

# SEARCH PROFILE:

DEAN OF THE COLLEGE OF BUSINESS




**Central  
Washington  
University**

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Central Washington University (CWU) invites nominations and applications for the position of Dean of the College of Business (CB). Joining a dedicated team of faculty, staff, and students, the new Dean will play a key role fostering student success, creating business partnerships and innovative programs, and supporting CWU's mission to expand educational access and create a legacy of learning.

## ABOUT CENTRAL WASHINGTON UNIVERSITY

Central has a long history of preparing graduates for successful careers in an ever-changing world. Beginning in 1891 as a teachers' college (Washington State Normal School), Central has continued its commitment to scholarship, public service, and student success. Over the last 125 years, Central has grown from 50 students to approximately 8,300 students at combined campus locations, with an additional 16,500 enrolled through dual enrollment and high school partnerships across the state (2024-2025 data). Ninety-four percent of the students are undergraduates, with six percent graduate students. 4,000 students live on campus or within walking/biking distance. Tour the campus in Ellensburg here: [www.youtube.com/watch?v=HjdhOegDa9A](https://www.youtube.com/watch?v=HjdhOegDa9A)

CWU offers a full complement of [academic programs](#), including more than 135 accredited undergraduate majors and 32 accredited master's degree programs, as well as many minors and relevant certificate options.

The main campus offers a residential experience and a range of academic and campus life activities, as well as online degree programs for students who cannot attend a residential campus. Programs are also delivered at seven [University Centers](#) across the state, offering convenient degree and certification programs. The 380 acre campus also includes an [arboretum, pond, and greenhouse](#) (associated with the Biology department), [Lydig Planetarium](#) (part of the College of the Sciences), and a sustainable farm (growing food for

***Located in the heart of Washington State amid the scenic landscapes of the Kittitas Valley, CWU's Ellensburg campus is situated on the ancestral lands of the Yakama Nation. In acknowledgment of this heritage, CWU honors the Pshwanapum and other Yakama bands who have stewarded this land since time immemorial, as guided by their elders through generations. CWU expresses gratitude to these communities and recognizes the responsibility to care for and respect these lands.***

## ABOUT CENTRAL WASHINGTON UNIVERSITY (CONT.)

the campus and community). CWU also has partnered with Yakima Valley College for a Unified Admissions Initiative program to facilitate a seamless transfer experience.

CWU is comprised of 587 faculty (evenly divided between tenured/tenure track and non-tenure track) and 965 staff (2025 figures) committed to Changing Students' Lives. No matter what job, each person plays a part in supporting and empowering students to fulfill their dreams.

CWU is an Emerging Hispanic Serving Institution (24% Hispanic undergraduate student population) with a goal of becoming a Hispanic Serving Institution. Central Washington University has been named a Fulbright U.S. Scholar Program Top Producing Institution. For the third year in a row, CWU was ranked 18th in the Top Public Schools-Regional Universities (West) category, in the top 31% of Regional Universities in the West by [U.S. News & World Report](#) (2025). It is also rated 21st in Best Colleges for Veterans, 42nd in Best Value Schools, and 66th in Top Performers in Social Mobility.

CWU's ongoing, intentional efforts to provide equal access to postsecondary education for all learners are ingrained in the Vision and Mission statements, which call for the campus to become a "model learning community of access and opportunity." Through a multi-pronged approach, including intensive outreach work, innovative financial aid solutions, and a variety of continuing education programs like Running Start and College in the High School, CWU is building the bridges necessary to deliver higher education access to the communities it serves.

### ***Crea Tu Futuro (Create Your Future)***

#### **STRATEGIC PLAN**

CWU's [Strategic Plan](#) covers 2023 – 2028 and is organized around one unifying value with three core values. Each area has multiple goals and initiatives. Candidates are advised to review the Plan at the website linked above.

Central Washington University is comprised of four academic colleges, the Graduate School and the William O. Douglas Honors College

- College of Arts and Humanities
- College of Business
- College of Education and Professional Studies
- College of the Sciences

#### **VISION**

Central Washington University will be a model learning community of access and opportunity.

#### **MISSION**

To build a community of access and opportunity, Central Washington University fosters high impact practices, sustainability, and authentic community partnerships that are grounded in meaningful relationships.

