



Dean, Johnson School of Business

MCMURRY UNIVERSITY

EFL Associates

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McMurry University invites applications from and nominations of dynamic and inspiring professionals for the position of Dean of the Johnson School of Business.

SUMMARY

President Sandra Harper and Vice President of Academic Affairs, Dr. Matthew Draud, have announced the search for the Dean of the Johnson School of Business at McMurry University. Building on the strong leadership of retiring Dean, Dr. Paul Mason, the campus seeks a leader who will



provide strong, collegial leadership for quality business programs, a plan for programmatic accreditation, a solid commitment to students, faculty, and staff, and a vision for growth and sustainability for the School.

The McMurry community is eager to build on its new strategic plan, referred to as *The Second Century*. Developed with participation from across the campus and with input from key stakeholder groups, the plan contains five strategic pillars designed to transform the University both internally and in relation to its external constituencies. The new Dean will be expected to work with fellow leaders to develop, implement, and evaluate action plans, in cooperation with the faculty and staff, to accomplish Vision 2030, with particular responsibility for Strategic Pillar II: Advance Academic Program Development that is mindful of vital skills (specifically oral communication, critical thinking, ethical judgment, working effectively in teams, working independently, self-motivation, written communication, servant leadership, cultural competence, and real-world application of skills and knowledge) needed for the 21st century workplace leading to the professional success of McMurry graduates.

The University has recently seen multiple years of enrollment increases and had its SACSCOC reaffirmation approved in December 2019. The new Dean will work with faculty to develop innovative academic programs, delivery systems, and collaborations to drive growth, retention, and

graduation rates. Since 2014, the University has shown a 23% increase in students (1,245 in Fall 2022).

As Dr. Draud begins his fourth year at McMurry and the university is involved in **Celebrating the University Centennial**, there is a spirit of enthusiasm and positive energy focused on the future.

ABOUT MCMURRY UNIVERSITY

Founded in 1923 as a United Methodist institution, [McMurry University](#) is a vibrant and comprehensive center of undergraduate education. The campus is located on 52 acres in Abilene, Texas, a city of more than 122,000. Abilene lies in the geographic center of Texas.

The University offers 45 majors and pre-professional programs in dentistry, engineering, law, medicine, pharmacy, and physical therapy. The University also offers a Master of Science in Nursing in one of two tracks, education or family nurse practitioner and a new Master of Accountancy program. McMurry offers three completely on-line baccalaureate degrees: General Business, Criminal Justice, and Cybersecurity. A hybrid program, *Aides-To-Teacher*, provides an opportunity for teachers' aides to complete their teacher- certification credentials with a combination of face-to-face and on-line offerings. In conjunction with the faculty, the new Dean will have an opportunity to craft additional on-line opportunities.

The largest majors are Business and Education in 2022-23. The student/faculty ratio is 10:1 and 75.6% of classes have fewer than 20 students.

McMurry University is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate, baccalaureate, and master's degrees. The University also is accredited by the Texas Education Agency and the Commission on Collegiate Nursing Education. McMurry is a member of the North American Association of Methodist Schools, Colleges, and Universities (NAAMSCU), the National Collegiate Honors Council, the Council of Independent Colleges, the Association of Governing Boards, and the College Board. McMurry is designated as a Hispanic Serving Institution.

In cooperation with the Community College of the Air Force (CCAF) and Abilene's Dyess Air Force Base (AFB), McMurry is making it easier than ever for active military personnel to earn their college degree. Through an initiative referred to as Blue Streak, active duty military personnel can take selected courses through the University at the Dyess AFB campus, main campus, or online. Blue Streak classes count both toward the CCAF General Education Course component, as well as a full, four-year undergraduate degree from McMurry or other schools.

RECOGNITONS

In 2023, McMurry University has been listed by US News and World Report as #26 in the Regional Colleges West category as well as #12 in Campus Ethnic Diversity, #13 in Economic Diversity, and #17 as a Top Performer in Social Mobility.

