



# DEAN OF THE BILL AND VIEVE GORE SCHOOL OF BUSINESS



## WESTMINSTER

SALT LAKE CITY • UTAH



## THE OPPORTUNITY

The next Dean of the Bill and Vieve Gore School of Business will lead this distinguished school to the next level of academic excellence by building signature academic programs, engaging in strategic planning/budgeting for its most important priorities and by cultivating and encouraging individuals to invest in its future.

## THE COLLEGE

Westminster College was founded in 1875 as a preparatory school, in 1911 Westminster College became a two-year junior college and in 1949 a four-year liberal arts institution. The College has an enrollment of 3,200 students and is located in beautiful Salt Lake City, Utah. The city is located at the foot of Utah's Wasatch Mountains and combines the amenities of a large metro area (population of over 180,000) with unparalleled year-round outdoor recreation in every direction. Sports enthusiasts can cheer for the NBA's Utah Jazz, the MLS's Real Salt Lake, ECHL's Utah Grizzlies or AAA baseball Salt Lake Bees. Art lovers will enjoy Ballet West, Utah Opera Company, the Utah Symphony, and the Mormon Tabernacle Choir. Utah was recently ranked #1 on Forbes magazine's list of "best states for business and careers."

The campus is comprised of 28 buildings and is set on 27 groomed acres in the eclectic Sugar House neighborhood, a ten-minute drive from downtown Salt Lake City and minutes away from the Rocky Mountains. Westminster College opened the LEED Platinum certified Meldrum Science Center in fall 2010. This four-story facility has 60,000-square-feet and houses 14 classrooms and research laboratories. The campus also features The Emma Eccles Jones Conservatory of Music and Theatre, The Gore School of Business, and The Dolores Doré Eccles Health, Wellness and Athletic Center. This facility is home to an indoor field house, three-story climbing wall, track, lap pool, and athletic training classroom space. Students come from 39 states and 31 countries; the average GPA of incoming freshmen is 3.49; and the student to faculty ratio is 11:1.

Carnegie lists Westminster College as a Master's/L institution. The College offers bachelor and master degrees in four schools: School of Arts and Sciences, Bill and Vieve Gore School of Business, School of Education, and School of Nursing and Health Sciences. Westminster offers 38 undergraduate majors and 12 graduate degrees including a Bachelor of Business Administration (BBA), which is unique in its project-based applications, hybrid delivery, and one-on-one coaching with faculty members. A project-based MBA for experienced leaders was introduced in the fall of 2010.





## THE COLLEGE (*continued*)

The Northwest Commission on Colleges and Universities (NWCCU) accredits the College. Westminster also has specialized accreditation such as ACBSP, TEAC, CCNE, and AANA. Westminster is a member of the New American Colleges and Universities embodying the principles of the late Ernest Boyer. The College is also a member of organizations such as NAICU, CIC, NAC&U, and CASE. In athletics, the Westminster Griffins compete in NAIA Division I basketball, volleyball, soccer, lacrosse, alpine skiing, snowboarding, cross country, track, and golf.

Westminster College prides itself on being an open-minded, close-knit, innovative and welcoming campus community. Recently, the College changed its instructional paradigm from one that emphasized teaching to one that is committed to student learning. Furthermore, the College promotes learning through an education that is centered on action, participation, and experience. The College is committed to the following core values: Impassioned teaching and active learning, respect for diverse people and perspectives, collaboration and teamwork, personal and social responsibility, college-wide excellence, and high ethical standards.

## MISSION

*We are a community of learners with a long and honored tradition of caring deeply about students and their education. Students are challenged to experiment with ideas, raise questions, critically examine alternatives, and make informed decisions. We encourage students to accept responsibility for their own learning, to discover and pursue their passions, and to act with responsibility.*

*Our purposes are to prepare students to lead lives of learning, accomplishment, and service, and to help them develop skills and attributes critical for success in a rapidly changing world. We do this by offering distinctive academic programs that emphasize theory and practice and encourage active, experiential, collaborative, and cross-disciplinary learning. We work to pursue excellence while promoting inclusiveness and respect for differences.*





## BACKGROUND

The Bill and Vieve Gore School of Business (GSB) is one of four schools within Westminster. The school is named after Westminster alumni, Bill Gore and his wife Vieve, who together succeeded in starting their own business - W.L. Gore & Associates, a privately-held multinational firm. Moreover, Bill and Vieve Gore generously supported Westminster College and began a philanthropic tradition that continues today through their daughter Ginger Gore Giovale (a former Chair of the Westminster Board of Trustees) and her husband John, both Westminster alumni.

