



**An invitation to apply for the position of
Dean, McColl School of Business
Queens University of Charlotte**

THE SEARCH

Queens University of Charlotte (Queens), one of Charlotte's leading private universities, seeks a visionary, strategic, and entrepreneurial leader to serve as its next dean of the McColl School of Business. This is an exceptional opportunity to lead a highly regarded Association to Advance Collegiate Schools of Business (AACSB) business school to new heights in one of the nation's fastest-growing cities. With a commitment to excellence in teaching, research, and service, the dean will work in collaboration with senior leadership, faculty, staff, and students to lead the McColl School into its next defining chapter.

The new dean will join the Queens community at an exciting time as it embarks on an endeavor to transform Queens into a national comprehensive university in Charlotte. The dean will help to amplify the University's presence as a prominent institution that is grounded in the liberal arts. Working closely with university leadership, the dean will assist with the continued implementation of a strategic framework for the University.

Reporting to the provost and vice president for academic affairs, the dean serves as the chief academic and administrative officer for the McColl School and is responsible for the management of its resources, including faculty and staff, physical facilities, and budget. The McColl School is home to 21 full-time faculty, whose commitment to undergraduate and graduate students fuels their teaching, research, and service. The McColl School features six academic areas ([Accounting](#), [Business Administration](#), [Finance](#), [Management](#), [Marketing](#), and [Talent & Organizational Development](#)).

The next dean will make a lasting impact within the McColl School by enhancing a brand that is anchored in the quality of its academic programs, the preeminence of its research, and its impact on the services it provides to society. Under the next dean's leadership, the School will advance the university-wide commitment to community, equity, and inclusiveness by further diversifying and supporting faculty, staff, and students from historically underrepresented groups, articulating an understanding of the educational and social value of a diverse community. As the public face of the McColl School, the dean is the most prominent advocate for business education at Queens and will enthusiastically tell the University's story

to alumni, corporate leaders, and high-potential supporters in North Carolina and beyond. The dean will prioritize student success through innovative curricular and co-curricular approaches that meet the needs of a new generation of students, inspiring them to envision what they can achieve in the future.

The successful candidate will be a champion for teaching and scholarship, have outstanding communication and interpersonal skills, high energy, a passion for fundraising, political astuteness, a deep commitment to inclusive excellence, and a personal style that engenders trust and respect. The dean will be visible on campus and in the community and must have an appreciation and passion for the mission of higher education at a small, private, master's level university.

Queens University of Charlotte has retained the services of Isaacson, Miller, a national executive search firm, to assist in conducting this important search. All inquiries, applications, and nominations should be directed in confidence to the search firm, as indicated at the end of this document.

Queens University of Charlotte

Long before it was named Queens University, the campus was known as the Charlotte Female Institute (1857-1891). In 1857, when women were explicitly prevented from pursuing education, the Institute dedicated itself to providing more educational opportunities. In the 1850s, before the founding of all but one of the now prestigious New England and Mid-Atlantic Seven Sisters colleges, such as Vassar, Wellesley, Bryn Mawr, and Smith, and more than sixty years before prominent women had the right to vote in North Carolina, the Institute was a bold educational leader. In the following years, the Institute became the Seminary for Girls (1891-1896) and then was known as the Presbyterian Female College (1896-1912).

In 1912, the trustees decided to move the college to a new campus in Myers Park and renamed the new institution "Queens College" in recognition of the state's first college which bore the same name during its short existence from 1771 to 1772. Queens took on the challenge of relocating from Uptown and led the expansion of Charlotte's new Myers Park neighborhood. Queens continued to grow and innovate in the following decades, which included a merger with Chicora College in 1930, the legacy of which lives on today in Chicora's original motto of "*not to be served but to serve.*"

From its inception to the modern, student-centered institution it is today, Queens is motivated by a grand ambition to meet the global challenges of today's world. Queens aims to become the leading, private, national university of Charlotte. In the near term, Queens will continue to make meaningful connections that meet the needs of the community. Queens will provide spaces for inventive and multidisciplinary academic programs that are connected to the world's most pressing challenges and biggest areas of opportunity. The institution will become more fully connected and provide an innovative set of experiences that support holistic wellness and well-being for all university stakeholders. Queens looks

forward to fostering a culture of continuous improvement and investment that enables all faculty and staff to flourish and achieve their full potential.

