

In this issue...

[from the Chair](#)  
[from the Past Chair](#)  
[Two New Awards](#)

[Richard C. Chewning Award](#)  
[CBFA Brochure](#)

[Membership Renewal Form](#)  
[2006 Meeting Minutes](#)  
[Treasurer's Report](#)

[Call for Papers & Proposals:](#)  
[2007 Conference](#)

[List of Board Members](#)  
[News of Interest](#)  
[Marketplace](#)

Dear CBFA Members:

Greetings in the name of our Lord and Savior Jesus Christ! May you have a wonderful Christmas season and experience the full blessings of God in 2007!

The 2006 CBFA conference, hosted by Cedarville University, was a tremendous success! Hats off to Jeff Fawcett and the entire Cedarville University team. Thanks also to Tim Redmer (Regent University), Larry Rottmeyer (Taylor University – Ft. Wayne), all of the workshop and paper presenters, and everyone who played a role in making this conference such a wonderful event.

Two new awards were unveiled at the conference. John Beckett of the Beckett Companies has provided the initial endowment for the Sharon G. Johnson Award for God-honoring scholarship, with Sharon Johnson of Cedarville University as the first recipient. In addition, an anonymous donor has provided the initial endowment for the Barnabas Award, which is designed to recognize selfless service to the CBFA, with Dick Halberg of Houghton College as the initial recipient. Tim Redmer was responsible for securing the

funding for these awards—one of Tim's many contributions during the year he served as Chair of the Board.

Two board members who served the organization in tremendous ways rotated off the board. Thanks to Steven Bovee (Roberts Wesleyan College) and Mary Ann Meiners (Trevecca Nazarene University) for their effective and diligent service to the CBFA.

I am pleased to welcome two new members to the CBFA Board: Jennifer Dose (Messiah College), and Jeffrey Fawcett (Cedarville University). Also, I am pleased to welcome Bruce Schooling (Point Loma University) as Vice-Chair/Chair-Elect. The CBFA has an extremely strong board, and each of the members is available to serve you.

As an organization, we are now over a year into the implementation of the strategic plan that was adopted by the membership at the 2005 conference. The progress that has been made is tremendous, but there are still many opportunities for involvement. If you are interested in serving in any of the following roles, please let me know by email, [bobroller@iacbe.org](mailto:bobroller@iacbe.org).

- Database administrator
- Website administrator
- Fellowship task force
- Spiritual life task force
- Audit committee
- Awards committee
- Development committee
- Investment committee

- Membership promotion and development committee
- Nominating committee
- Reviewer for JBIB or CBAR
- Reviewer for conference presentations

Please mark your calendars for the 2007 CBFA conference, hosted by Seattle Pacific University. The conference will be October 4-6, 2007, in Seattle. I'm looking forward to a great conference.

Robert H. (Bob) Roller  
CBFA Board Chair  
International Assembly for Collegiate Business Education (IACBE)

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**As past chair**, I would like to extend my thanks to Jeff Fawcett and his colleagues at Cedarville for a wonderful CBFA conference this year. It was evident that much planning and effort went into making this conference a great success.

A real highlight for me at the conference was the opportunity to recognize three very deserving individuals who have been trend setters for CBFA and the integration of faith and business for years. We were also honored to have an anonymous donor and Mr. John Beckett make significant contributions to endow two new awards for the membership.

At the business meeting we announced the first Barnabus award winner, Dick Halberg, who has been active with the organization since the establishment of a board way back in 1988. The Barnabus award was created to honor those members of CBFA who are team players, show concern for others, and demonstrate enthusiasm and gratitude for CBFA. I cannot think of a more deserving individual than Dick Halberg for this recognition.

A second new award was announced at the banquet. Sharon Johnson was the first winner of the Sharon Johnson award for God honoring scholarship and publication. His wife, Cathy, and Dick Chewning presented a very moving tribute to Sharon.

CBFA also went outside the membership for the first time and awarded Bill Pollard the Chewning award. Bill has been a giant in the area of faith integration in the workplace for his entire professional career and he provided the original endowment for the Chewning award. It was a very special time for everyone as Dick Chewning gave tribute to recognize the many contributions that Bill Pollard has made to CBFA and many others in the business community.

Finally, I want to personally thank the board members, Steve Bovee, Mary Ann Meiners, Bob Roller, Monty Lynn, Bruce Schooling, Doyle Lucas, Sharon Johnson, Larry Rottmeyer and Brad Lemler for the excellent work they have done over this past year in your behalf. You can be assured that the board is strong and totally committed to the success of CBFA.

In His service,

Tim Redmer  
Past Chair

## CBFA Establishes Two New Awards

### Dick Halberg receives the Barnabus Award

### Sharon Johnson receives the Sharon G. Johnson Award

Responding to a challenge from Dick Chewning at the business meeting in San Diego last year, CBFA was able to secure financial endowments to underwrite two new awards, the Barnabus Award and the Sharon G. Johnson Award.

An anonymous donor graciously made a contribution which served as the foundation for the Barnabus Award. The purpose of this award reads as follows.

“Barnabus exhibited many qualities necessary for keeping Christian organizations (probably all organizations) strong and vibrant. Not the least of these would be enthusiasm, encouragement and the joy that seemed to characterize him. These qualities seem to be contagious and certainly served him well in leading, mentoring and working behind the scenes to build the church. Similarly, there are many in CBFA who have served it well over the years by exhibiting the same qualities, perhaps not always in conspicuous leadership positions, but serving and participating joyfully and enthusiastically, and, contributing to CBFA’s esprit de corps.”

The criteria for selection of an award winner included (1) concern for others, (2) team player, and (3) enthusiasm and gratitude for CBFA.

While there are many in the organization well qualified for this award, **Dick Halberg** was the clear choice by a special selection committee. Dick has been actively involved with CBFA essentially since its origination. He was elected to the first board in 1988-89 and was the organization president in 1991-92. Dick also actively participated with Houghton College in twice hosting the conference, first in 1984 and again in 1999. He has also served the investment committee chair for CBFA, where his astute financial management has resulted in consistently superior earnings for CBFA funds.

Dick Halberg, has a BS in Mathematics from Houghton College and an MBA from the University of Akron with concentrations in finance and marketing. He also has his Certificate in Financial Planning (CFP) license. Dick has been a professor of business at Houghton College since 1975, served as chair of the department from 1988 – 1999, and since 1999 has held the Hoselton Chair of Private Enterprise and Ethics. Dick also participated in an international seminar in Moscow hosted by Servicemaster and has a number of other publications and presentations.

Mr. John Beckett, Chairman of the Board of R. W. Beckett Corporation and author of the extremely popular books Loving Monday and Mastering Monday, endowed the Sharon G. Johnson award for God honoring scholarship and publication. The purpose of this award reads as follows.

“The Johnson Award is established by the Christian Business Faculty Association in order to perpetuate the passion and commitment toward God honoring scholarship and publication as modeled by Dr. Sharon Johnson. It is given to an individual to reinforce and encourage those who are doing this well and to make their successes known to our colleagues, to our students, and to the world at large.”

The criteria for selection of an award winner included a demonstration of scholarly achievements especially in the areas of discovery (basic research) and integration (applied research) as defined by Ernest Boyer’s *Scholarship Reconsidered: Priorities of the Profession* (1990).

**Sharon Johnson**, having the award named in his honor, was the first award winner. Sharon has been a role model in CBFA for many years as editor of the *Journal of Biblical Integration in Business*, and now serves in the board position as senior editor for CBFA. His keen sense of humor and quick wit has entertained us all at conferences over the years.

Sharon Johnson has a BS, MBA and DBA all from Florida State University. Dr. Johnson has been at Cedarville University since 1993 and now serves as Professor of Management in the Department of Business Administration, Director of Institutional Research and Effectiveness, and is Director of Planning at Cedarville. Sharon is a member of several national honorary organizations, including Phi Kappa Phi, Beta Gamma Sigma, and Sigma Beta Delta. He has over 100 publications and presentations starting with the *Journal of Biblical Integration in Business* and including many other periodicals. He has also received numerous grants.

CBFA is privileged to have men of the caliber of Dick Halberg and Sharon Johnson as members of this organization. It was an honor to recognize them at the conference for their contributions and achievements over the years.

[Back to Table of Contents](#)

**The Richard C. Chewning Award  
Recipient for 2006  
C. WILLIAM POLLARD**

The CBFA extends heartfelt congratulations to C. William Pollard, Chairman Emeritus of the ServiceMaster Company, recipient of the Richard C. Chewning Award for 2006. Mr. Pollard, long time supporter of the CBFA, was honored in a ceremony at the Friday luncheon of the 2006 CBFA conference. Mr. Pollard's address at the luncheon gave ample demonstration of the model he has been of faith integration as a business practitioner and of his deep concern for and support of the training of future Christian business leaders. Personal tribute of Mr. Pollard was given by Dr. Richard C. Chewning. Bill Pollard joins previous award recipients Dr. Richard C. Chewning (1998), Dr. Lisa Klein Surdyk (1999), Dr. John Bernbaum (2000), Dr. Sharon Johnson (2001), Dr. Ken Armstrong (2002), Dr. Lin Geiger (2003), Dr. Bob Roller (2004) and Dr. Yvonne S. Smith (2006).