#### **UNIFYING VALUE: STUDENT SUCCESS**

CWU creates pathways for students of all backgrounds to reach their academic and professional goals. Through providing a supportive learning environment, faculty and staff inspire students to become engaged professionals, active citizens, and lifelong learners.

#### **CORE VALUES**

- Engagement
- Belonging
- Stewardship

#### **QUICK FACTS**

- 46% students of color
- 54% female (UG)
- 46% male (UG)
- 94% Washington residents
- 113,166 living alumni
- 73% first year retention (Fall 2024 cohort, first-time/full-time freshmen)
- 50% four–six year graduation rate
- 44% first generation students
- 17:1 student to faculty ratio

## LIFE IN ELLENSBURG

Central Washington University's main campus spans 380 acres in the heart of Ellensburg, Washington—a vibrant city of about 20,000 residents within the larger Kittitas Valley, home to nearly 50,000 people. Located centrally in the state, Ellensburg is equidistant from Seattle and Spokane, offering residents and students access to the diverse landscapes of Washington State, from mountain ranges and high deserts to lush rainforests. Known for its welcoming small-town

atmosphere, Ellensburg enjoys four distinct seasons, with nearly 300 days a year of abundant sunshine, and an array of recreational and cultural activities. The community boasts a lively [arts district](#), a nationally renowned rodeo, accessible healthcare, and a network of service clubs and places of worship. Strong ties with Central Washington University enrich the area, fostering a unique community spirit. Learn more about what Ellensburg has to offer by visiting this [link](#).





## BUSINESS AND INDUSTRY OVERVIEW OF WASHINGTON STATE

Washington's economy offers dynamic opportunities for collaboration with Central Washington University's College of Business. The western region thrives on technology, international trade, aerospace, and maritime industries, driven by global companies and innovation hubs. The eastern side of the state anchors agriculture, food processing, healthcare, and renewable energy, supporting export markets and sustainability initiatives. Central Washington serves as a strategic corridor for manufacturing, logistics, outdoor recreation businesses, agriculture, and advanced technology development, blending rural strengths with growing infrastructure. These diverse sectors create pathways for experiential learning, internships, and applied research, which the College of Business is uniquely positioned to address.

All CWU colleges partner with Business and Community Services (BCS), a steward-of-place unit in the President's Division that connects communities, industry, and education/workforce partners to advance economic vitality across Washington State. BCS integrates expertise from business, engineering, education, and public policy to deliver technical assistance, industry and market-development support, sustainability and community-development consulting, and related services. Working with businesses, municipalities, nonprofits, education institutions, and state and federal agencies, BCS strengthens regional competitiveness, expands workforce capacity, and fosters innovation, while providing experiential learning for students, applied scholarship for faculty, and measurable statewide impact.



## ABOUT THE CWU COLLEGE OF BUSINESS

The College of Business empowers over 1,400 undergraduate students and nearly 50 graduate students through innovative programs and hands-on learning in a dynamic environment that blends academic rigor with real-world application. CB programs are offered through a variety of modalities: on campus, online, and at satellite locations. CB is fully accredited through AACSB and just successfully completed the current review cycle in 2025.

Academic departments are Accounting, Economics, Finance and Supply Chain Management, and Management and Marketing, offering 14 degree pathways and specializations (BSBA, BS, MPA, and MBA, as well as minors and certificates). Several minors are available fully online. The College awarded 341 degrees in 2025.

The newly launched (2025) MBA is a flexible and customizable program for young and working professionals that includes online with in-person and hybrid sessions. Stackable credentials enable career progression, and the program can be completed in one year.

The College of Business recently launched its 2025-2028 [Strategic Plan](#). It centers on three major initiatives that will shape the College's future: educating the whole person; advancing sustainability; and introducing the MBA program. Underpinning all of these is a deep dedication to thought leadership in economic and social mobility, and the power of applied learning to drive social impact. Candidates are strongly encouraged to review this plan.

A dedicated team of approximately 32 tenured and tenure track faculty, 20 non-tenure track (full and quarterly appointments) faculty, and 8 staff comprise the personnel. The all-funds budget is \$8.7 million.

