



BELHAVEN
UNIVERSITY
Our Standard is Christ

NATIONAL SEARCH FOR DEAN OF THE SCHOOL OF BUSINESS

Belhaven University invites nominations and applications for the Dean of the School of Business.

Belhaven University—a highly ranked university that stands among select Christian colleges and universities with national influence is seeking a visionary, entrepreneurial, and academically strong Christian business leader. As Dean of the School of Business, the successful candidate will assume leadership of a school of business that has been recognized by Colleges of Distinction as one of the top Christian Business Schools in the country. It was recognized for its commitment to offering real-world experience, job placement, a Biblically focused multi-disciplinary curriculum, industry connections, and quality of faculty. The School of Business currently includes ten full time faculty along with several dozen adjunct faculty and offers undergraduate majors in accounting, business administration, health administration, leadership and coaching, sales management, sports management, and supply chain management. Currently there are 229 majors in our traditional program. Our online programs number 308 undergraduate students and 914 graduate students. The School of Business has a robust traditional undergraduate business program, along with aggressive and wide-reaching online degree offerings at the undergraduate, masters, and doctoral level. The chosen business leader will advance Belhaven’s mission to prepare students academically and spiritually to serve Christ Jesus in their careers, in human relationships, and in the world of ideas.

Reporting to the Provost, the future Dean of Business will:

- Provide overall administration and leadership for the School of Business and its traditional and online programs.
- Lead the School of Business in recruitment efforts.
- Assess and implement opportunities for growth through new high impact programs on the traditional and/or online platforms.

ABOUT BELHAVEN UNIVERSITY

“Our Standard is Christ” is the identifier of Belhaven University because as an institution we are committed to honoring the Lord in all endeavors.

Belhaven University is a Christian liberal arts college dedicated to helping people grapple with the complex issues of life and to preparing them for positions of leadership in a rapidly changing society. While Belhaven is a community of professors and students working together in a Christian environment, we also emphasize the importance of the individual. In addition to a strong traditional liberal arts program, Belhaven provides an atmosphere in which students can find purpose and meaning in life. Academic preparation and Christian experience go hand in hand at Belhaven.

When COVID-19 hit the globe and shook the foundations of higher education, Belhaven University was well-positioned for the crisis ahead and for the new long-term possibilities. Years of innovation, diversification of programs, multiple income streams, and a stewardship culture put the University in a strong position to face the challenge and thrive in the years to come.

This Fall 2022, Belhaven University enrolled one of its largest classes in the history of the

University, over 3,600 students serving across our variety of learning platforms and programs, including:

- A traditional campus of 1,100 students in Jackson, Mississippi.
- Robust online programs offering various undergraduate, 17 Masters, and two doctoral programs—all built, supported, and efficiently operated by a skilled and responsive internal staff and infrastructure.
- Innovative degree programs, including online DBAs in English and Mandarin, an online MBA in China taught in Mandarin and English, an Entrepreneurship MBA teamed with Global Silicon Valley, traditional and online undergraduate degree programs, and unique innovative hybrid programs.
- Belhaven is the only university in America that offers two different unique opportunities for students to maximize their education:
 - Our Double Major Promise guarantees first-time, full-time Belhaven Freshmen a free 5th year of tuition, so they complete a double major if they remain continuously enrolled.
 - Belhaven also gives its traditional students free tuition for any of its online master's degrees.

THE POSITION

Along with the typical qualities and skillset sought in a Dean for the School of Business, Belhaven University seeks candidates who are:

- Entrepreneurial – A tactical educator who is innovative in their educational outlook -- developing effective curriculum and teaching priorities, guiding a large team of full-time and part-time faculty, and expanding the University's reach among the business and alumni community.

- Vigorous – A dynamic groundbreaker who will generate growth in online programs and broaden markets of service – including global opportunities -- and meet the Mississippi business community needs with micro-credential and certificate learning opportunities.
- Innovative – A front-edge thinker who will facilitate exceptional traditional classroom and internship experiences, engage online students beyond the norm, and prioritize caring and gracious student service support.
- Committed – A trustworthy servant who will keep vibrant Christian faith central without being narrow, partner across academic departments and delivery systems, and attract, equip, and retain engaging faculty.
- Unconventional – An energized visionary who, when teamed with university leadership, is committed to capturing opportunities rather than becoming mired in long-range planning and values practical efficiency over burdensome traditional academic structure.

The Dean of the School of Business is responsible for all academic functions of the School of Business including:

- Recruiting and orienting all full time Business faculty.
- Reviewing and approving the academic qualifications of all Business faculty.
- Directing the Chairs of Undergraduate and Graduate programs to ensure accreditation standards are met.
- Providing budgetary and administrative oversight over all academic programs.

- Providing positive leadership to faculty encouraging faculty development.
- Engaging with the Business community by working with a diverse Business Advisory Board.
- Working with faculty, alumni and business stakeholders to ensure business curriculum has prepared Business graduates for their calling in the marketplace.

THE RIGHT FIT

Candidates must have a calling to Christian higher education and the mission of Belhaven University. They should be mature in their evangelical faith and balanced in their personal life. Other qualifications shall include:

- At least ten years of leadership experience in higher education or other high-level profit or non-profit leadership positions. A strong preference will be given to those who know private higher education, especially Christian education.
- Doctorate in Business or a Business related field is preferred yet not required. J.D./ MBAs/ CPAs with strong academic leadership experience will be considered.
- Leadership skills to grow the School of Business enrollment in non-traditional and international markets. Entrepreneurial mindset to build large scale programs with limited resources.
- Conscientious administrator with strong ties to the local business community.
- Proven and demonstrated experience in leading significant online programs.