CORE VALUES

- Christian Faith as the foundation of life,
- Personal Relationships as the catalyst for life,
- Learning as the journey of life,
- Excellence as the goal of life, and
- Service as the measure of life.

FACULTY PROFILE

In 2022-2023, McMurry has 140 faculty members, 77 of whom are full-time. Seventy-five percent of those with full-time faculty rank have terminal degrees, and 55 percent of full-time faculty are tenured. The Johnson School of Business has nine full-time faculty members with a teaching load of 9 credit hours per semester. The student/faculty ratio is 10:1; the average class size is 14.

STUDENTS AND STUDENT LIFE

McMurry University encourages students to participate in learning experiences outside of the classroom. Upon enrollment, students are engaged in an active new student orientation program called SOAR (Student Orientation & Registration) during the summer and War Hawk Welcome Week in August. McMurry students may choose from more than 40 student organizations, including 10 social clubs; several academic, honors, pre-professional and service organizations; intramural; and other special-interest groups.



A few of the opportunities are McMurry Student Government, men's and women's social clubs, numerous honorary professional clubs, Alpha Phi Omega service organization, intramurals, Fellowship of Christian Athletes, McMurry Student Foundation, Campus Activities Board, Better Together Alliance and the Religious & Spiritual Life Council.



There are 20 varsity sports competing as The War Hawks in NCAA Division III. Those sports include: men's baseball, basketball, soccer, tennis, track/cross country, football, golf, and swimming; and women's basketball, volleyball, softball, soccer, swimming, track/cross country, golf, and tennis. McMurry introduced a coed Esports program in the 2019-20 academic year.

THE CAMPUS AND FACILITIES

The McMurry University campus is a beautiful and well-maintained site with the centerpiece being Old Main. There are 23 buildings on the 52-acre campus, including five residence halls, one of which offers student apartments. Among the facilities are:

- **Radford Auditorium**

Located on the northeast corner of the campus, Radford Memorial Auditorium further enhances the dignity and beauty of McMurry University. The building is a gift from Mrs. J.M. Radford, philanthropist and prominent McMurry benefactress. Standing as a beacon to Christian higher education, the tower of this building, which rises to a height of over one hundred feet, may be seen from a distance of over twenty miles. Modern Gothic in architectural style, the heart of this building is its spacious auditorium and sanctuary, which seats twelve hundred people. Admissions offices are located in Radford.

- **Library Facilities**

The Jay-Rollins Library and its Learning Commons serve the students, faculty, and staff of the University and the Abilene Community as a member of the Abilene Library Consortium. The



library contains over 156,550 volumes as well as a growing collection of digital and print resources, including databases, online books, journals, and media. The Learning Commons encompasses a student computing area, a Periodicals reading area, the Academic Enrichment Center (AEC), MOVE Tablet Computing office, and a Communication Production Studio. There is a Starbucks coffee shop in the lobby. Two classrooms, the Wylie Seminar Room (WSR) and Library 201, are located on the 2nd floor.

- **Campus Center**

The Garrison United Methodist Campus Center is undergoing a massive approximately \$26 million renovation including the addition of the second floor. The new structure will be used for dining, special events, group study, wellness, worship services, Esports competition, and student government and campus activities. It will also house the War Hawk Success Center and the career development, student affairs, and religious and spiritual life offices.

- **Furr Welcome Center**

The Furr Welcome Center, which opened in September 2007, serves as a welcome center for future McMurry students and guests. It houses personnel from Admissions and provides a meeting and gathering place for McMurry Alumni and friends as well as for outside groups. Its addition to the auditorium improves the accessibility and usability of Radford Memorial Auditorium. The building is adjacent to Radford with an entrance that faces southeast. Abilene architect Rick Weatherl designed the building to complement Radford with the Welcome Center closely resembling the original sketches of the Radford Building that included two wings for additional space.