CB supports a variety of wraparound services for its students, including career services, academic advising, financial counseling (Money Savvy Wildcat), overall well-being (Office of Inclusivity and Readiness), and tutoring. CB supports 10 business-related student clubs and organizations, with faculty involvement, ensuring a highly engaged student community.

Celebrating 50 years in 2025, CWU's College of Business actively engages with business and industry through signature programs and partnerships, such as the Center for Financial Planning and Well-Being (funded by Charles Schwab) and the Office of Inclusivity and Readiness (funded by KPMG). In agriculture, CWU offers the Food and Agribusiness Innovation Management program and partners with local agribusinesses

## COLLEGE OF BUSINESS VISION, MISSION, & VALUES

### Vision

To provide a transformative educational experience that enables learners to achieve their personal and professional aspirations and contribute to building a sustainable future in a rapidly changing world.

### Mission

To foster a dynamic learning environment that equips learners from diverse backgrounds with the skills and knowledge necessary to unlock new life prospects and make an enduring positive impact on their communities. We achieve this by offering theoretically grounded, practice-oriented business education programs, producing impactful research, building partnerships with key stakeholders, and nurturing a culture of belonging.

### Values

- Learner Success
- Excellence
- Lifelong Learning
- Integrity and Ethical Behavior

## CLUBS

- Association of Latino Professionals for America
- Beta Alpha Psi/Accounting and Finance
- Digital Marketing Club
- Economics Association
- Entrepreneurship Club
- Financial Planning Student Association
- Society for Human Resource Management
- Sport Management Association
- Supply Chain Management Association
- Women in Business

and cooperatives to advance sustainable practices. Additionally, the Applied Agribusiness Technology initiative equips students with data and technology skills for modern farming and logistics. Other unique programs include business analytics and an interdisciplinary MBA. These alliances, combined with advisory boards and community projects, ensure CWU graduates are prepared to lead in Washington's dynamic economy.

A significant resource for candidates is the College of Business annual magazine, [Voyage](#). Candidates are encouraged to review the publications for a deeper understanding of the College.





## ABOUT THE DEAN

The Dean is the administrative leader of the College, serving to unite faculty and staff in consultative work that advances the mutually shared mission of the University and of the College. Reporting to the Provost/Executive Vice President for Academic Affairs, the Dean functions as an administrator, planner, leader, and spokesperson for the College. The Dean provides leadership in advancing the College among its many constituencies, and in positioning the College to respond successfully to the challenges and opportunities of contemporary higher education. In conjunction with the department chairs and faculty governance groups, the Dean creates and implements short and long-term strategic goals consistent with the College mission and vision. The Dean collaborates closely with the administration, support services, faculty, staff, and students, as well as community

agencies, and the general public. In addition, the Dean provides leadership in advancing the College among its many constituencies, and in positioning the College to respond successfully to the challenges and opportunities of contemporary higher education. The Dean leads and manages change, ensures inclusive and ethical practices, allocates College resources and models student-centered decision-making.

Academic departments reporting to the dean are Accounting (including Master of Professional Accountancy), Economics, Finance & Supply Chain Management, and Management & Marketing. The MBA program is delivered collaboratively across all four departments and is overseen by a program director.

## RESPONSIBILITIES

### Strategic Planning and Budget

- Articulate and champion a compelling vision for the College of Business that inspires faculty, staff, students, and external stakeholders, aligning with the broader mission and strategic direction of the University.
- Lead a comprehensive and collaborative strategic planning process, engaging internal and external stakeholders to identify priorities, set measurable goals, and ensure long-term growth and relevance in business education.
- Drive innovation and organizational alignment, ensuring that academic programs, initiatives, and community partnerships are strategically developed and executed to advance the College's vision and impact.
- Secure resources for strategic initiatives and build a sustainable model for continued success.
- Plan and control expenditures within established budget.
- Expand and diversify revenue through both tuition and non-tuition driven activities, programs, and strategies.

## RESPONSIBILITIES (CONT.)

### **Maintain Professional Accreditation- AACSB**

- Maintain and lead AACSB accreditation processes.