- Excellent communicator promoting teamwork, decision making, and problem solving. Comfortable with managing ambiguity and taking risks.
- Extensive experience with both regional and specialized Business accreditors.
- Dedicated to a culture of continuous improvement, ready to learn from outcomes assessment data to improve quality and delivery to the students.
- Strong oral and written communication skills to best represent the School of Business to a wide variety of stakeholders.
- Ever deepening faith as a disciple of Christ Jesus.

Those who might be God's choice for this position fit most, if not all, of the following qualities:

- Your life will reflect an ever- deepening faith as a disciple of Christ Jesus. You will have high levels of emotional intelligence and God- honoring grace. Those who fit best with our team are kind, caring, humble, knowledgeable, empathic, confident, mature, transparent, energetic, and have a balanced work ethic.
- You will love and relate well to students who come from many different family, educational, geographical, and economic backgrounds.
- You will be wise in balancing accountability, flexibility, and grace with students and faculty because you understand your role in stewarding a department that will produce graduates prepared to succeed and honor Christ in the workplace.

- You will have gifts in building strong collaborative relationships with faculty colleagues within the university and with professional colleagues across the state and globally.
- You will have a keen understanding of the current trends and opportunities in business education that are a good fit with Belhaven's mission and have the vision, organizational savvy, and perseverance to make them a reality.

GET TO KNOW US

Belhaven University is a grace-centered Christian University with a heart of Southern hospitality.

We are one of America's most innovative private schools. We have broken free from the slow-paced and tradition-anchored barriers of higher education and are energized by innovation, creative solutions, entrepreneurial operations, and speed in implementing change.

Start here with an online overview of Belhaven University:

- [School of Business](#)
- [Traditional Student's Viewbook](#)
- [Points of Distinction](#)
- [Adult, Graduate, Online Viewbook](#)
- [Sample of our innovation](#)
- [Mission Statement](#)
- [Our location in Jackson](#)
- [Employee Commitment](#)
- [Leadership approach of Roger Parrott](#)

- We are enthusiastically Christian university that teaches from a Reformed perspective but includes faculty and staff from a variety of denominations who are committed to orthodox Christianity.

- We are one of only 35 universities nationally accredited in all four major Arts – music, theatre, visual art, and dance. In addition, our Creative Writing department is widely known because of the success of alum Angie Thomas, author of *The Hate U Give*.
- Belhaven University is well known and highly regarded across the state of Mississippi. Because of our stature, we easily have access to any level of business, media, or government leadership in the state.
- Our campus is a charming place to come to work, filled with kind and gracious faculty and staff who embrace the University's family atmosphere. The University is located in a historic neighborhood, near the heart of the capital city. Jackson has been named: Top 10 U.S. Cities to Start Your New Business; One of the Ten Best Places to Retire in America for Under \$40,000; U.S. News and World Report: One of the Nation's 100 Best Communities for Young People.

We are unique in NOT being dependent on two traditional structures of higher education.

1. We do not have multiple committees to oversee the operation of the University. One appointed academic policy standing-committee works with the Provost, and other committees are created only as needed for a limited time. The lack of committee structures allows the faculty more time and energy to engage with students and the administration to operate the institution. We do not use search committees for faculty and administrative hiring, including this position.

2. We do not have a long-range plan. We plan well what we know God has given us to do, but we do not predict destinations. Instead, we operate on a model of “Opportunity Leadership” – the art of achieving your mission by capturing change instead of creating it. In more detail, this model is described as:

Opportunity Leadership begins and ends with complete trust in God for our direction – it is allowing our future destinations to be ordered by the hand of God and letting loose an iron grip on the wheel of control. We have become free from the overwhelming burden of determining what is best for Belhaven University and no longer manipulate our efforts and circumstances to engineer outcomes that force pre-determined destinations to be reached.

Rather, we are grounded in waiting in anticipation for God-given opportunities to develop that mesh seamlessly with our mission, gifting, and capacity – propelling us to destinations that are heavenly ordained. We have become highly sensitive to the wind of God and have created an organizational culture that allows us to respond to new opportunities with urgency, adeptness, and energy.

While it is common for private Christian universities to offer the children of their faculty, staff, and administrators tuition remission for undergraduate degrees, Belhaven goes one step further, including tuition for spouses and traditional-age student campus housing. Employees are also eligible for master’s degree tuition remission. It is also possible for children of the employee to apply for the undergraduate tuition remission benefit at several hundred tuition-exchange partner institutions.

INTEREST OR REFERRALS?

If God might be leading you to explore this position or suggest a candidate who would be the right fit, please make contact in a way that is best for you. A resume would be helpful, but this discussion can start with an inquiry, and we will go from there. Eventually, serious candidates will submit a detailed resume and respond to an in-depth set of questions that will help us to get to know you.

Trusting for God’s timing, we hope to fill this position by the end of 2022 with an anticipated start date of July 1, 2023, but the process could go faster or slower depending on how the Lord leads.

The compensation is solid – not at the top of the charts, but not even close to the bottom. The cost of living in Mississippi is affordable, and your spouse’s career opportunities are plentiful.

We are a 4-hour drive to the beach, our rush-hour traffic is minimal, and we do not own snow shovels.

For confidential discussions, interest, and/or referrals, contact our retained search firm at: Mabry Smith III, Founder and President of Leadership Legacy Partners.

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