Queens is positioning itself to become a more nationally recognized university as the higher-education landscape in Charlotte becomes more competitive. Part of the reason why Queens University can position itself as a nationally recognized university is because of what metropolitan Charlotte can offer its 1,873 students. Charlotte is the 15th largest city in the nation and is consistently ranked as one of the *Best Places to Live* in the United States. Queens is currently ranked in the top ten of all [Regional Universities in the South](#). Queens also received distinctions as one of the most innovative and one of the best-valued schools among all regional universities. The undergraduate business program at Queens is also classed as one of the best in the region.

With [45 undergraduate majors, 68 minors, eight master's](#), and numerous [graduate certificate programs](#) offered across the University, Queens presents a comprehensive and robust liberal arts education to its students. Additionally, Queens has a nationally distinctive and recognized general education program for its undergraduate students. To maintain this approach, Queens offers a collaborative setting where faculty can continue to receive great acclamations. The University has employed five North Carolina Professors of the Year and also two Pulitzer Prize Finalists and MacArthur Genius Award Fellows. The University's undergraduate teaching ranking remains in the top ten among regional universities in the south. Due to these distinctions, Queens is excited to expand the McColl School's national and international reputation.

The University has a strong and dedicated faculty, with 85% of full-time faculty holding terminal degrees. Its 1,873 students represent 51 different countries, 44 states, and two US territories. Students enjoy a 9:1 student-to-faculty ratio. The University is deeply committed to cultivating an academic, professional, and residential environment that promotes inclusive excellence. The University's [mission, vision, and values](#) hope to frame an ethos that creates a culture where everyone at the University may become effective community members.

Queens University's campus, the core of which rests only three miles from its original foundation, is located in the historic neighborhood of Myers Park. The 95-acre verdant campus features a mix of historically significant buildings and [eight residence halls](#). The residence halls and academic buildings are aligned so that a canopy of lush and pristine willow oak trees can increase the campus' ecological value.

The verdant campus is just a few minutes from [uptown Charlotte](#) where some of Charlotte's most popular arts and cultural landscapes can be reached by car or by bike when using a network of nature trails or commuter-friendly bike lanes. The campus also has convenient access to major cities via the Charlotte-Douglas International Airport, as the campus is situated just ten miles east of the airport. Queens is also conveniently located within a few minutes' drive to the Amtrak station which also connects commuters to other major hubs like Richmond and the Washington, D.C. metro area.

Strategic Framework

In 2021, Queens introduced a strategic framework as part of a plan to transform itself into a national comprehensive private university of Charlotte. The framework sets ambitious university-wide goals and strategies for the next decade. Queens will focus on five strategic themes that will advance the university's proficiency to meet the growing and essential needs of its entire community. The framework's agenda includes: Empowering Economic Mobility; Cultivating Multidisciplinary Perspectives, Collaboration, and Scholarship; Establishing a Comprehensive Approach to Health and Wellness; Investing in Employee Development, Recruitment, and Retention; and Leading in Diversity, Equity, and Inclusion.

With a determination to continuously improve and evolve, the goals and initiatives of the framework include attracting and developing relationships with top corporations, continuing to grow the reputation of Queens, increasing research and education opportunities, and developing learners who are workforce and world ready. The next dean of the McColl School will assist the University's leadership in their effort to actualize the university strategic framework within the School of Business, while clearly articulating McColl-specific priorities that align and support the overarching pillars of the university-wide vision.

Leadership

Daniel G. Lugo, JD

On January 14, 2019, Daniel Lugo was named the 21st president of Queens University of Charlotte. President Lugo is a distinguished higher education professional and is known for his innovative resource development experience. He has strategic experience in institutional advancement, alumni engagement, enrollment marketing, student recruitment, and diversity and inclusion. President Lugo earned his BA in political science from Carleton College, and his JD from the University of Minnesota School of Law, where he was an editor of *The Journal of Law & Inequality*. Prior to his career in higher education, President Lugo was an intellectual property and entertainment attorney. President Lugo looks forward to continuing the transformation of Queens University into a leading teaching, research, and service institution.