Bill is a graduate of Wheaton College, Wheaton, Illinois, and he received a J.D. from Northwestern University School of Law. From 1963 to 1972 he was engaged in the practice of law, specializing in corporate finance and tax matters, and from 1972 to 1977 he served on the faculty and as a Vice President of Wheaton College.

In 1977, Bill Pollard joined ServiceMaster and has twice as its Chief Executive Officer. His first term as CEO was from 1983 to 1993, a period characterized by major change in the structure and direction of the business. In October 1999 Bill returned as CEO of the Company and served in that role for a period of 16 months until the process of identifying and electing his successor was completed. Bill also served as Chairman of the Board of ServiceMaster from 1990 to April 2002 and is currently serving as an advisor to the Company.

During his leadership of the Company, ServiceMaster was recognized by Fortune magazine as the #1 service company among the Fortune 500 and also was included in its list of its most admired companies. ServiceMaster also was identified as a "star of the future" by The Wall Street Journal and recognized by the Financial Times as one of the most respected companies in the world.

Mr. Pollard is also the author of the best selling book, *The Soul of the Firm* and the recently released *Serving Two Masters? Reflections on God and Profit*.

The 2006 selection committee included: Ken Armstrong (Anderson University), Ken Bates (Houghton College), Tim Redmer (Regent University), Yvonne Smith (University of La Verne) and Mary Ann Meiners (chair, Trevecca Nazarene University). The selection committee wishes to thank CBFA members who sent in many worthy nominations, and invite volunteers to serve on the selection committee and submit nominations for the 2007 Chewning Award.

[Back to Table of Contents](#)

**YOUR CBFA BOARD MEMBERS**

**YOUR 2005-06 CBFA BOARD MEMBERS:**

**Dr. Bob Roller, Chair**  
IACBE  
[bobroller@iacbe.org](mailto:bobroller@iacbe.org)

**Dr. Tim Redmer, Past Chair**  
Regent University  
[timored@regent.edu](mailto:timored@regent.edu) (757)-579-4360

**Dr. Bruce Schooling, Chair Elect**  
Point Loma Nazarene University  
[bschooli@ptloma.edu](mailto:bschooli@ptloma.edu) 619-849-2667

**Mr. Brad Lemler-Secretary/Treasurer**  
Hardin-Simmons University  
[blemler@hsutx.edu](mailto:blemler@hsutx.edu) (325)-670-1524

**Dr. Monty Lynn**  
Abilene Christian University  
[lynnm@acu.edu](mailto:lynnm@acu.edu) (325) 674-2593

**Dr. Doyle Lucas**  
Anderson University  
[djlucas@anderson.edu](mailto:djlucas@anderson.edu) (765)-641-4367

**Dr. Jennifer Dose**  
Messiah College  
[jdose@messiah.edu](mailto:jdose@messiah.edu) (717)-766-2511 x2320

**Dr. Jeffrey Fawcett**  
Cedarville University  
[fawcettj@cedarville.edu](mailto:fawcettj@cedarville.edu) (937) 766-7912

**2005-06 Standing Committee Assignments:**

*CBFA Award committee:*

Solicit and evaluate nominees, screen candidates, select recipient, plan and execute award presentation

*Investment Committee:* Dick Halberg, Chair  
[richard.halberg@houghton.edu](mailto:richard.halberg@houghton.edu)

Oversee and provide accountability for all aspects of SBFA investments, communicate with CBFA Board, and give report at annual meeting

*Nominating Committee:* Steve Bovee, Chair  
Solicit nominations, identify slate of candidates, prepare ballot, and conduct and certify election at annual meeting.

*Membership Development & Promotion Committee*  
: Monty Lynn, Chair

Create a promotional plan, Gather membership data, Create a CBFA brochure

*The Audit Committee:* Jim Dalton, Chair  
[jdalton@mvnu.edu](mailto:jdalton@mvnu.edu)

Ensures good stewardship of the CBFA resources, monitors internal controls, and gives an audit report at annual meeting.

*Data Base:* Chair vacant

Continue work to create a solid member data base and an effective web based communication outlet.

**CHRISTIAN BUSINESS FACULTY ASSOCIATION**  
**Minutes – 2006 Annual Meeting**  
**October 28, 2006**

**OPENING:** The 2006 Annual Meeting (22<sup>nd</sup>) of the Christian Business Faculty Association was held at Cedarville University in Cedarville, Ohio on October 28, 2006. The meeting was called to order at 9:20 a.m. by Tim Redmer, CBFA Chair, who led in prayer.

**MINUTES:** The minutes of the 2006 CBFA Annual Meeting held at Point Loma Nazarene University in San Diego, California were distributed. **MSC** that the minutes be accepted as presented.

**NOMINATING COMMITTEE/BOARD ELECTIONS:** Steve Bovee, Committee Chair, introduced: Jenny Dose of Messiah College, Jeffrey Fawcett of Cedarville University, Jeffrey Lineman of Northwest Nazarene University, Keith Starcher of Geneva College, and Jim Walz of Azusa Pacific University as candidates for the two 2006-2009 positions.

**INVESTMENT COMMITTEE:** Dick Halberg, Committee Chair, reviewed the investment strategy implemented by the committee based on board policy and answered questions related to investment activity.

**STRATEGIC PLAN TASK FORCE REPORT:** Bob Roller, Task Force Chair, discussed implementation of the strategic plan and the related creation of new bylaws.

**MEMBERSHIP PROMOTION AND DEVELOPMENT COMMITTEE:** Monty Lynn, Committee Chair, discussed committee initiatives and recognized committee members.

**BOARD MEETING REPORT:** Presided over by Tim Redmer, CBFA Chair.

1) Presentation of the new bylaws for adoption: **M** (Bill Penn) **S** (Jim Coe) **P** that the new bylaws be adopted.

2) Presentation of Jim Dalton, Mount Vernon Nazarene University as nominee for Audit Committee Chair: **M** (Bob Roller) **S** (Richard Chewning) **P** that Jim Dalton chair the Audit Committee.

3) Recognition of outgoing board members: Mary Ann Meiners and Steve Bovee.

4) Recognition of the incoming CBFA Chair: Bob Roller

5) Introduction of a new award, the Barnabas Award, funded by an anonymous donor: After reviewing the criteria for the award, it was presented to Dick Halberg.

6) Presentation of the Treasurer's and Membership Reports by Brad Lemler: The treasurer's report for the year ended September 30, 2006 was presented. **M** (Jeffrey Lineman) **S** (Bruce Schooling) **P** that the treasurer's report be accepted as presented. Membership was reported to include 366 paid memberships.

7) Presentation of motion to increase annual dues from \$35 to \$50 effective with the fiscal year beginning October 1, 2007: Rationale for the proposed dues increase was explained and related questions were answered. **M** (Ron Walker) **S** (Richard Chewning) **P** that annual dues be increased from \$35 to \$50 effective with the fiscal year beginning October 1, 2007.

**PUBLICATIONS REPORT:** Rick Martinez, JBIB Editor, provided an overview of activities related to the *Journal of Biblical Integration in Business*, including a call for reviewers and article submissions. Kent Saunders, CBAR Editor, provided an overview of activities related to the *Christian Business Academy Review*, including an overview of the content of CBAR articles.

**MOTION FROM THE FLOOR:** A motion was made directing the CBFA Board to investigate all issues related to revenues and expenses - including alternative funding sources and alternatives for cost containment – and report back to the membership at the 2007 Annual Meeting on the results of such investigation. **M** (John Feezell) **S** (Richard Elliott) **P** that the CBFA board engage in the activity as instructed.

**PLANS AND PROGRAMS FOR 2007:** Presided over by Bob Roller, 2007 CBFA Chair.

A) Offered thanks to Tim Redmer for his efforts as 2006 CBFA Chair.

B) Introduced Jenny Dose and Jeffrey Fawcett as new members of the CBFA Board.

C) Announced the appointment of Sharon Johnson as Senior Editor of CBFA publications.

D) Introduced Bruce Schooling, 2007 Chair Elect, 2008 CBFA Chair.

E) Introduced Anderson University, host for the 2008 CBFA Annual Meeting. The meeting is scheduled for November 6-8 at Anderson and Indianapolis, Indiana.

**LEADERSHIP IN ENTERPRISE FOR ASIAN DEVELOPMENT (LEAD):** Murray MacTavish, Eastern University, paid tribute to Linwood Geiger and discussed the future of LEAD.

**URBANA CONFERENCE:** Mark Washington, InterVarsity Christian Fellowship, discussed opportunities for business faculty and students at the Urbana Conference.



**CCCU AMERICAN STUDIES PROGRAM:** Jerry Hebert, CCCU, discussed opportunities in the CCCU American Studies Program.

**2007 CONFERENCE:** Jeffrey Van Duzer, Dean of the Seattle Pacific University School of Business and Economics, presented a PowerPoint invitation to the 2007 CBFA Annual Meeting on October 4-6, 2007 in Seattle, Washington.

**CLOSING COMMENTS:** Jeffrey Fawcett provided closing comments.

**PRAYER:** Bob Roller closed the meeting in prayer.

**ADJOURNMENT:** The meeting adjourned at 11:00 a.m.

Respectfully submitted,  
Brad Lemler  
CBFA Secretary/Treasurer

From the CBFA Membership Promotion and Development Committee:

A copy of the tri-fold CBFA brochure is attached. It is designed to point prospective members to the new website which will provide additional organizational information and conference and membership details.



