



Lewis College of Business Presidential Search Prospectus

I. *Search for the President*

The Nominating Committee of Lewis College of Business Board of Trustees invites nominations and applications for the position of President.

The Nominating Committee is conducting a National search for an accomplished and innovative academic leader. The person selected will work with, an energetic, dedicated, and engaged faculty and staff, and a creative and dynamic Board of Trustees. He/she will lead the effort to return Lewis College of Business to accredited status, and a new level of academic excellence and recognition.

It is expected that the new President will assume office by March 10, 2008. This prospectus is designed to provide nominators and prospective candidates with helpful information about Lewis College of Business and the Office of the President.

II. Lewis College of Business History

Lewis Business College was founded at the beginning of the Great Depression in 1928 by Violet T. Lewis, a double minority—an African-American female.

Dr. Lewis was possessed with the idea of providing education at the post- secondary level in office occupations, for African-American young adults in Indianapolis, Indiana. Due to the segregation laws at that time, the private and public post-secondary schools in Indiana did not accept African-American students.

Lewis Business College was incorporated in 1941 by the Michigan Corporation and Securities Commission, with the cumbersome name of Lewis Association for the Study and Practical Application of Business and Commercial Science. The first Board of Directors consisted of Horace A. White, Board Chairman, Carlton Gaines, Eugie West, Louis Harrison, Beatrice Preston, Violet Lewis, Secretary/Treasurer, and Albert Chenault. Dr. White served as the Chairman of the Board until his death in 1958.

In 1958, Lyman Burris, president of a Detroit accounting firm, was elected as Board Chair, and he served until 1962. Following the death of Mr. Burris, Dr. Phyllis Ponders, daughter of the school's founder, was elected as the Chairperson of the Board and served in that capacity until 1978. Other distinguished Detroiters who have chaired Lewis Board of Trustees are Dr. Richard Simmons, former Deputy Mayor of Detroit and Mr. Willie Mayo, CPA and Auditor General for Detroit. Presently, Dr. Walter McMurtry Jr. serves as the Board Chair. **LEWIS BUSINESS COLLEGE** , later reorganized as **LEWIS COLLEGE OF BUSINESS** not only, offered an educational experience to those seeking training; but also, felt the commitment and responsibility to financially assist those students who desired an education but lacked the financial resources.

Marjorie Harris, Ph.D., was elected to the office of president in 1968 and served until 2006. During Dr. Harris's administration, the Board of Directors and the school administration set for themselves the task of accomplishing one of the Institution's long-range objectives achieving junior college status.

The movement for regional accreditation started in 1975, and Lewis College of Business received accreditation from the North Central Association of Colleges and Schools (NCA) in 1978 as a junior college. The College's accreditation status was reaffirmed in 1982 and 1987, 1990, 1995 and 2001.

The Plan of Merger for **LEWIS BUSINESS COLLEGE** and **LEWIS COLLEGE OF BUSINESS** was submitted to, and approved by, the Michigan Corporation and Securities Commission. The final objective in the establishment of the College was achieved April 1978, by the merger of Lewis Business College with Lewis College of Business, the collegiate entity.

The U.S. Department of Education designated Lewis College of Business as a Historical Black College and University (HBCU) in 1987. As such, Lewis College of Business is the only Historical Black College in Michigan. Lewis joined Cheyney State University, and Lincoln University, (Pennsylvania); Wilberforce University and Central State University (Ohio) as one of the five HBCU's in the northern region of the United States.

The State of Michigan has recognized the historical significance of the College. In September 1988 the Michigan Historical Commission erected a Michigan historical marker at the first permanent site of the College at John R and Ferry streets in Detroit, Michigan.

Today, Lewis College of Business offers educational preparation in Liberal Arts and three career areas: Business Administration, Computer Information Systems and Office Information Systems. The academic programs at Lewis have traditionally combined theoretical and practical methods of instruction.

During the past 79 years, nearly 13,000 students have graduated from Lewis College of Business, and close to 32,000 students have attended this institution. Upon graduation, the majority of the alumni immediately enter into the world of work, while others continue their education. Lewis College of Business has always impressed upon its students the value of continued growth through education. The acceptance of this counsel is evidenced by the alumni who have earned Bachelors, Masters, and Doctorate degrees.