GSB students account for roughly one-third of Westminster's total enrollment, including 688 undergraduate students and 482 graduate students. Undergraduate programs include: aviation, accounting, economics, pre-law, finance, marketing, management and international business, in addition to the project-based Bachelor of Business Administration (BBA). Graduate students may enroll in the following programs: Master of Business Administration, Master of Business Administration in Technology Management, Master of Accountancy, and a project-based MBA program. See GSB academic programs: [www.westminstercollege.edu/business/](http://www.westminstercollege.edu/business/)

The GSB stands apart from other institutions and business schools, priding itself on making experiential learning a key element for all students. Real world experience is made available through a variety of cooperative educational internships and opportunities for working with professionals in companies or non-profit organizations. Prior to graduation, all undergraduate students are required to complete an internship or practicum.

The faculty is comprised of not only inspiring teachers and mentors, but industry professionals and practitioners as well. The 34 full-time faculty members include former executives, successful entrepreneurs, CPAs, and business consultants. Westminster's GSB students experience small classes, personal attention, and individualized advising.

There are extensive resources which students may take advantage of within GSB including The Center for Financial Analysis, with state-of-the-art hardware and software resources including real-time access to world market data; The Institute for New Enterprise, which provides personal mentoring and training in entrepreneurial leadership through coursework, workshops, internships, and competitions; The Center for China-America Business Studies, which offers business students the opportunity to study abroad and enrich their educational experience and prepare them for greater international business success; and The Flight Operations Center including airport facilities, a diverse fleet of fourteen airplanes, a flight simulation laboratory and a testing center.



## **BACKGROUND (*continued*)**

Graduates of the Bill and Vieve Gore School of Business benefit from having achieved the following learning goals: understand the legal, ethical, organizational and historical aspects of business; demonstrate accounting literacy and financial analysis; understand group dynamics, systems thinking, and business strategy; understand economic systems and the role of business within the domestic and international economies as well as the role of marketing within the

organization and society. GSB students also master interpersonal/team skills, and literacy in computer information systems, ethical issues, quantitative disciplines, and communications.

For 12 years, economist Dr. James E. Seidelman served successfully as Dean of the Bill and Vieve Gore School of Business, and for the past eight years has been the Provost and Vice President of Academic Affairs of Westminster College. He was succeeded as dean by two interim deans and most recently a by a dean who served a three-year term and returned to the faculty. The Gore family, the president, the provost, and the business faculty desire a new Dean who will bring strong, long-term leadership and entrepreneurship to the position. Currently, Dr. Gary Daynes, an associate provost, is serving as the interim Dean.

## **CHALLENGES/OPPORTUNITIES**

### **Major challenges/opportunities for the next Dean of the Bill and Vieve Gore School of Business are:**

- Uniting the faculty in taking the school to its next level of academic excellence; developing several signature academic programs for undergraduate and graduate levels of study; emphasizing student learning as a distinguishing model in the broader context of higher education;
- Working with the president and provost in instituting new programs that are innovative and cost effective; encouraging the business faculty and others to create these new programs, including interdisciplinary offerings;
- Emphasizing the Boyer teacher/scholar model and encouraging student research at all levels;
- Establishing faculty development initiatives that further the role of learning and research in the school; planning for faculty replacements due to upcoming retirements;
- Studying New American College and University peer business programs across the country for programmatic ideas, best practices, and possibly advanced accreditation status or other recognition beyond ACBSP;
- Interfacing effectively with the institution's liberal arts mission; creating a new undergraduate business core that reinforces the College's learning goals;
- Leading a strategic planning/budgeting process that reinforces the key school priorities and establishes metrics for outcome assessment purposes; using this process as an effective way of interacting with the central administration and pulling the faculty together as a unified team;
- Improving enrollment management practices for undergraduate and graduate enrollees; giving attention to increasing retention throughout the school;
- Developing a new fundraising program in cooperation with the College's Chief Development Officer; raising funds for programmatic and endowment purposes;