### **Student Access and Success**

- Work with college departments and staff to enhance academic experiences of students enrolled in college courses and programs.
- Promote and facilitate faculty-mentored undergraduate research and creative activity, and other high impact practices.
- Work with college departments and staff on strategic recruitment and retention efforts.
- Initiate programming for wraparound services for CB student success. Partner across campus.
- Focus on student post-graduation success.
- Work with the alumni engagement coordinator, Office of Alumni Affairs, and Office of Career Services to expand alumni mentoring and both career and graduate education preparation.
- Oversee student advising activities.

### **Human Resource Development**

- Recommend appointment, reappointment, promotion, tenure, and compensation changes for faculty.
- Review faculty teaching and advising loads, committee assignments, and professional activities.
- Serve as appointing authority for the College of Business, with responsibility for recruitment, selection, and evaluation of college faculty and staff.
- Encourage and implement plans for faculty and staff regarding development, professional growth, and mentoring.
- Mediate and resolve conflicts involving faculty, staff, and students within the College.
- Directly supervise central office staff.

### **Curriculum Development and Management:**

- Lead in the development, delivery, and evaluation of high-quality academic programs in departments and affiliated degree programs of the College.
- Work with department chairs to maintain currency and relevancy in all business programs and specializations.
- Encourage faculty to adapt to new instructional technologies to meet student needs and budgetary realities.

### **Faculty Standards and Policy Development:**

- Develop, in consultation with department chairs and committee chairs, policies and procedures to guide the functions of the College.
- Establish and oversee committees to facilitate the affairs of the College.
- Review and update College by-laws.

### **Budget Management**

- Plan and control expenditures within established budget.
- Expand and diversify revenue through both tuition and non-tuition driven activities, programs, and strategies.
- Oversee the College budget committee and ensure that chairpersons and staff receive necessary training and professional development.

### **Resource Mobilization**

- Collaborate with University Advancement in order to lead College efforts to raise funds from sources external to the University.
- Support faculty efforts to secure extramural funding.
- Plan and monitor the use of funds held in the CWU Foundation in support of student success, faculty development and other programmatic needs in the College of Business.

### **Supervisor Duties**

- Actively engage in recruitment and hiring of new employees.
- Clearly define performance expectations, ensure accountability, and provide ongoing informal feedback, coaching, and mentoring. Conduct formal performance evaluations.
- Ensure employees have necessary resources.
- Oversee and direct the work of staff; serve as mentor, coach, and leader, and resolve complaints or issues.
- Promote professional development opportunities.
- Develop and foster supportive working relationships, motivation and engagement.
- Communicate information to staff on an ongoing basis to influence staff engagement and to be a part of a larger community.
- Take corrective action in a timely manner.
- Recognize and reward employees for good performance.
- Schedule employee work hours/shifts; monitor hours worked; approve payable time and absence requests.
- Adjust leadership style as needed to achieve results.
- Recognize the value of and promote a diverse workforce. Value and encourage diverse perspectives, creativity, and teamwork.

The Dean is supported by an Associate Dean, Director of Recruitment and Post-Graduation Success, Manager of Strategic Initiatives and Operations, Assistant to Dean, Professional Academic Advisors, and Directors of Office/Centers/Institutes. Department chairs and program directors are elected by departments and serve a four-year term. Each department chair and program director provides management for their unit regarding planning, curriculum, faculty development, and department resources.





## LEADERSHIP AGENDA AND COMPETENCIES

**Supporting Responsive and Relevant Programs:** The Dean will be a thought leader and catalyst in championing responsive programs that align with regional and state needs, developing the professional expertise through programs that graduate technically competent and interpersonally astute students who will contribute to the civic and business success of the region and state. Essential to this effort is an understanding of the market demands and student enrollment challenges. Collaborative decision making, transparency, accountability, and trustworthiness are expected attributes of the next Dean. The Dean will play a leadership role in fostering a culture of adaptive, forward-thinking innovation focused on delivering cutting-edge programs and student success. The Dean's ability to set the strategic direction, inspire innovative solutions, and redirect, when necessary, will be essential to the continued success of the College.

