitment, admission, employment, housing, placement and retention of students, faculty and staff. Missouri Western pledges continued compliance with all relevant state and federal laws and cooperation with governmental organizations in ensuring equal employment and educational opportunity.

DIVERSITY STATEMENT

As a student-centered learning community Missouri Western is dedicated to inclusion and the promotion of diversity as essential to our mission as a public university. This commitment to diversity contributes to transforming lives and demonstrates our values of freedom, respect and courage. The University encourages applications from individuals whose differing backgrounds, beliefs, ideas, and past experiences will further enrich the diversity of our educational community.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Missouri Western State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