FINANCIAL AFFAIRS AND INSTITUTIONAL ADVANCEMENT

The current operating budget is \$30.9 million with 53 percent from tuition and fees, 11 percent from gifts and grants, 19 percent from endowment income, and 14 percent from auxiliary operations. The current university endowment is approximately \$105 million, a portion of which is unrestricted. The Johnson School of Business has an endowment in excess of \$10 million. McMurry's total net assets are currently \$128 million; long-term debt is currently \$15 million for construction in progress related to the campus center addition and renovation and new campus apartments; short term debt is \$439k; and payables are current.

There are over 11,000 living alumni, and in the most recent fiscal year, 8 percent of alumni provided gifts to McMurry. Total gifts in FY2319 were \$4,500,000, not including estate gifts.

THE SECOND CENTURY

As McMurry University celebrates its Centennial, the university is eager to continue the momentum that is building on campus with its surging enrollment, back-to-back years of record fundraising, and its constant commitment to educating students from a variety of backgrounds and beliefs. The new campus center, which will be completed during this academic year, is a striking symbol of McMurry's resilience and strength. McMurry is putting the finishing touches on its new university strategic plan, The Second Century, which will elevate the university's empowerment of students through Christian faith, learning, excellence, and service during a time in our state and our country when educated servant leaders are needed now more than ever.



UNIVERSITY LEADERSHIP



Dr. Sandra S. Harper
President

Dr. Sandra S. Harper, a native of Dallas, Texas, began serving as the President of McMurry University on October 1, 2013. Prior to her McMurry appointment, Harper served as the President of Our Lady of the Lake College in Baton Rouge, Louisiana from 2006-2013 and as the Provost and Vice President for Academic Affairs and Professor of Communication at Texas A&M University-Corpus Christi from 1998-2006. Harper's other administrative posts included serving as the Vice President for Academic Affairs at Oklahoma City University and as the Dean of the College of Arts and Sciences at McMurry University. Harper served as a faculty member in the communication and theater department at McMurry University from 1985-1995.

Harper received her B.S. degree from Texas Tech University and her M.S. and Ph.D. from the University of North Texas. Harper also completed the Harvard Management Development Program and the Governor's Executive Development Program at the LBJ School of Public Affairs at The University of Texas.

In 2011, Harper was named a Distinguished Alumna by the Texas Tech University College of Education. She is listed in Who's Who in America, Who's Who of American Women, and Who's Who in American Education. Harper has received the Management Excellence Award from the Society for the Advancement of Management, the Y Women in Careers Award from the Corpus Christi YWCA, the Outstanding Faculty Award and the Outstanding Administrator Award from McMurry University, and the American Association of University Women Abilene Branch Women of Outstanding Achievement.



THE LOCATION

McMurry University is located in Abilene, Texas which is also home to Dyess Air Force Base, a significant economic influence on the area and one of the city's largest employers. The cultural aspects of Abilene are centered on a mix of the local college and university campuses, the agriculture community of the surrounding area and numerous churches. Abilene is home to the restored Paramount Theatre, the Abilene Philharmonic, Grace Museum, Center for Contemporary Arts, Abilene Zoo and more.

Abilene's affordable cost of living, abundant parks, and large student population gives it a modern feel. The city was listed as one of *CNNMoney.com*'s Best Places to Launch a Small Business after seeing a rebirth in cultural activity.

With a population of roughly 122,000 people, the city offers a thriving arts scene, family friendly adventures and historical sites. Some of these include:

- [Frontier Texas! History Museum](#)
- [Abilene Zoo](#)
- [The Grace Museum](#)
- [Fort Phantom Hill](#)
- [Adventure Cove Aquatics Park](#)
- [Abilene Philharmonic Orchestra](#)
- [Primetime Family Entertainment Center](#)
- [The Center for Contemporary Arts](#)

THE JOHNSON SCHOOL OF BUSINESS

Designated and endowed as the Walter F. and Virginia Johnson School of Business in 2016, the school continues a nearly 100-year tradition of excellence in business education based on a strong emphasis on outstanding instruction. There are 9 full time faculty members in addition to the Dean, with about 230 majors and 30 minors. The JSOB also offers 20 certificate programs that students may take as part of their standard program of study, or after they graduate. There are undergraduate majors in accounting, entrepreneurship, finance, management, and marketing, and minors in CIS, international business, and entrepreneurship. JSOB also has a growing Master of Accountancy program. The atmosphere within the School of Business is highly collegial with opportunities for outstanding professional growth.