**Fostering a Culture of Faculty and Staff Success:** As the chief academic and administrative leader of the College, the Dean is the primary architect and steward of its culture. The Dean is expected to shape and sustain a climate that is collegial, transparent, welcoming, aspirational, and firmly grounded in professional, respectful behavior. This includes leading with clarity around expectations, modeling constructive engagement, and building trust across departments and roles. The Dean will champion an active and intentional approach to faculty and staff development, supporting tenure, promotion, and post-tenure review; advancing high-impact practices that drive student success; recognizing and celebrating faculty and staff achievements; and promoting a culture of belonging and respect for all employees.

**Expanding Interdisciplinary Connections:** The successful Dean will explore how interdisciplinary connections can expand opportunities for students and develop a well-rounded educational experience. Creating alliances with other colleges and administrative units are essential to this effort. An optimistic and open approach to working across disciplines will assist the Dean in these efforts. The goal is to position the College of Business as a valued and strategic partner for all campus efforts.

**Community, Business, and Industry Partnerships:** The College of Business should be viewed as an essential engine driving innovation and producing outstanding graduates who advance the economic vitality of Central Washington, the state, and the broader region. The Dean will lead the College in building strategic partnerships across Washington's diverse economy ranging from technology, aerospace, and international trade in the west, to agriculture, food processing, healthcare, renewable energy, manufacturing, and logistics across the central and eastern corridors. The successful Dean will be visibly engaged with business and community leaders, develop an expert understanding of regional and statewide workforce needs, and actively connect those needs to the College's programs, research, and student experiences. Collaborating with University entities (e.g., Business and Community Services) and engaging with strategic development initiatives (e.g., Old Heat Project), the Dean will position the College as a vital partner in attracting, developing, and retaining high-value enterprises and talent.

## LEADERSHIP AGENDA AND COMPETENCIES (CONT.)

**Student Success:** The holistic development of students—through their academic and co-curricular experiences within the College—is central to their success. The Dean will play a key role in enhancing the educational journey for students, ensuring a strong connection with Career Services and industry. Analyzing student and employer satisfaction and career metrics will be important to this endeavor. The Dean will work to strengthen academic programs, create new opportunities for students and faculty, and champion an environment that values respect, fosters belonging, and ensures accessibility for all. This leader will be a passionate advocate for students, dedicated to creating a campus culture where every individual can thrive. In addition, the Dean will be a key partner with enrollment management efforts to ensure effective outreach to prospective students and community partners.

**Stewarding College Resources:** The Dean will oversee the College's budget with a deep understanding of the financial drivers, including enrollment trends, program costs, and funding allocations. This role requires both an understanding of budgeting and the ability to work collaboratively with faculty to ensure that curriculum offerings and course schedules align with student needs while remaining within available resources. The Dean will work closely with academic and administrative units to set budget priorities and proactively identify efficiencies and opportunities to extend resource impacts.

**Elevating Visibility and Enhancing External Resources:** In a competitive and resource-limited environment, the Dean will play a collaborative role in advancing the visibility of the College's exemplary programs, outstanding faculty, and notable student achievements. This includes celebrating the accomplishments of the College community members while leading strategic initiatives that align with the College and University mission, vision, and values-based strategic plan. The Dean will signal the College's commitment to engaging in innovative activities and partnerships, supporting faculty research, advancing strategic grant opportunities, and fostering interdisciplinary collaboration. The Dean will take an active and visible role in the strategic vision and development of fundraising activities and external research funding that benefit the College mission. Given the nature of CB, regional business outreach and partnerships are very important.







## QUALIFICATIONS

### REQUIRED

- Earned doctorate from an accredited institution in a discipline associated with business
- A record of teaching and scholarly/creative accomplishments suitable for a tenured appointment at the rank of full professor in an academic department within the College of Business
- Four (4) years of higher education leadership at the chair level or above
- Excellent communication skills (interpersonal, written, presentation)
- Experience developing and fostering partnerships with the business sector
- Experience with AACSB accreditation (or a comparable business-school accrediting body), ideally with preparation of accreditation reports and preparation for accreditation reviews

### DESIRED

- Experience designing or implementing new curricular programs and/or recruitment strategies that resulted in increased student enrollments
- Experience with high impact practices and programs that enhance student success, retention, and career outcomes
- Demonstrated commitment to fostering a culture of collaboration, respect, and institutional excellence through leadership and engagement with students and colleagues
- Demonstrated emotional intelligence skills and behaviors including adaptability to change, empathy, self-reflection, conflict management and resolution, and the ability to build authentic bonds and create an atmosphere of collaboration and cooperation
- Experience with fundraising, resource development, or securing external funding
- Experience leading or contributing to strategic planning processes and implementing strategic initiatives

OR applicable combination of education and/or experience which demonstrates the ability to perform the essential functions of the position.