III. Attractions of Lewis College of Business

The institutional climate of Lewis College of Business is one of anticipation and readiness to move forward. The elevated level of energy and motivation that has been generated among the students, faculty, staff and trustees has resulted in an invigorating and ambitious vision for Lewis future. Realizing this vision requires an inspirational academic leader the new President of Lewis College of Business will have an exceptional opportunity and play an important role in shaping the future of the school. Significant attractions are:

- A. Lewis College of Business is Michigan's only Historically Black College or University HBCU.
- B. A major current strategic planning initiative is a comprehensive effort to reposition Lewis as a private four year institution.
- C. A genuine commitment to innovated and expermental education that fits students schedule at an easy –to –reach location.
- D. An accomplished faculty of teachers and scholars who have high expectations of students and who are actively engaged in student learning.
- E. Lewis College of Business "Open Door Policy" and its urban location in Northwest Detroit allows it to reach a highly motivated, intellectually eager students that thrive for higher education and who might not be able to obtain such from the conventional colleges.
- F. A Board of Trustees that is deeply committed to the mission of Lewis College of Business.
- G. Continuing education rates among alumni. The percentage of graduates who continue their education at four year institutions is another barometer of how well our academic programs perform. A database has been developed using MS Access that allows tracking of alumni, but the data has just begun to be gathered. Starting with the class of 2007 alumni will fill out data sheets as a part of the Senior Seminar class required for all Lewis College of Business graduates.

Data for the class of 2007 is as follows:

- 29 of 45 students are continuing their education at NCA accredited institutions 64.4%.
- 9 are attending Marygrove College
- 5 are attending Wayne State University
- 7 are attending University of Detroit Mercy
- 2 are attending University of Michigan Dearborn
- 2 are attending Davenport University

- 1 is attending Eastern Michigan University
- 1 is attending University of Phoenix
- 1 is attending Andrew College
- 1 is attending Baker College

Although the data is not completed the class of 2006 statistics is as follows:

- 22 of the 34 graduates are continuing their educations at NCA accredited institutions. 65%
- 13 are attending Marygrove College
- 3 are attending Davenport University
- 4 are attending Wayne State University
- 1 is attending South University
- 1 is attending Walsh College

Although the data is not complete the class of 2005 statistics is as follows:

- 13 of the 40 graduates are continuing their educations at NCA accredited institutions. 32.5%
- 3 are attending Marygrove College
- 3 are attending Davenport University
- 3 are attending Wayne State University
- 2 are attending The University of Phoenix
- 2 are attending the University of Detroit

Ranked among Lewis College of Business distinguished alumni are Dr. Castell Vaughan Bryant, Interim President of Florida A&M University and Mark Stepp, retired vice president of UAW International; Sam Logan, Editor of Michigan Chronicle Newspaper; Dr. Thelma Vriend, retired Vice President of Student Services, Wayne County Community College, (Michigan); Cassandra Woods, Michigan Chief of Staff, for U.S. Senator, Carl Levin.

I. **Articulation Agreements/ Transferability of Credits**

The transfer of credits from LCB to other accredited institutions of higher learning are also evidence that entities outside of the institution evaluate our courses and find them to be acceptable. Currently LCB has formal articulation agreements with Walsh College and The University of Phoenix. Both accredited institutions that grant junior

status to LCB graduates. Currently articulation agreements are in the latter stages of formalization with The University of Michigan Dearborn and Marygrove College, (Detroit, Michigan). In addition to the above mentioned institutions, LCB graduates, have transferred a minimum of 50 credits to Wayne State University, (Detroit, Michigan), the University of Detroit, and Eastern Michigan University. All of the the institutions mentioned are accredited by the Higher Learning Commission NCA.

IV. Leadership Challenges and the role of the President

Lewis College of Business lost its accreditation from The Higher Learning Commission, a Commission of the North Central Association of Colleges and Schools (NCA). Reaccreditation will be the top priority of the incoming president. The elected president must be able to provide leadership in developing and articulating Lewis' Reaccreditation Plan. The following although, not intended to be exhaustive, are matters the Search Committee and Trustees believe should be included on the agenda of the new president.