CBFAflyer3.pdf

Feel free to print the flyer (preferably two sided in color) and share copies at relevant professional gatherings, email to colleagues, etc. We hope the brochure will be another simple tool to point members to the good happening with CBFA. Thanks again to all for helping!

Committee members:

Monty Lynn, Abilene Christian University  
Craig Walker, Oklahoma Baptist University  
Daryl Gruver, Mount Vernon Nazarene University  
David Whitlock, Southwest Baptist University  
Doug Viehland, ACBSP  
Jim Edmonds, Freed-Hardeman University  
John LeBlanc, Cedarville University  
Keith Starcher, Geneva College  
Marty McMahone, University of Mary Hardin-Baylor

**CHRISTIAN BUSINESS FACULTY ASSOCIATION  
 TREASURER'S REPORT**

For the Year Ended September 30, 2006

GENERAL FUND

CASH  
 RECEIPTS

Membership Dues 12,740.00

CASH DISBURSEMENTS

Journal Printing, Mailing, Editing, etc.	13,383.89	
CBFA Conference Expense	388.69	
Strategic Planning Workshop	2,089.58	
Web Site Registration	134.91	
Bank Service Charge	16.90	
Doctoral Showcase	1,500.00	
Recognition Gifts	200.00	
Total		<u>17,713.97</u>

EXCESS OF DISBURSEMENTS OVER RECEIPTS -4,973.97

GAIN (LOSS) FOR YEAR 3,267.66

FUND BALANCE - September 30, 2005 47,351.84

FUND BALANCE - September 30, 2006 45,645.53

RICHARD C. CHEWNING AWARD  
 ENDOWMENT

Balance 9/30/05	24,511.96	
Award Expense	-1,032.46	
Gain (Loss) for Year	<u>2,449.03</u>	
Balance 9/30/06		25,928.53

BARNABAS AWARD ENDOWMENT

Initial Endowment 15,000.00

TOTAL FUNDS

86,574.06

Fund Balances - 9/30/06	
Checking Account	16,899.76
Stock Index Fund	21,459.69
International Stock Index	5,434.59
Bond Index Fund	12,541.37
Balanced Index Fund	26,406.56
Mid-Cap Index Fund	<u>3,832.09</u>
	86,574.06

[Back to Table of Contents](#)

**Call for Papers and Proposals  
for the 2007 Annual CBFA Conference**

*Business Serving the World*

Hosted by Seattle Pacific University, Seattle, Washington  
October 4-6, 2007

Business can serve the world in a variety of ways. From a Christian perspective, it can generate wealth that can be used to support mission and relief activities. It can provide a means of access to people groups (and to individual co-workers) who are otherwise closed to the gospel. At another level, however, business can be understood as "serving the world" by providing goods and services that will enable the global community to flourish. Indeed, a growing movement among ethicists, management scholars, and practitioners alike, suggests that good businesses operating in the world today must focus on more than maximizing return for shareholders. Many are now arguing that the welfare of employees, the enhancement of human rights, the protection of the environment and the economic development of surrounding communities are all appropriate foci of business. What does a Christian worldview have to contribute to this growing movement? What are the Christian distinctives that should characterize "businesses that serve"?

The 2007 Conference for the Christian Business Faculty Association (CBFA) will provide an opportunity to gather together and explore these and related themes. The 2007 Conference will feature, among other things, a variety of presentations that emphasize faith integration in the business disciplines. Sessions of interest include presentations that cover basic research, applied and collaborative research, pedagogical and curricular presentations, and best practices in the various business disciplines. Presentations that support or in some way relate to the theme of the conference are particularly encouraged.

**Papers and proposals should be submitted by June 11, 2007.** Completed papers are preferred for CBFA Conference consideration, but detailed proposals will also be reviewed. The CBFA also encourages proposals of work currently in concept and development stages. Proposals for pre-conference workshop sessions and panel discussions during the conference are also invited. Proposals should be a minimum of three typed pages and clearly detail the following sections: intended purpose, method(s) of presentation, session highlights, learning outcomes of the paper or session, and selected references or works cited. Please address each of these areas in the proposal to assist CBFA reviewers in their evaluations and recommendations.

Presentations at the CBFA Conference are considered a natural and encouraged stage in the progress to the two CBFA publications: the *Journal of Biblical Integration in Business* and the *Christian Business Academy Review*.

Accepted papers and proposals for session presentations or panel discussions require attendance at the CBFA Conference by one or more of the authors. All presenters and authors attending the CBFA Conference must be registered. The conference proceedings (online or CD-ROM) will include all papers and session presentation outlines. Short paper summaries and outlines of all sessions will be available at the conference.

Papers/Proposals distributed to reviewers	June 12, 2007
Decision on papers/proposals	July 2, 2007
Notifications to authors	July 3, 2007
Final papers & session summaries due	September 3, 2007
CBFA Conference registration due for presenters	September 3, 2007
Conference Proceedings printing/posting	September 24, 2007

***Please submit papers/proposals (preferably via email attachment in .doc format) to:***

Larry W. Rottmeyer, Ph.D.  
Taylor University MBA  
Innovation Center, Suite C133-A  
3201 Stellhorn Road  
Fort Wayne, Indiana 46815  
[lrottmeier@taylor.edu](mailto:lrottmeier@taylor.edu)

**CHRISTIAN BUSINESS FACULTY ASSOCIATION**  
New Member Enrollment

Membership is open to college and university faculty members who believe that:

- Jesus Christ is the Son of God and through His atonement is the mediator between God and man
- The word of God expressed in the Bible is inspired by God and is authoritative in the development of Christian faith and practice
- The Christian faith has significant implications for the structure and practice of business
- Developing Christian education for business practice should be undertaken as a cooperative venture of this organization

**New Member Enrollment Form**  
Dues are \$35 (US) per individual member

*Please complete the information requested below*

Name: \_\_\_\_\_

College/University: \_\_\_\_\_

Department: \_\_\_\_\_

Mailing address: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_\_ Fax: (\_\_\_\_) \_\_\_\_\_ Email: \_\_\_\_\_

*Primary teaching field(s) (check one or more):*

- Accounting    Business Law    Economics    Entrepreneurship  
 Ethics    Finance    Information Systems    International Business  
 Management    Marketing    Quantitative    Other: \_\_\_\_\_

*This is a gift; please send a card to the new member  
with the following message (10 words maximum):*

\_\_\_\_\_  
Signed: \_\_\_\_\_

Please mail this form, with your check to: Brad Lemler, CBFA Secretary/Treasurer, Hardin-Simmons University; Box 16220; Abilene, TX 79698; blemler@hsutx.edu

[Back to Table of Contents](#)

## NEWS OF INTEREST

*Your postings for the CBFA newsletters are welcome at anytime throughout the year.*

*Please submit your requests to [dfoley@jbu.edu](mailto:dfoley@jbu.edu)*

*We apologize for any errors or omissions.*

**God is changing the world through business. Are you willing to invest?**

Christians in the emerging business-as-mission movement are finding incredible opportunities for business to be a force for economic, social, and spiritual vitality all around the world. You can invest yourself in this movement by attending the **Open for Business** Conference at the Urbana 06 Missions Convention (St. Louis, MO, December 27<sup>th</sup>-31<sup>st</sup>, 2006). **Open for Business** is a specialized track for up to 1500 delegates who have a passion or growing interest in business and global missions. From microenterprise to venture capital, from business student to CEO, **Open for Business** will network and resource businesspeople of all stripes and career stages who want to participate in this expanding movement.



**For further details and to register, visit [urbana.org/go/ofb](http://urbana.org/go/ofb).** Because you read about **Open for Business** here, enter promotional code P14441 when registering and save \$55.

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The Dr. Roger Holt and Dr. Larry Flegle presentation, "Coaching Online: How Peer Mentors Can Use the Internet to Improve Online Faculty Performance", has been accepted for the January 2007 Faculty Development Module publication on Kaplan University's Center for Teaching and Learning website.

Peer mentoring and coaching has become a critical element of faculty success in online education. The lack of face-to-face peer interaction inherent in distance education makes peer mentors critical to faculty success. This paper presentation explores how peer coaches can use the internet to mentor online faculty and improve performance.

## transformations

newsletter

published by LCC



available online at [www.lcc.lt/newsletters/transformations/](http://www.lcc.lt/newsletters/transformations/)

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Seminars in Christian Scholarship  
The seminar program seeks to promote a strong Christian voice in the academy by addressing issues of current debate within various disciplines from the perspective of a deep Christian commitment and encouraging the production of first-order scholarship.

### Academic Seminars

#### Business as Ministry:

Exploring the Issues, Patterns, and Challenges  
Steven L. Rundle, Biola University and C. Neal Johnson, Belhaven College  
July 16-27, 2007

Communitas: A Visiting Scholars Program  
June 25-July 27, 2007

The application deadline is January 26, 2007

For further information on these and other events, please visit <http://www.calvin.edu/scs/>

Seminars in Christian Scholarship  
Calvin College  
1855 Knollcrest Circle SE  
Grand Rapids MI 49546-4402  
616.526.8558  
616.526.6682 fax  
[seminars@calvin.edu](mailto:seminars@calvin.edu)

### **Free Online Resource Center for Christian Business Faculty and Students**

Looking for great faith-integration material? Looking for articles and tools to teach business from a Christian perspective? Check out [www.Christianity9to5.net](http://www.Christianity9to5.net).