Sarah Fatherly, PhD

Sarah Fatherly is the chief academic officer for Queens University of Charlotte, overseeing all academic programs and services. Having served in that role since 2017, Dr. Fatherly has almost two decades of experience in academic administration. She joined the Queens community in 2012 as associate provost and dean of university programs providing a renewed focus to student success and retention including the revitalization of the university's signature student experiences notably general education, career readiness, and global education. She co-authored and directed a successful \$2.2 million grant proposal to the U.S. Department of Education's Title III Strengthening Institutions program in support of these student success efforts. In addition to scholarship in her academic fields of study, Fatherly has published and

presented widely on scaling high-impact practices, equity-minded curriculum innovation, faculty development practices, and campus partnerships for student success. She earned a BA from Gustavus Adolphus College, an MA, and a PhD in United States History from the University of Wisconsin-Madison with a specialization in early American and women's history.

The new dean of the McColl School of Business will join a dynamic and highly collaborative group of deans, including new deans for the Blair College of Health and the Knight School of Communication. The University's deans will foster opportunities for cross-disciplinary collaboration and create innovative program development initiatives that are centered on preparing the next generation of students.

THE MCCOLL SCHOOL OF BUSINESS

Since its establishment in 1933, Queens University of Charlotte's McColl School of Business has been a leader and a resource for business education in the city. The School embraces an interdisciplinary approach and emphasizes experiential learning and entrepreneurial creativity. The business curriculum is grounded in the liberal arts and provides students with the tools to understand how knowledge fits together and the ability to grapple with complex questions.

While under the tutelage of McColl faculty, students experience rich diversity across broad disciplines, with professors who also serve as practitioners who strive to merge theory with practice. Currently, 269 total students are seeking bachelor's degrees in the McColl School and 176 students are earning their master's degrees. The School has approximately 4,000 loyal alumni, more than 1,500 of whom live in the Charlotte area.

Academics

The McColl School of Business offers two undergraduate degrees: a Bachelor of Business Administration (in Accounting, Business Administration, Finance, Management, or Marketing) and a Bachelor of Arts in Business. The School offers two graduate programs, including a *flexible* [Master of Business Administration \(MBA\)](#) and a [Master of Science in Talent & Organizational Development \(MSTOD\)](#). The McColl School has broadened its access to prospective students who have interest in expanding their own edification and professional networks. The McColl School offers several professional business certificate options for non-matriculated and new part-time students. Current graduate certificate options include [Change Management](#), [Cybersecurity Management](#), [Diversity Equity and Inclusion Management](#), [Executive Coaching](#), [Finance](#), [Global Business Management](#), [Healthcare Management](#), [Leadership and Change](#), [Learning and Development](#), [Management Consulting](#), [Not-For-Profit Leadership](#), [Organizational Leadership](#), [Talent Management](#), and [Certified Financial Planner](#), a professional certification.

The interdisciplinary character of the McColl School of Business is not contained just to itself. The McColl School has academic partnerships with the five colleges and schools that make up Queens University. In

addition to the McColl School of Business, the University's remaining colleges and schools include the [Blair College of Health and its Presbyterian School of Nursing](#), the [College of Arts and Sciences and its Cato School of Education](#), and the [Knight School of Communication](#). University leadership is eager for these entities to develop more curriculum collaborations that take advantage of the resources that are available in each academic unit.

Faculty at the McColl School focus their research on emerging issues with tremendous impact, addressing such topics as novel resource allocation, optimization models for business, organizational culture, and leadership. These experiences are extended beyond the classroom and are often highlighted in the services that are provided by [The Executive Leadership Institute](#). By cultivating relationships throughout the Carolinas, experienced McColl faculty provide the Institute's clients with guidelines on how they can produce better outcomes for local, statewide, and national businesses.

In 2022, the McColl School was re-accredited by the AACSB. The prestigious recognition follows recommendations by the AACSB Peer Review Team, Maintenance of Accreditation Committee and Board of Directors, that McColl has achieved or exceeded the AACSB's rigorous standards for excellence. Currently, only 529 of the more than 1,650 U.S. institutions (fewer than 5% globally) offering both undergraduate and graduate degree programs in business hold AACSB accreditation. The McColl School of Business has been accredited by the AACSB since 2007. The next on-site continuous improvement reviews are scheduled for 2027-2028.

THE ROLE OF THE DEAN

The dean is the most prominent advocate of the McColl School of Business and will represent the School to alumni, donors, industry leaders, and the public. In this capacity, the dean will serve as one of the lead fundraisers for the School. The dean will also be a key strategic leader within Queens University of Charlotte, playing a vital role in furthering interdisciplinary partnerships and implementing the ongoing strategic planning process on campus. The dean will enthusiastically advocate for faculty recruitment, development, and retention, and will support program and curricular development. In all these activities, the dean will be a clear communicator and tireless champion for students, reinforcing the mission of the McColl School of Business.