## APPLICATION AND NOMINATION PROCESS

Central Washington University is assisted by Academic Search. A completed application will include the following documents, to be separately submitted electronically in pdf format:

1. A cover letter which clearly summarizes how the applicant addresses each of the listed required qualifications, preferred qualifications (as applicable), and leadership agenda/characteristics.
2. A current curriculum vitae (CV) that includes responsibilities and accomplishments, as well as scholarly achievements.
3. Names and contact information for five references with a note indicating the relationship to the applicant. (References will not be contacted without permission.)

Nominations and applications should be sent to [CWUCBDEAN@academicsearch.org](mailto:CWUCBDEAN@academicsearch.org).

The position will remain open until filled, with full consideration given to applications received by February 28, 2026.

Nominators and prospective candidates may arrange a confidential discussion about this opportunity with Stacey Morgan Foster, JD, senior consultant, at [stacey.foster@academicsearch.org](mailto:stacey.foster@academicsearch.org).



## COMPENSATION AND BENEFITS

### COMPENSATION AND BENEFITS

Classification range: \$155,784 to \$249,255

Anticipated hiring range: \$195,000 to \$235,000

### BENEFITS AND OTHER EMPLOYMENT INFORMATION

CWU is committed to investing in its employees and creating a healthy and successful work environment. The University offers medical, dental, life and disability insurance,

retirement and optional savings plans, tuition assistance for employees and dependents, discounts across town, an employee assistance program for individualized counseling, and a wellness incentive program. Learn more: [Benefits and Leave](#) as well as the [CWU HR webpage](#).

The campus has a collective bargaining agreement environment for faculty and staff. Administrators, including the deans, are exempt employees and are not covered by a Collective Bargaining Agreement. Retreat rights for academic deans are negotiated as part of the hiring process.

## OTHER NOTICES AND INFORMATION

**Background Check/Reference Check Process:** Prior to employment, final candidate(s) will be required to sign a Sexual Misconduct disclosure in pursuant to [RCW 28B.112.080](#) and submit to a background check. All information obtained through background investigations will be strictly confidential and revealed only to those required to have access.

**Affirmative Action/Equal Opportunity Statement:** Central Washington University is an EEO/AA/Title IX/Veteran/Disability employer. Central Washington University's policies and practices affirm and actively promote the rights of all individuals to equal opportunity in education and employment. Discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability, or status as a protected veteran is prohibited. The University provides an internal procedure for reporting discrimination and affords protection against retaliation for participating in the complaint process. Central Washington University complies with all applicable federal, state, and local laws, regulations, and executive orders including when soliciting bids and in the fulfillment of all contracts with governmental agencies. Direct related inquiries to [Civil Rights Compliance](#), 202 Barge Hall, Ellensburg, WA 98926-7501; Telephone 509-963-2050; or email [crc@cwu.edu](mailto:crc@cwu.edu).

**Reasonable Accommodations:** Central Washington University provides reasonable accommodations to qualified individuals with disabilities who are employees or applicants for employment. Employment opportunities will not be denied because of the need to make reasonable accommodations for a qualified individual with a disability. If you need assistance or accommodation in applying because of a disability, please contact Human Resources at [HR@cwu.edu](mailto:HR@cwu.edu) or call 509-963-1202. This job announcement and other material on this site will be made available in alternate formats upon request to an individual with a disability.

**Annual Security and Fire Safety Report (Clery Act):** For the Central Washington University Annual Security and Fire Safety Report (i.e. Clery Report) which includes statistics about reported crimes and information about campus security policies, available online [here](#) or call CWU Police and Parking Services at 509-963-2959 for a paper copy.

Information about employment of foreign nationals can be found at this [link](#) on the HR website

Information about required trainings can be found at this [link](#) on the HR website.



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Central Washington 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.