Christianity 9 to 5 is a Web site that equips Christians for workplace and business success. Created and maintained by Professor Michael Zigarelli of the Charleston Southern University School of Business, this online resource center includes:

- a library of great workplace Christianity articles and book chapters
- a case studies series for group and classroom use
- anonymous, online surveys to assess your spiritual condition
- a planning tool to help you set and achieve life goals
- our free online magazine

Come visit us soon. Our hope is that you'll learn alongside of us what it means to live our faith at work, and that you'll be able to pass along some helpful resources to your students. We also welcome your feedback about how we can make this site more useful to you, so please send your suggestions and questions to Dr. Zigarelli at [mzigarelli@csuniv.edu](mailto:mzigarelli@csuniv.edu).

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***Selling Power* magazine Finalists and Stevie Award winners will be recognized at the gala awards dinner and presentations in Las Vegas on Monday, December 4. Winners will receive a beautiful trophy, and will be honored in the March 2007 edition of *Selling Power* magazine, profiled on [SellingPower.com](http://SellingPower.com), and automatically entered in next year's American Business Awards or International Business Awards.**

**Sales Education Leader of the Year Finalists**

**Dr. K R Subrahmany, CEO, ACE Selling Strategies P Limited, Chennai, India**

**M. Jeffrey Hoffman, Founder & CEO, Basho Strategies, Inc., Burlington, MA**

**Dr. Larry Flegle, CSE, [elearningforce.com](http://elearningforce.com), Woodstock, GA**

**Lilli Barnett, Director of National Sales Training, Kimball Hill Homes, Houston, TX**

Dr. Larry Flegle, Professor of Management at Kaplan University has been named as a reviewer for the Internet and Higher Education journal. Dr. Flegle has been teaching online for over eleven years and is considered as a pioneer in online teaching.

The Internet and Higher Education is a quarterly journal devoted to addressing contemporary issues and future developments related to online learning, teaching, and administration on the Internet in post-secondary settings. It is a peer-reviewed refereed journal intended to be a vehicle for scholarly presentation and dissemination of contributions, theoretical and applied, significantly addressing innovative deployments of Internet technology in instruction and reporting on research to demonstrate the effects of the Internet and information technology (IT) on instruction in various contexts in higher education. The journal is international and interdisciplinary, inviting contributions from across the globe and from various academic disciplines. The journal provides a venue for theory papers, research studies, critical essays, editorials, reviews, case studies, and social commentary contributions. Special issues are often devoted to specific topic areas with guest editors assisting in the editorial process. The scope of the journal is broad in terms of the range of issues and trends to be addressed, for example, innovations or best practices in online teaching, learning, management, and administration. Other issues may include: Internet technology design and use; instructional models in online courses; online course development and instructional design; interaction in online courses; collaborative learning; usability and evaluation of online environments and portals; online communities of practice; institutional policies, standards and assessment; accessibility standards in online instruction; internationalization and cultural aspects of online classrooms; and issues and trends in synchronous, asynchronous, and hybrid online learning.

Larry V Flegle, CSE, CEC has been added as Peer Reviewer to the Business Discipline Editorial Board of MERLOT. (Multimedia Educational Resource for Learning and Online Teaching)

MERLOT is an international initiative enabling faculty to integrate technology in higher education. Twenty-seven systems and institutions of higher education as well as the National Science Foundation support MERLOT.

Dr. Flegle will be joining over 150 faculty performing peer review of instructional technology.

New book - if Christian Business faculty are looking for a new text book for class that helps legitimize the idea of faith in the workplace, the following might be of interest: *God at Work: The History and Promise of the Faith at Work Movement* (Oxford University Press, 2006). I've attached a flyer that the publisher sent me. It is orderable through Amazon or, of course, direct from the publisher. Oxford may also be in touch with you, too. It has literally just come off the press, and is available for spring semester courses. <http://www.scis.nova.edu/ihe>



Miller GAW Flyer  
11-06.pdf

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## MARKETPLACE

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### **Visiting Professors Needed for China: August 2007 - May 2008**

The Chinese Teacher Training Center trains and supports Christian educators, casting a vision for establishing 1,000 private schools throughout China operated by committed believers. Imagine Chinese Christian schools offering a quality education with a Christian worldview and children eagerly learning from teachers who daily impart Christ's love and grace. We believe these schools and their teachers will transform Chinese families with the Gospel of Christ and help shape China's future.

Take a full semester or a two week mini-sabbatical to help prepare the next generation of teachers in China. All candidates must demonstrate a strong faith in God and a growing relationship with Jesus Christ and be recognized as a strong and dynamic teacher. For all volunteer positions the CTTC provides comfortable living accommodations, transportation to and from class and one or two meals a day. Visiting professors are asked to raise necessary support for salary (if applicable), visa, travel to China, some meals, sightseeing expenses and other living expenses.

IF YOU OR SOMEONE YOU KNOW IS INTERESTED IN ANY OF THESE OPPORTUNITIES  
CONTACT:

Director of Teacher Training: Dr. Phil Bassett - [pbassett@ldi-cn.com](mailto:pbassett@ldi-cn.com)

**Belhaven College**, a Christian college committed to the ministry of integrating faith and learning, announces a full-time, tenure-track position with our Jackson campus. The successful candidate will be responsible for teaching undergraduate courses in **sports administration and sports ministry**.

**Responsibilities** include teaching courses in sports administration, marketing, finance, facilities and planning and coaching. Additional responsibilities include providing academic advising to all sports administration majors and supervising mandatory internships in sports business operations or coaching. The successful applicant also must bring enthusiasm and commitment to strengthening our service to students through committees, advising, and campus fellowship.

**Qualifications:** Ph.D. required in a sports related discipline. Masters degree in business and or business experience strongly desired. Experience in administering internship programs helpful. In addition the candidate must show a commitment to ministering to student athletes in their lives, academics, and careers. The successful candidate should articulate a Christian worldview in one's teaching and academic discipline and must fully support the College Vision, Mission, and Statement of Faith.

**Compensation** and rank are commensurate with qualifications and experience. The College supplements major medical insurance and contributes an additional 8% of salary to a retirement fund.

**Send:**

- Letter of intent, including explanation of your interest in Christian higher education, and how your background and experience fulfills above responsibilities and qualifications
- Vita
- paragraph statement of how you would integrate the Biblical worldview into instruction
- Describe your personal faith
- Names of 4 references (including your local pastor), please provide phone numbers, addresses, and nature of relationship.
- Transcripts (all undergraduate and graduate)

**To:**

Sherry Murphy  
Assistant Vice President of Academic Operations  
Belhaven College  
1500 Peachtree St. Box 149  
Jackson, MS 39202

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Our vision is to prepare men and women academically and spiritually to serve Christ Jesus in their careers, in human relationships, and in the world of ideas. Belhaven College prepares students academically and spiritually to serve Christ Jesus in their careers, in human relationships, and in the world of ideas.

Belhaven College affirms the Lordship of Christ over all aspects of life, acknowledges the Bible as the foundational authority for the development of a personal worldview, and recognizes each individual's career as a calling from God. Each academic department is committed to high academic goals for its students and clarifies the implications of biblical truth for its discipline. Belhaven upholds these commitments in offering undergraduate or graduate programs, by conventional or technological delivery modes, and in local, national, and international venues. The College requires a liberal arts foundation in each undergraduate degree program, in order to best prepare students to contribute to a diverse, complex and fast-changing world. By developing servant leaders who value integrity, compassion, and justice in all aspects of their lives, the College prepares people to serve, not to be served. <http://www.belhaven.edu/>

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## MANAGEMENT FACULTY OPENING IN CROWELL SCHOOL OF BUSINESS

*The Biola University Crowell School of Business invites applications for a tenure-track position in Management to begin Spring 2007*

**QUALIFICATIONS:** Ph.D. or DBA in a Management from an accredited university with 5-7 years experience teaching business at the undergraduate level (graduate MBA teaching experience also preferred). Minimum 5 years active consulting to a range of companies. A track record of primary research and publications. An ability to integrate both entrepreneurial and faith perspectives in innovative course content. Administrative experience in graduate programs a plus.

**DUTIES:** Teach combination of undergraduate and graduate courses. Engage in quality applied business research with an explicit integration of faith-oriented perspectives. Advise MBA students in program-, course-, and career-related matters. Encouraged to pursue consulting with Los Angeles area firm(s) and actively involve such into case analysis and problem solving in the classroom.

**SALARY:** Competitive based upon candidate's overall qualifications and program fit.

**THE MBA PROGRAM:** The Biola MBA incorporates a rigorous and broadly-based strategy for advanced business study, with a Biblically-based passion for creativity, vision, innovative problem-solving, and the highest ethical standards. Small classes, close relationships with deeply committed faculty known for teaching excellence, and mentoring with successful entrepreneurs, together prepare graduates to be Christ-centered agents of change to impact and transform the contemporary marketplace.