OPPORTUNITIES AND CHALLENGES

The immediate opportunities and challenges facing the next dean of the McColl School of Business include:

Provide collaborative, visionary, and decisive leadership for the McColl School of Business.

The next dean will set a course for the future of the School, as Queens University of Charlotte seeks to enhance its reputation for excellence in teaching and invests in innovative research that addresses the current and rising challenges in our world. To accomplish these goals, the dean will have a deep commitment to the McColl School's role within the University and a strong knowledge of business trends and the challenges facing higher education.

The dean will navigate the multiple priorities of the position while bringing visibility to the many successes and strengths of those who contribute to the School. The dean will focus on supporting students, faculty, and staff and be a strong advocate for the McColl School, modeling resiliency, creativity, and entrepreneurship while leveraging resources at the decanal level. The next dean will lead the McColl School in its effort of promoting the University's strategic framework, strengthening communications in the School and across the University, and navigating fiscal demands.

Further enhance the identity of the McColl School of Business and invigorate its reputation regionally, nationally, and internationally.

The dean will work with faculty, staff, and the School's Board of Advisors to further enhance the presence and reputation of the McColl School of Business. The dean will promote a brand for the School that builds on its existing strengths as well as new interdisciplinary areas that meet the needs of both students and businesses today. These efforts will align the School as a critical academic unit within the University and leverage its proximity to Charlotte, as well as other major metropolitan hubs. By promoting its signature academic programs and proximity to major business centers, the dean has the opportunity to genuinely set the McColl School apart from other business schools in the region. Enhancing a superb environment of scholarship and orienting the School toward focused, meaningful engagement with local, national, and international employers, the dean will further distinguish the School as a vibrant, singular, and sought-after business school.

Strengthen and drive interdisciplinary connections with other academic units at Queens University of Charlotte.

While the dean's central responsibility is the well-being of the McColl School of Business, they are also a leader within the University, welcoming and seeking out ways to collaborate with other units for mutual benefit. The dean will join a highly collaborative group of deans on campus who are eager to partner with the McColl School and continue the progress made in developing new interdisciplinary programs over the last several years. The new dean will strengthen relationships and synergies with other schools and colleges at Queens, establish new interdisciplinary academic initiatives and joint programs, and foster a culture that supports these initiatives which will enhance the School's appeal to all stakeholders.

Deepen ties with business communities and create further opportunities for students and faculty.

As part of the University's strategic framework, the McColl School will build and strengthen its alliances with organizations across the city and state, with a goal of enhancing academic and research opportunities for students and faculty. As the lead ambassador and external face of the McColl School, the dean will cultivate strong relationships with industry, nonprofits, and other institutions, as well as with thousands of alumni, taking advantage of networks and proximity in one of the country's fastest-growing cities. These connections provide students with access to mentorship as well as critical career experiences, including internships and experiential learning opportunities, that enable them to connect their coursework to real-world situations and build a strong professional network. This will begin with increased partnerships in the state of North Carolina that allow for greater prominence across the mid-Atlantic region.

Advance strategic policies, practices, and priorities that promote diversity, equity, and inclusion throughout all McColl School constituencies.

The McColl School of Business strongly values diversity and a culture of inclusion. As a prominent leader on campus, the dean will work with a wide range of stakeholders to encourage the continued engagement and understanding of diversity and inclusion issues facing the McColl School. The dean will provide visionary, experienced, informed leadership in diversity, equity, and inclusion in business education to advance the strategic policies and practices within the School. The dean will ensure that McColl School services proactively support a growing array of community needs, serving as a thoughtful advocate and vocal leader in support of diversity, equity, and inclusion initiatives. The University recently named an Assistant Vice President for Diversity, Equity, and Inclusion, who simultaneously serves as Director for the [Charlotte Talent Initiative](#). While working in concert with the Assistant Vice President for Diversity, Equity, and Inclusion, the Dean will continue the McColl School's commitment to tangible and actionable positive change by recruiting, retaining, and supporting students, faculty, and staff of all identities.

Support the academic vibrancy and innovative research of the faculty with an emphasis on scholarship, teaching, and empowerment.