## CHALLENGES/OPPORTUNITIES *(continued)*

- Working with the Division of New Learning in developing program and revenue opportunities; and,
- Ensuring continued success in graduate business programs, building on the school's strength in applied scholarship.

## QUALIFICATIONS

**The president, provost, and business faculty seek a new Dean who is a person of vision, a strategic thinker, a person of high standards and unquestioned integrity, and who:**

- Is committed to student learning and will provide leadership in continuing to transform the school to a learning-centered paradigm;
- Is a noted scholar in one of the school's disciplines;
- Possesses an earned doctorate from a regionally accredited institution of higher education;
- Has been a departmental or divisional chair (experience at the Dean's level is an added plus);
- Is experienced in strategic planning/budgeting, program review, outcomes assessment, specialized accreditation, and human resources management;
- Demonstrates strong communication skills in speaking, writing, and listening;
- Possesses a collaborative and collegial management style; is a team leader and team player;
- Mentors faculty, staff, and students;
- Establishes credibility with all key stakeholders (business experience is highly desired); and,
- Has an outgoing personality and is strongly motivated to lead the school's fund raising programs (experience is an added plus).



# KEY INDICATORS 2010

	COLLEGE AT LARGE	BUSINESS
Investment in Plant, less depreciation:	\$91.06 million	\$6.84 million
Plant Replacement Insured Value:	\$193.49 million	\$12.26 million
Cost of Operating Physical Plant:	\$4.73 million	
Endowment:	\$53.95 million	
Budget:	\$58.46 million	\$7.16 million
Undergraduate Tuition:	\$25,560	\$25,560
Student Enrollment:	Fall 2009: 3037 Fall 2010: 3172	Fall 2009: 1170 N/A
Average ACT Score:	Fall 2009: 24.6 Fall 2010: 24.4	N/A N/A
High School Rankings:	Top 10% = 29% Top 20% = 60% Top 50% = 85%	N/A
Freshman Retention Rate:	79%	N/A
Graduation Rate:	<b>2005</b> 4 years: 46% 5 years: 60%	N/A
Living Alumni:	18,584	5,919
Full-time Faculty:	139	34
Average Faculty Compensation:	Professor: \$79,109 Assoc. Prof.: \$68,915 Assist. Prof.: \$58,888	\$86,585 \$80,142 \$74,010
Degrees Granted:	<b>2010</b> Undergraduate: 463 Graduate: 298	<b>2010</b> Undergraduate: 63 Graduate: 171
Library Volumes:	524,005	
Athletics League:	Frontier Conference NAIA	



## APPLICATION PROCEDURES

To be considered, candidates should e-mail, as MSWord attachments, a cover letter addressing the challenges and qualifications listed above, a current résumé, and the names, phone numbers, and e-mail addresses of three references to: **Westminster@rhperry.com**.

Application review begins **January 2, 2011**. To ensure full consideration, materials should be received by that date.

## FOR FURTHER INFORMATION CONTACT:

DR. ALLEN E. KOENIG, *Senior Partner*

Telephone: (614) 798-0538

Fax: (614) 798-0540

R.H. PERRY & ASSOCIATES

2607 31st Street, NW

Washington, DC 20008

[www.rhperry.eqo](http://www.rhperry.eqo)

## POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

*Westminster College is committed to a diversified workforce, equal opportunity, and nondiscrimination. To this end, Westminster prohibits any form of discrimination or harassment based on race or ethnicity, color, religion, national origin, sex, age, sexual orientation, gender identification, disabilities, genetic information, status as a veteran, or any other category or classification protected by applicable federal, state, or city laws.*

[www.westminstercollege.edu](http://www.westminstercollege.edu)