**THE SCHOOL OF BUSINESS:** The undergraduate program is nationally-accredited by the Association of Collegiate Business Schools and Programs (ACBSP) offering a B.S. in with emphases in accounting, information systems, management, and marketing. The MBA program was launched in Fall 2001, and will be a candidate for graduate ACBSP accreditation. The School is located at the crossroads of the Los Angeles-Orange County commercial centers.

**THE UNIVERSITY:** Biola is an evangelical Christian university in which faculty endorse a university statement of Christian faith and community values, and are committed to the integration of faith and learning. The mission of Biola University is biblically centered education, scholarship and service- equipping men and women in mind and character to impact the world for the Lord Jesus Christ. At the heart of our mission is respect for all persons, integrity and diligence in word and deed, and awe and reverence for God's work. We seek his inspiration for creativity and excellence in the fulfillment of our mission. If you would like more information on our position of faith and education, please visit our website at [www.biola.edu/info/mission.cfm](http://www.biola.edu/info/mission.cfm). Founded in 1908, Biola is comprised of six schools in an environment that integrates academic excellence, knowledgeable and living Christianity, and a unique blend of faith and learning conducive to strong academic and vocational goals. The university is located 22 miles southeast of downtown Los Angeles, and serves a student body of over 4100 students in 145 academic programs from B.A. to Ph.D.

**CONTACT:** Dr. Larry Strand, Dean, Biola University School of Business. 13800 Biola Avenue, La Mirada CA 90639. Phone: 562.903.6000 ext 4770 or ext 5176. E-mail: [larry.strand@biola.edu](mailto:larry.strand@biola.edu).

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## **FINANCE FACULTY OPENING IN CROWELL SCHOOL OF BUSINESS**

*The Biola University Crowell School of Business invites applications for a tenure-track position in **Finance** to begin Spring 2007*

**QUALIFICATIONS:** Ph.D. or DBA in a business discipline from an accredited university with 5-7 years experience teaching business at the undergraduate level. Active consulting to a range of companies, a plus. **Interested specifically in a doctorate in Finance, or 12 plus graduate hours (Finance)** with a general business doctorate. A track record of primary research and publications. An ability and desire to integrate business principles with faith perspectives in course content and delivery. Administrative experience in undergraduate programs a plus. This is a tenure track position.

**DUTIES:** Teach 12 units in undergraduate courses, or a combination of undergraduate and graduate courses, and/or adjustment for administrative duties. Engage in quality applied business research with an explicit integration of faith-oriented perspectives. Advise undergraduate students in program, course, and career-related matters. Encouraged to pursue consulting with Los Angeles-area firm(s) and actively involve such into case analysis in the classroom.

**SALARY:** Competitive based upon candidate's overall qualifications and program fit.

**THE MBA PROGRAM:** The Biola MBA incorporates a rigorous and broadly-based strategy for advanced business study, with a Biblically-based passion for creativity, vision, innovative problem-solving, and the highest ethical standards. Small classes, close relationships with deeply committed faculty known for teaching excellence, and mentoring with successful entrepreneurs, together prepare graduates to be Christ-centered agents of change to impact and transform the contemporary marketplace.

**THE SCHOOL OF BUSINESS:** The undergraduate program is nationally-accredited by the Association of Collegiate Business Schools and Programs (ACBSP) offering a B.S. in with emphases in accounting, information systems, management, and marketing. The MBA program was launched in Fall 2001, and will be a candidate for graduate ACBSP accreditation. The School is located at the crossroads of the Los Angeles-Orange County commercial centers.

**THE UNIVERSITY:** Biola is an evangelical Christian university in which faculty endorse a university statement of Christian faith and community values, and are committed to the integration of faith and learning. The mission of Biola University is biblically centered education, scholarship and service- equipping men and women in mind and character to impact the world for the Lord Jesus Christ. At the heart of our mission is respect for all persons, integrity and diligence in word and deed, and awe and reverence for God's work. We seek his inspiration for creativity and excellence in the fulfillment of our mission. If you would like more information on our position of faith and education, please visit our website at [www.biola.edu/info/mission.cfm](http://www.biola.edu/info/mission.cfm). Founded in 1908, Biola is comprised of six schools in an environment that integrates academic excellence, knowledgeable and living Christianity, and a unique blend of faith and learning conducive to strong academic and vocational goals. The university is located 22 miles southeast of downtown Los Angeles, and serves a student body of over 4100 students in 145 academic programs from B.A. to Ph.D.

**CONTACT:** Dr. Larry Strand, Dean, Biola University School of Business. 13800 Biola Avenue, La Mirada CA 90639. Phone: 562.903.6000 ext 4770 or ext 5176. E-mail: [larry.strand@biola.edu](mailto:larry.strand@biola.edu).

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### **Calvin College**

Assistant/Associate Professor of Marketing or Management

Description:

The Department of Economics and Business at Calvin College invites applications for a tenure-track faculty position in marketing or management beginning in late August of 2007. A successful applicant for marketing will regularly teach required and elective marketing courses. A successful applicant for management will likely teach introductory as well as capstone experiential courses in small business and/or strategic management. Whoever fills this position will coordinate their efforts with other marketing or management professors. We are especially interested in candidates who would also have interest in occasionally teaching courses in operations or finance.

Although we are strongly committed to our primary roles as teachers, we also seek applied researchers who would collaborate with peers and undergraduate students. The position regularly teaches three courses each semester with a three-week course between semesters in January. There are also many opportunities for research support (course reductions and financial resources) at Calvin College. We seek applicants committed to teaching and scholarship within a liberal arts Christian context. A Ph.D., D.B.A or M.B.A. is required with applied experience preferred (ABD will be considered as well).

Applications should include a letter of interest, vita, contact information for three professional references, photocopies of university transcripts, and a one-page statement of teaching and research philosophy within the context of a reformed liberal arts institution.

Review of applications will begin December 10<sup>th</sup>, 2006 and will continue until the position is filled. Send letter of application, vita, writing sample, statement on faith and learning, and three letters of reference to: Professor Bob Eames, Department of Economics and Business, Calvin College, 1734 Knollcrest Circle S.E., Grand Rapids, MI. 49546.

### **Additional Sources of Information About Calvin:**

- We are seeking faculty who are excited by Calvin's [expanded statement of mission](#) and by our commitments as a Christian college.
- A complete statement of requirements for faculty can be found in the document called [Faculty Membership Requirements at Calvin College](#).

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The MBA program at **Charleston Southern University** is looking for doctoral-qualified faculty to teach online MBA courses in finance, managerial accounting, marketing, and economics. Priority experience teaching online is preferred, but not required. We use Blackboard to deliver our online courses.

Since our mission is to integrate Christian principles with the traditional subject matter, we would prefer adjunct faculty who are members of the CBFA. We offer online MBA courses in the fall, spring, and summer, and our adjunct compensation is competitive. Interested members should contact:

Dr. Bill Bowers  
Director, MBA Program  
Charleston Southern University  
P.O. Box 118087  
Charleston, SC 29423  
843-863-7908

Department of Business Administration-Department Chair

**CEDARVILLE UNIVERSITY**, a nationally recognized leader in campus networking, is a comprehensive, primarily undergraduate, Baptist university of arts, sciences, and professional programs with an enrollment of 3,070. It combines a balanced liberal arts focus with an evangelical, non-charismatic, theological position. Faculty, who must be born-again Christians, must agree with our Doctrinal Statement and Community Covenant and lifestyle standards. In addition to teaching excellence, expectations include Biblical integration of faith/learning, student advising, scholarly pursuits, service activities, collegiality, and church involvement.

Department of nineteen faculty members and 400 students offering majors in accounting, finance, global economics and international business, management, information systems, and marketing. Must have ability to teach in at least one area of the curriculum, but accounting, finance, or information systems is advantageous. Responsibilities of this tenure track position include leadership and administration in areas of strategic planning and budget management, curriculum and pedagogy development, faculty supervision and development, student advising, course scheduling, assessment, and departmental marketing and public relations. In addition, this individual will have the ability to formulate and implement a strong vision for this department that will differentiate if from other similar sized programs in both faith-based and secular institutions.

Required: D.B.A. or Ph.D. in business with ten years of successful college-level teaching experience or at least five years teaching experience plus significant relevant professional experience; a demonstrated record of scholarship and involvement with professional academic organizations; an ability to integrate Scripture with both teaching and scholarship; strong interpersonal and communication skills; an adherence to the institution's statement of faith.

Desired: doctorate from an ACBSP or AACSB accredited institution; a record of progressive and significant leadership in a higher education setting; strong involvement in a network of scholars.

Interested applicants should send letter of application and curriculum vitae, to Dr. Kevin Sims, Dean, School of Social Sciences and Professional Studies or his assistant, Mrs. Kathy Flentge at 937-766-3235 or e-mail [flentgeK@cedarville.edu](mailto:flentgeK@cedarville.edu). Applications accepted until position is filled.

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**Handong Global University** is a mission-minded, highly ranked interdenominational university in South Korea used of God to train the next generational of global leaders among the developing countries.

The School of Management and Economics is seeking servant-professors with a like mind for mission and service in Asia. The person must be very good with working with a diverse cadre of international student body and good with integrating faith with learning.