Given the University's growing commitment to research and scholarship, it is critical that the dean of the School of Business be a tireless advocate for the School's research, scholarly achievements, and creative activities. The dean will work with faculty and program directors to develop a strategy to hire into areas of top priority, to attract the most talented scholars, and to ensure the successful professional development and retention of the School's talented faculty researchers. The dean will champion relationships throughout McColl School faculty ranks and promote an impactful environment where innovative pedagogues and teachers may thrive. These combined efforts will strengthen the teacher-scholar model which is at the core of the faculty the University seeks to hire and retain.

Create a sustainable business model and supporting infrastructure.

To ensure a sustainable future in a highly competitive business school marketplace, the dean will possess strong financial acumen and a high-level perspective to make strategic business decisions with an eye toward creativity, collaborative decision-making, and increased efficiencies. The dean will manage a sustainable business model for the School and adapt the model on an ongoing basis. It is expected that the dean will provide a high level of transparency on the financial priorities of the School in support of academic excellence. This business model will include strategies for creating new revenue streams, fostering new partnerships, supporting research and service, and ensuring an infrastructure within the School that seeks out efficiencies and fosters collaboration across the many constituencies of the School of Business. With a successful business model and the appropriate infrastructure, the dean will help foster a culture of innovation, focused risk-taking, and enthusiasm for the future.

THE SUCCESSFUL CANDIDATE

The next dean will possess unquestionable integrity, deep appreciation of academic qualities, outstanding communication and interpersonal skills, strong administrative abilities, high energy, political astuteness, deep commitment to diversity, collegial instincts, and a personal style that engenders trust and respect. The dean will be a capable delegator, a good listener, well organized, and visible on campus and in the community. The dean will have a great passion for the role of private higher education and the life-changing opportunities it provides students.

QUALIFICATIONS AND CHARACTERISTICS

Queens University of Charlotte seeks a dynamic, accomplished, inspiring, and collaborative individual to serve as its next dean of the McColl School of Business. While no one person may possess all of the qualities enumerated below, the ideal candidate will have many of the following professional and personal characteristics:

- Demonstrated capacity to strengthen and communicate a clear identity and strategy for the McColl School of Business;
- Demonstrated commitment to diversity and success in working within diverse communities;
- The ability to play a key role in university leadership, advocating for the McColl School and forging collaborative and strategic connections across campus;
- An aptitude and appetite for raising funds and assisting with development efforts;
- Demonstrated commitment to recruiting, developing, and retaining a talented faculty and supporting their academic work;
- Demonstrated success engaging alumni and business leaders and developing partnerships with industry;

- Demonstrated ability to manage human, financial, physical, and information resources strategically;
- Proven success in academic administration or extensive business experience, with a record of outstanding achievement in high-level leadership;
- Demonstrated success in developing and maintaining excellence in programs to serve both undergraduate and graduate students in business;
- Strong commitment to excellence in teaching and an understanding of student needs;
- An understanding of the AACSB accreditation process;
- Understanding current and emergent trends in higher education and business education;
- A sophisticated understanding of the role of technology in educating the next generation of students for professional careers and leadership in business, non-profits, and government;
- Candidates from an academic background will be expected to have a record of excellence consistent with the qualifications at the rank of an associate or full professor in the School of Business; Candidates from non-academic backgrounds or private industry are expected to qualify for an appointment as a professor of practice;
- An advanced degree is preferred.

TO APPLY

Review of applications, nominations, and expressions of interest will begin immediately and continue on a confidential basis until an appointment is made. All inquiries, nominations/referrals, and applications (including résumé and letters of interest responding to the requirements outlined in the position profile) should be submitted using the following [link](https://www.imsearch.com/open-searches/queens-university-charlotte-mccoll-school-business/dean) to Isaacson, Miller's website:

Donna Cramer, Partner
Karreem Mebane, Senior Associate
Ryan Smillie, Senior Search Coordinator

Isaacson, Miller

<https://www.imsearch.com/open-searches/queens-university-charlotte-mccoll-school-business/dean>

Electronic submission is required.

Queens University of Charlotte is an equal opportunity employer and is firmly committed to supporting and celebrating all forms of diversity. Queens does not discriminate on the basis of race, color, gender, sex (including pregnancy, childbirth, and conditions related to pregnancy or childbirth), sexual orientation, gender identity or expression, religion, age, national origin, disability, political beliefs, veteran status, genetic information or any characteristic protected by law in the administration of its educational and admissions policies, scholarship and loan programs, athletic programs, employment and hiring policies, or other University-administered programs.