- A. Financial restructuring and reducing reliance on Federal funding as the primary source of income or leading and developing a plan for securing additional private resources.
- B. Restructuring the schools governance proceeding at both the Board and management levels to allow more input from the college's stakeholders.
- C. Be knowledgeable about and involved in the current strategic planning process. The new President will find a college activity engaged in comprehensive planning. It will be important for him/her to become familiar immediately with the status of planning, and begin to play a leading role in implementation of policy decisions emanating from those planning activities.
- D. The new President must be a strong proponent of collaborative relationship among and between individuals and groups at Lewis College of Business and be able to set the tone for those interactions.

- E. Address the effects of a decrease in student enrollment caused by losing accreditation and development of a plan to increase enrollment back to and beyond 2006 levels. This relates to a net increase in student body size 250 within the next two years.

V. Qualities Sought in the President

It is expected that the President will be an informed academic leader and administrator. An articulate proponent of the value of education scholarship within the context of a small, academically rigorous, independent college... It is expected that he/she will possess a terminal degree, preferably a PhD, and have an outstanding record of teaching and scholarship consistent with the standards of Lewis College of Business. Experience in urban Liberal Arts or Business Administration is strongly preferred. The Search Committee and the Board of Trustees seek a candidate who:

- A. Has a collaborative style of leadership as demonstrated by previous experience;
- B. Has the ability to provide effective leadership within the faculty where there is a history of strong faculty governance;
- C. Is accessible to, and a committed advocate for the faculty and their needs within the College community
- D. Is motivated to and intentional in establishing easy and effective connections with all components of the Lewis Community;
- E. Possesses a personal style and professional presence that quickly generates a level of confidence throughout the campus and stimulates broad participation in the exploration of new alternatives and change;
- F. Is a skillful listener and communicator who can earn the trust of colleagues throughout the Lewis community.
- G. Is knowledgeable about innovative curricula and informed of best practices in liberal arts and business;
- H. Is knowledgeable about current trends in higher education such as assessment of student learning, interdisciplinary studies, and general education;
- I. Understands and supports new and creative applications of information services technology;

- J. Is able to articulate a clear and definitive picture of the distinctiveness of the Lewis education plan;
- K. Demonstrates a strong commitment to the value of a global perspective in a liberal arts and business education;
- L. Is an articulate proponent of integrating experiential and classroom components of a Liberal Arts and/or Business education;
- M. Advocates for the importance of student life in the development of students and the major reinforcement role it plays in the curricular experience of students;
- N. Appreciates and supports scholarship in its various forms.
- O. Has a strong interest in continuing engagement in professional activities, both regionally and nationally;
- P. Is a strong and intentional proponent of diversity in its broadest sense and has the ability to interpret its value in the achievement of Lewis' mission.
- Q. Will be viewed internally and externally as a wise and collaborative partner to the Board of Trustees, and who is respected as the institutional spokesperson;
- R. Possesses impeccable character and integrity, a good sense of humor, and an abundance of common sense.

VI. The Process of Candidacy

Candidates should submit a letter of interest that responds to the qualities sought in the President as noted above and curriculum vitae. Nominations and expressions of interest which will be treated in confidence should be addressed to Dr. Peter Slaughter, Chair of the Nominating Committee and sent to:

Lewis College of Business
C/o Dr. Walter M. McMurtry Jr., Chairman of the Board
17370 Meyers Road
Detroit, Michigan 48235

The Nominating Committee will begin to review candidates on or about November 20, 2007 and continue until an appointment is made.

Presidential Search Committee

Dr. Peter Slaughter

Chair Lewis College of Business

Presidential Search Committee

Time Table:

- H.** Publish Presidential Search- **November 15, 2007**
 - News Media (*Print/Radio/Television*)
 - Educational Publications and Accrediting Agencies News
 - Trustees
- II.** Review applications through **January 15, 2007**
 - Narrow candidates to 3-5 (**January 22, 2007**)
 - Arrange personal interviews with finalist
 - Selection due (**March 10, 2008**)