Open positions are:

1. **School Dean** must have Ph.D and at least 10 years of teaching experience
2. **Associate Professor** must have at least an MBA + 5 years experience in field or a recent Ph.D. There are no age and research requirements. Furnished housing fully provided. For more information, please check out homepage at [www.handong.edu](http://www.handong.edu)

**Eastern Mennonite University**  
Department of Business and Economics

- POSITION:** Full-time, continuing faculty position in Business, with expertise in marketing, information systems, or management.
- QUALIFICATIONS:** Ph.D. or D.B.A. preferred, Master's degree and industry experience required; teaching experience a plus.
- RESPONSIBILITIES:** Seeking a candidate to teach undergraduate and possibly graduate level courses. Student advising, university service and ongoing professional experience/scholarship expected.
- COMPENSATION:** Nine-month contract. Salary and rank determined by education and experience. EMU uses an extended-contract system.
- APPOINTMENT DATE:** Position begins fall 2007. EMU reserves the right to fill the position at any time or keep the position open.
- INQUIRIES:** Application review begins January 1, 2007. Applicants may be asked to respond to questions specific to EMU's mission after initial inquiry. Send letter of application, *curriculum vitae*, transcripts (unofficial acceptable) and three references to:

Marie S. Morris, Vice President & Undergraduate Academic Dean  
Eastern Mennonite University  
1200 Park Road  
Harrisonburg, VA 22802  
[ugdean@emu.edu](mailto:ugdean@emu.edu) (540) 432-4141  
<http://www.emu.edu>

*We seek applicants who bring gender, ethnic, and cultural diversity.*

Eastern Mennonite University complies with federal and state requirements for non-discrimination in employment with regard to sex, age, race, color, handicap, national and ethnic origin.

EMU seeks faculty who demonstrate evidence or promise of teaching excellence in a Christian, liberal arts environment, commitment to ongoing scholarship, and familiarity with and support of Anabaptist/Mennonite Christian faith practices. Eastern Mennonite University pursues creativity, innovation and excellence in all educational programs and invites students to experience Christ and follow His call to witness faithfully, serve compassionately, and walk boldly in the way of nonviolence and peace.

The Business and Economics Department has approximately 120 students majoring in accounting, business administration, economics, and international business plus a graduate (MBA) program.

The mission of the Business and Economics Department is to equip persons to function effectively and responsibly in business and organizational settings with a commitment to Christian discipleship in all areas of life. Both MBA and undergraduate programs emphasize high ethical standards, social justice, academic quality, and interdisciplinary and cross-cultural perspectives.

### **Fresno Pacific University**

Full-time faculty member in Business with specialties in Management, Accounting, Economics or Finance (Faculty at Fresno Pacific University are unranked). Position begins August 2007. Role: 1) Teach courses in the business core and concentration area (upper division) 2) Mentor and advise students in the Business major 3) Participate in scholarly activities and participate in program, university and community service 4) Collaborate with the Dean and faculty of the School of Business. Opportunity: The School of Business offers challenging academic programs which lead to professional excellence. As a faculty member, you will have the opportunity to assist students in nurturing their Christian commitment through integration of faith, values, and ethics, as you teach, research, and make scholarly contributions in the field. Qualifications: *Required:* 1) Christian commitment and agreement with the doctrinal position of the University, and lifestyle consistent with this commitment 2) Demonstrated college-level teaching ability 3) Ability to work harmoniously with students and faculty colleagues in a liberal arts environment 4) Desire to participate in and develop research papers and projects with undergraduate students 5.) Work experience in a business environment related to teaching area. *Desired:* 1) Doctorate (or nearly completed doctorate) degree 2) Evidence of scholarly achievement 3) Membership in a Mennonite Brethren Church. University description: Fresno Pacific University is a Christian university sponsored by the Mennonite Brethren Church. It offers bachelor of arts and master of arts degrees in the arts, sciences and professions. The university is accredited by the Western Association of Schools and Colleges, and is known for its academic excellence, strong sense of community and Christian commitment. Applications will be reviewed beginning January 15, 2007, and will continue until the position is filled. Compensation: Dependent on qualifications and experience. Benefits include insurance, (medical, dental, LTD, life), retirement (TIAA-CREF), Section 125 options, and tuition remission for dependents. Send a letter of application, a completed faculty application form (with related documents), three letters of reference, and transcripts or placement file to: Dr. Janita Rawls, Ph.D. ▪ Dean, School of Business ▪ Fresno Pacific University ▪ 1717 S. Chestnut ▪ Fresno, CA 93702 ▪ Phone: (559) 453-3671 ▪ FAX: 559-453-2127

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### **Hope College**

The Department of Economics, Management and Accounting seeks candidates for a tenure-track position in business. Responsibilities include teaching and advising undergraduate students, and scholarly research. All specialties and concentrations will be considered. The ideal candidate would hold a Ph.D. in Management or related area and demonstrate potential for strong teaching and collaborative research with students and faculty. Hope College places a high priority on sustaining a supportive environment that recognizes the importance of having a diverse faculty and staff in order to best prepare our students for successful careers in our multi-cultural nation and global community. Applications from qualified persons with diverse backgrounds and cultures, including women and persons of color are, therefore, especially welcomed. Hope College complies with federal and state requirements for nondiscrimination in employment. Hope College is a Christian coeducational, residential liberal arts undergraduate college affiliated with the Reformed Church in America. Further information on Hope College can be found at <http://www.hope.edu/> and on the department at <http://www.hope.edu/academic/economics/>. Send cover letter and vita to Prof. John Lunn, Chair, Department of Economics, Management and Accounting, 41 Graves Place, PO Box 9000, Holland, MI 49422-9000, or electronically to [lunn@hope.edu](mailto:lunn@hope.edu).

## **Emmanuel College Description**

The Business Administration Department of Emmanuel College invites applications for a full-time business faculty member to teach in its Business Administration program (with concentrations in management and information systems) beginning with the Fall semester of 2007. Given the nature of the Business Administration program at Emmanuel, applicants should be willing to teach some courses beyond their own narrow academic specialty. In addition, the applicant should clearly desire to integrate the Christian faith with student learning. Other duties would include student advising and faculty committee work.

## **Qualifications**

The candidate must have a Ph.D. in hand by August 2007 in some field of business administration from an accredited institution. A Ph.D. in Management or Marketing is preferred, but all interested and qualified applicants will be considered. Furthermore, the candidate will be required to demonstrate an ability to teach successfully. Finally, the candidate should be a committed Christian who identifies with and adheres to the mission of Emmanuel College.

For information regarding the college, please go to this web site:

<http://www.emmanuelcollege.edu> .

**Filing an application:** Please forward the following direction to the contact person listed below.

- **Letter of application**
- *Curriculum vitae*,
- **Unofficial transcripts**
- **Pastoral Letter of Recommendation:** Needs to be from a current pastor and to include a verification of current church membership, a description of the applicant's activity in the local congregation, and an evaluation of the quality of the candidates personal commitment to Christ.
- **Personal Testimony:** An explanation of the applicant's relationship with God through the Lord Jesus Christ, including a brief account of accepting Christ as personal savior, church membership, and current church involvements.

### **Contact**

Dr. John Henzel  
Dean of the School of Business  
Emmanuel College  
P.O. Box 129  
Franklin Springs, Georgia 30639  
jhenzel@emmanuelcollege.edu  
706-245-2832

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**Geneva College**  
**Accounting Faculty**

Geneva College invites applications for a faculty position in the Department of Business, Accounting, and Management. This position will teach courses in Public and/or Management Accounting. A complete position description is located at [www.geneva.edu/object/hr\\_accounting.html](http://www.geneva.edu/object/hr_accounting.html)

Application material should be submitted to the person listed in the “Submit Materials” portion of the Opportunity Profile.

Other employment opportunities are listed at [www.geneva.edu/page/hr](http://www.geneva.edu/page/hr)

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**Business Faculty**

Geneva College invites applications for a faculty position in the Department of Business, Accounting, and Management. Cognate areas to be taught include operations management and quantitative analysis. We desire proficiency in teaching Information Systems. A complete position description is located at [www.geneva.edu/object/hr\\_business.html](http://www.geneva.edu/object/hr_business.html)

Application material should be submitted to the person listed in the “Submit Materials” portion of the Opportunity Profile.

Other employment opportunities are listed at [www.geneva.edu/page/hr](http://www.geneva.edu/page/hr)

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**Business & Engineering Faculty**

Geneva College invites applications for a faculty position in the Department of Business, Accounting, and Management. Cognate areas to be taught include operations management, quantitative analysis and industrial/systems engineering. We desire proficiency in teaching Information Systems. The primary teaching responsibilities involve shared instruction in undergraduate business courses (75%) and undergraduate courses in systems engineering and/or manufacturing. A complete position description is located at [www.geneva.edu/object/hr\\_professor.html](http://www.geneva.edu/object/hr_professor.html)

Application material should be submitted to the person listed in the “Submit Materials” portion of the Opportunity Profile.

Other employment opportunities are listed at [www.geneva.edu/page/hr](http://www.geneva.edu/page/hr)

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**Messiah College** has a one to two year full-time opening in Finance in the Department of Management & Business starting on August 1, 2007. Ph.D. or ABD in finance, accounting or economics or DBA with finance concentration or MBA with CFA is required. Must be able and willing to teach undergraduate courses in financial management and investments as well as courses in other areas of expertise. Teaching load is eight courses per year. Salary and rank commensurate with qualifications and experience. Contact Dr. Vincent A. LaFrance, Chair, Department of Management and Business, P.O. Box 3042, Messiah College, Grantham, PA 17027 or by email at [lafrance@messiah.edu](mailto:lafrance@messiah.edu).