The JSOB has a mostly unrestricted **endowment of over \$10 million** providing significant opportunities for the Dean and faculty to provide extra value to the students, and our local business community.

THE DEAN

The Dean is responsible for managing the budget and operations of the JSOB and for working with the faculty to develop a vision for future expansion. Teaching responsibilities will be minimal and in line with the successful candidate's discipline. The Dean serves on the VPAA's Academic Cabinet and is expected to interact as a professional leader on campus. The Dean will be a proponent for McMurry within the business community, will work with advancement to cultivate donors, and will develop and nurture an advisory board consisting of business leaders and alumni.

The ideal candidate will be able to demonstrate excellence in teaching and a strong personal research stream for publication, along with the requisite administrative experience. Preference will be given to those who have business experience, a willingness to integrate contemporary business practices and technologies into curriculum offerings, and the skills to enhance the School's chosen areas of excellence. The Dean will be a thought leader and will have experience with Business Schools Accreditation. Candidates must be committed to McMurry's vision of integrating the curricula of humanities, arts, social sciences, and natural sciences with professional preparation.

RESPONSIBILITIES

- The Dean has the responsibility for the strategic, programmatic, financial, fundraising, and management operations that further and enhance the mission of the Johnson School of Business and its role within the university
- The Dean will utilize his/her business knowledge, experience and acumen to strategically advance McMurry University and the JSOB academically, financially and operationally
- Through vision, strategic planning, orientation, empowerment, and execution set and meet both short- and long-term goals to include programmatic accreditation
- Create a work environment that is mission and vision aligned to cause faculty, staff and students to thrive
- Provide on-going assessment, adapt to changes because of new information, and respond to trends in higher education
- Enhance and execute an already-superb plan for ongoing faculty development, mentorship, and evaluation
- Be visible and engaged internally and externally

REQUIRED QUALIFICATIONS

- Terminal degree
- History of superb leadership and commitment to excellence
- Real-world experience in leading a business is noteworthy
- Demonstrated engagement with the external community

KNOWLEDGE, SKILLS, AND ABILITIES

- Strong leadership and collaborative skills
- Strong fundraising skills
- Ability, knowledge and experience to lead in academics and business
- Ability to establish and maintain effective relationships with the community, faculty, students, staff, and Trustees
- Strong analytical, organization, and creative skills
- Understanding of contemporary issues in higher education, emerging technologies and the effective application of instructional technologies to enhance student learning
- Understanding of high impact academic practices that lead to student success
- Confidence to be a change agent; confidence to embrace the McMurry legacy
- Ability to impact not just the JSoB but also the university and community

COMPENSATION

Compensation will correspond to the experience and credentials of the candidate, and will reflect the leadership responsibilities of the position. Reasonable relocation assistance will be provided.



McMurry University is committed to equal opportunity in employment and education and does not discriminate on the basis of race, color, gender, national origin, age, veteran's status, or against qualified disabled persons in employment or the provision of services, in accordance with applicable federal, state and local laws.

APPLICATION & NOMINATION PROCESS



EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting McMurry University with its search for this important leadership position. All calls and inquiries should be made through the search firm.

Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

Application Process

- **STEP 1:** Complete a brief online application (2-3 minutes)
 - <https://www.surveymonkey.com/r/MU-JSOB>
- **STEP 2:** Send us your cover letter and résumé or curriculum vitae
 - Send in **PDF format** please
 - Send to ApplyHigherEd@eflassociates.com
 - Email subject line should read **"McMurry – SOB Application"**

Key Dates

- Candidate vetting and interviews will begin immediately.
- Applications will close earlier if a selection is made prior to the scheduled application deadline.
- Application deadline is **October 10, 2023**.

Confidential Inquiries

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Application Questions & Nominations: *If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:*

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