**Grove City College** announces a faculty opening in their Department of Business beginning in August 2007. We are seeking a candidate with a primary teaching interest in International Business, along with the ability to teach courses in the areas of Business Law and/or Management. A Ph.D. in International Business or similar earned terminal degree is strongly preferred, however, candidates possessing a J.D. and MBA along with practical experience may be considered.

Candidates must evidence a strong record of training or classroom teaching and a commitment to instructing highly motivated students (1280 average SAT for entering freshmen). Rank and salary are commensurate with qualifications. Grove City College is a nationally recognized, truly independent, highly selective college of liberal arts, sciences, and engineering where intellectual inquiry remains open to the questions religion raises and affirms the answers Christianity offers.

Send letter of application, vita, transcripts, names of four references (three professional and one pastoral), and a four to five paragraph essay relating your philosophy of a liberal arts education and teaching International Business to the College's unique mission as a Christian college (see [www.gcc.edu](http://www.gcc.edu)) to: **William P. Anderson, Jr.; Ph.D., Provost and Vice President for Academic Affairs, Grove City College, 100 Campus Drive, Grove City, PA 16127-2104** or electronically to [provostanderson@gcc.edu](mailto:provostanderson@gcc.edu). Review of applications commences immediately.

Grove City College is a private educational institution noted for its academic excellence where scholarship is informed by Christian principles. It does not discriminate on the basis of age, race, color, creed, sex, marital status, disability, or national or ethnic origin in the administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other college-administrative programs.

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**Regent University**  
**GLOBAL BUSINESS PROFESSOR/DEPARTMENT CHAIR**  
**School of Undergraduate Studies**

The School of Undergraduate Studies is seeking a professor of Global Business for Regent's main campus in Virginia Beach, VA. Global Business is a new major for the undergraduate program. Minimum requirements for the faculty position include a doctorate in global business, international business, or a related field; international business experience, significant teaching and scholarship, and verifiable, positive relations with students. Expectations include a commitment to Christ-centered teaching and learning, skill in administration, facility with online instructional technology, and a commitment to teaching. Administrative experience is a plus.

The appointed faculty member will also serve as academic department chair for the undergraduate Global Business program, in addition to fulfilling teaching responsibilities. Academic Department chairs are responsible for the administration and coordination of all programs, personnel, and equipment in their respective academic departments. Applications will be accepted until the position is filled. Appointment could begin January 2007 or earlier, if feasible.

Qualified prospective employees will receive consideration without discrimination because of race, color, sex, age, national origin, or disability.

Candidates should visit [https://www.regent.edu/admin/hr/new\\_faculty\\_application.cfm](https://www.regent.edu/admin/hr/new_faculty_application.cfm) and complete the online application. Please forward a cover letter and current vita to: Donna Curtis at [dcurtis@regent.edu](mailto:dcurtis@regent.edu).

### **International Business**

**John Brown University** seeks a faculty member to provide academic leadership for this program and teach courses such as International Management, International Marketing, International Finance, and International Marketing Research, in addition to other selected undergraduate and graduate courses within the Division of Business. This faculty member will also be encouraged to collaborate with, facilitate, and possibly develop and lead study abroad opportunities which would be of value to international business majors and others.

#### **Program**

The International Business degree at JBU is a broad program of studies designed to prepare students to function competently in international and multicultural business contexts. This major may be combined with other programs of study or may be extended with specializations in International Commerce (additional studies relevant to international business) or Intercultural Service (professional and cultural preparation for missionaries who plan to use their business skills to support the advancement of the Gospel on the mission field). The Division of Business offers undergraduate degrees (B.S. and B.A.) in Accounting, Business Administration, International Business, Leadership and Management, Marketing, and Sports Management. Graduate degrees include the Master of Business Administration (MBA), Master of Science in Leadership and Ethics (MSLE), and MSLE with Higher Education Emphasis. The programs of the Division of Business are accredited by the International Assembly for Collegiate Business Education.

#### **Qualifications**

Masters degree or relevant terminal degree required. Industry experience strongly preferred. Effective teaching experience in higher education, evidence of scholarly potential, and a commitment to Christian higher education is essential. A passion for teaching and spiritual formation within the evangelical tradition is required.

#### **Salary**

A competitive salary exists which will be commensurate with training and/or experience.

#### **Important Dates**

Position begins August 1, 2007. Screening process begins January 15, 2007, and continues until the position is filled.

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### **Graduate Business**

**John Brown University** seeks a faculty member to teach in the Graduate Business Program beginning July 1, 2007. Responsibilities include but are not limited to teaching and advising in two programs: the Master of Business Administration, and the Master of Science in Leadership and Ethics, with occasional opportunities to participate in the traditional undergraduate program. Preference will be given to candidates who can teach in the areas of International Business, Economics, and/or Finance. Some travel required as many graduate courses are taught at University and corporate locations within the state, although selected classes may occasionally be offered in a virtual format. The position reports to the Director of Graduate Business Programs and the Chair of the Division of Business.

#### **Program**

The Division of Business Graduate Programs includes the Master of Business Administration (MBA), MBA with International Business Emphasis, Master of Science in Leadership and Ethics (MSLE), and MSLE with Higher Education Emphasis. This division is one of the largest at JBU with continuing growth in enrollment and diversity at the undergraduate and graduate levels. Training leaders with integrity, character, and trustworthiness based on a Christ-centered model is a priority. These programs develop and prepare leaders from a broad range of undergraduate majors. Undergraduate and graduate programs are accredited by the International Assembly for Collegiate Business Education (IACBE).

#### **Qualifications**

Candidates should have a relevant terminal degree and/or significant professional experience, with both being strongly preferred. Preference will be given to candidates with experience in virtual education, effective teaching experience in higher education, and evidence of scholarly potential. Commitment to Christian higher education and passion for teaching and spiritual formation within the evangelical tradition are essential.

#### **Salary**

A competitive salary and rank exist which will be commensurate with training and/or experience.

#### **Important Dates**

Position begins July 1, 2007. Screening process begins immediately and continues until the position is filled.

### About JBU

A [summary describing the university](#) is available on-line.

### Applications

Submit letter of interest to:

Dr. Ed Ericson III

Office of Academic Affairs

John Brown University

2000 West University Street

Siloam Springs, AR 72761

e-mail: [academicaffairs@jbu.edu](mailto:academicaffairs@jbu.edu)

Phone: 479.524.7129

Fax: 479.524.9548

Women and minorities are encouraged to apply.

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**International Business:** The School of Global Commerce and Management at **Whitworth in Spokane, Wash.** is seeking applicants for a tenure track professor at the rank of Assistant/Associate Professor beginning fall term 2007. Teach two or three undergraduate courses and one graduate course in International Business. Additional courses to be negotiated with the department. Current department needs are business law, ethics, finance, marketing or organizational behavior. Ph.D., DBA or JD required; must be doctorally qualified in International Business by ACBSP standards (for details go to this link [www.acbsp.org](http://www.acbsp.org)); have demonstrated teaching effectiveness; the willingness and availability to occasionally teach evening courses; and personal commitment to the Christian faith and to the integration of faith and learning. Whitworth's School of Global Commerce and Management includes three programs (the undergraduate economics and business department, the graduate program [MBA and Master in International Management degrees], and the Organizational Management degree completion program) and is the largest school at the college with over 300 students. The School is distinctive in its focus on close interaction between students and faculty and in its deep commitment to global perspectives. Application review begins January 2, 2007. Please visit our website at [www.whitworth.edu/administration/humanresources/](http://www.whitworth.edu/administration/humanresources/) for the link to the full position announcement and Whitworth's application process. With our commitment to building a culturally diverse community, we encourage applications from women, persons with disabilities, and members of under-represented ethnic groups. Whitworth College is a private, liberal arts college affiliated with the Presbyterian Church (USA).

**Assistant Professor of Marketing and/or International Business, Tenure Track LeTourneau University - School of Graduate and Professional Studies/School of Business Longview, Texas** 12-month position teaching in an accelerated format, includes both on-ground and online teaching responsibilities. 12 hours/week of office hours required. Earned doctorate in business (Ph.D. preferred, D.B.A. considered) from a regionally-accredited institution, major in Marketing and/or International Business. Outstanding teaching and facilitation skills appropriate for adult and online learners, required, preference given for experience at the graduate level. LeTourneau University seeks a person with an enthusiastic and contagious Christian faith who is committed to Christian higher education which integrates faith with learning. Available 7/1/2007. Applications are required and are available from [www.letu.edu/jobs](http://www.letu.edu/jobs). Send completed application, current CV, graduate transcripts to: Dr. Robert Hudson, Vice President for Academic Affairs, LeTourneau University, Box 7001, Longview, Texas 75607-7001, or E-mail [AcademicAffairs@letu.edu](mailto:AcademicAffairs@letu.edu). FAX (903) 233-3259

*In accordance with applicable provisions of federal law, applicants for employment who are in agreement with the educational mission of LeTourneau University and applicants for admission to educational programs or activities are considered without discrimination on the basis of race, age, sex, handicapping condition, or national origin. Inquiries about this policy should be directed to the Director of Human Resources, (903) 233-4170.*

**Dean  
School of Business  
LeTourneau University**

LeTourneau University invites applications and nominations for the position of Dean of the School of Business. Undergraduate degrees are offered in Accounting, Business Administration, Finance, International Business, Management, Management Information Systems, and Marketing. It also offers the following graduate degree: an MBA with specializations in Finance, Human Resources, International Business, Management, and Marketing as well as an MBA-Educational Leadership. The School of Business in cooperation with the School of Graduate and Professional Studies also offers undergraduate and graduate degrees in business for working adults at Educational Centers throughout the State. Programs are offered both on-ground and online.

Qualifications include, an earned doctorate from an accredited institution in one of the disciplines represented by the School, a proven record of distinguished teaching, research and scholarship as well as three-five years of effective administration experience at the department chair level or higher, commitment to both traditional and nontraditional higher education, experience in distributed (distance) learning and an enthusiastic and contagious Christian faith committed to Christian higher education that integrates Christian faith with learning. The Dean serves as the liaison between the faculty and the Vice President for Academic Affairs: providing leadership in faculty recruiting, credentialing, and evaluation; managing the School budget; leading the School of Business Advisory Council; fostering excellence in teaching and scholarship; assessing current programs; and leading in new program and curriculum development.

The position is a twelve month, tenure track faculty position and is available immediately. Applications are required and are available from [www.letu.edu/jobs](http://www.letu.edu/jobs). Send completed application, a current résumé, and copies of graduate transcripts to: Dr. Robert W. Hudson, Vice President for Academic Affairs, P. O. Box 7001, Longview, TX 75607-7001. E-mail inquiries to [www.AcademicAffairs@letu.edu](mailto:www.AcademicAffairs@letu.edu) or fax information to (903) 233-3259.

*In accordance with applicable provisions of federal law, applicants for employment who are in agreement with the educational mission of LeTourneau University and applicants for admission to educational programs or activities are considered without discrimination on the basis of race, age, sex, handicapping condition, or national origin. Inquiries about this policy should be directed to the Director of Human Resources, (903) 233-4170.*

Position: Professor of Business Administration

The **Master's College** will be adding at least one and possibly two full-time positions in the Department of Business Administration. These positions would begin in July, 2007.

Duties and Responsibilities:

1. Teach a schedule of classes consisting of approximately 12 units per semester.
2. Provide academic advisement and support to the personal development of the students.
3. Complete the normal departmental and institutional administrative duties such as: attending faculty meetings; textbook ordering; and coordination of the scheduling of classes.
4. Assume supplementary responsibilities that will include participation in at least two academic committee assignments.
5. Perform other related duties as established or assigned.

Minimum Qualifications:

1. A doctoral degree in a Business-related field. Individuals with a master's degree with strong preparation and promise will also be considered.
2. Job or teaching experience in the fields of accounting, finance, and/or marketing.
3. A strong commitment to the doctrinal position and philosophy of the teaching ministry of The Master's College.
4. Ability to teach students effectively, evaluate their performance, and create a supportive learning environment.
5. Excellent oral and written communication skills.
6. Excellent interpersonal skills, including the ability to establish and maintain effective working relationships with staff, faculty, and students of diverse academic, socioeconomic, cultural, and ethnic backgrounds.
7. Evidence of a mature Christian lifestyle by active involvement in a conservative evangelical local church.

Compensation & Benefits:

Compensation is commensurate with that of other faculty positions at The Master's College based upon the selected applicant's qualifications and experience. Medical and dental benefits are provided for a nominal employee contribution. TMC participates in the TIAA/CREF retirement program.

Application Procedures:

Please send an introductory letter expressing your reasons for interest in the position, and a curriculum vitae to The Master's College, Vice President for Academic Affairs, 21726 Placerita Canyon Road, Santa Clarita, CA, 91321. The Master's College is committed to practicing the principles of equal employment opportunity and diversity based on Biblical principles. Women and persons from under-represented ethnic and racial backgrounds are especially encouraged to apply.

Application Deadline: none

Contact: Karrie Hahn

Email: [AcademicAffairs@masters.edu](mailto:AcademicAffairs@masters.edu)

Phone: 661.259.3540 x3000

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We are conducting a search for a new Assoc. Director, Ethics and Spirituality Program in the **Yale Center for Faith & Culture** ([www.yale.edu/faith](http://www.yale.edu/faith)). For more information, contact David Miller, the Center's executive director ([david.w.miller@yale.edu](mailto:david.w.miller@yale.edu)) or review the job description on Yale's HR web site (<http://websrv.its.yale.edu/hr/jobpost.html>).

### **Simpson University**

The Business Department at Simpson University invites applications for a full-time continuing faculty position in accounting. The qualified applicant should be able to teach in a variety of areas of accounting, including tax and audit courses. Specific course assignments will be made in consultation with the department chair. Other responsibilities include academic advising, faculty committee duties, and oversight of internships. The faculty member will be encouraged to develop and maintain business relationships within the local and wider communities.

A minimum of a M.B.A. from an accredited university with an emphasis in accounting is required. A Ph.D in business, a D.B.A., or standing as a C.P.A. is desired. Candidates with strong industry experience will also be considered. The successful candidate will demonstrate effective classroom teaching and maintain a commitment to professional development. The candidate should be an active Evangelical Christian and be sympathetic with the goals and values of Simpson University. Applicants should submit a letter of interest, curriculum vita, three letters of reference, and a brief essay regarding one's faith experience to:

Simpson University  
Attn: Gary Schmidt  
Chair of the Business Department  
2211 College View Dr.  
Redding, CA 96003

Information about Simpson University and an application can be found at our website [www.simpsonuniversity.edu](http://www.simpsonuniversity.edu). The Business Department at Simpson University invites applications for a full-time business faculty position to teach in our Business Administration program beginning Fall 2007. The qualified applicant should be able to teach in a variety of areas such as marketing, finance, management, economics, and accounting. Specific course assignments will be made in consultation with the department chair. Other responsibilities include academic advising, student mentoring, oversight of internships, and faculty committee work. The faculty member will be encouraged to develop and maintain business relationships within the local and wider communities.

Candidates with a minimum of an M.B.A. from an accredited university with strong industry experience and a willingness to pursue a doctoral program will be considered. A Ph.D. or D.B.A. in business with an emphasis in management, economics, or finance is desired. The successful candidate will demonstrate effective classroom teaching and be committed to excellence in teaching, scholarship, mentoring and service. The candidate should be an active Evangelical Christian and be sympathetic with the goals and values of Simpson University. Applicants should submit a letter of interest, curriculum vita, three letters of reference, and a brief essay regarding one's faith experience to:

Simpson University  
Attn: Gary Schmidt  
Chair of the Business Department  
2211 College View Dr.  
Redding, CA 96003

Information about Simpson University and an application can be found at our website [www.simpsonuniversity.edu](http://www.simpsonuniversity.edu).

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### **Lithuania Christian College**

Full-time positions beginning August 1, 2007. Lithuania Christian College (LCC) is seeking faculty to teach Marketing, Accounting, Business Communication, Economics, Management and Quantitative Reasoning. Faculty must have a minimum of an MA, and preferably a PhD, in their teaching area.

LCC is an accredited, BA granting Christian liberal arts college located in Klaipeda, Lithuania. LCC engages students in a transforming educational experience in order to create a generation of leaders for Eastern Europe and the former Soviet Union who think critically, promote democratic ideals, develop a market economy, and rebuild the network of civil society within the context of a Christian worldview. The LCC faculty and student body are diverse culturally and theologically, providing a rich environment for personal and professional growth and service. Current undergraduate enrollment is 550 students presenting twenty countries. Over 50% of the students at LCC are business majors.

For more information about LCC, faculty openings, and how to apply, go to <http://www.lcc.lt/opportunities/> or email [opportunities@lcc.lt](mailto:opportunities@lcc.lt).

## SPRING ARBOR UNIVERSITY POSITION OPENING

- Position:** Finance and Economics Faculty Position, 07/08 year
- Department:** School of Business and Management
- Schedule:** Full-time, tenure track with rank commensurate
- Qualifications:** A Ph.D. or D.B.A. is strongly preferred in business or a related field. A minimum of five years business experience and some teaching experience is desirable. Individual will exhibit a life and service that is in full accord with the Spring Arbor University concept and community.
- Responsibilities:** Primary teaching responsibilities: Teach in the campus undergraduate finance and economics area and the MBA online and face-to-face program. Other courses and programs will be part of faculty load. Other responsibilities include serving on committees and School of Business projects as assigned.
- Starting Date:** 2007 - 2008 School Year
- Application Deadline:** Review of applications will begin immediately and will be accepted until position is filled.
- Basic Requirement:** Applicants must be thoroughly supportive of the University's mission and values as an evangelical Christian university affiliated with the Free Methodist Church.
- Process:** Please forward vitae with a letter of interest describing your experience as a Christian and personal commitment to Christian higher education and the integration of faith, learning and living to:
- Office of Academic Affairs  
Spring Arbor University  
106 E. Main Street  
Spring Arbor, MI 49283  
(517) 750-6356
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**TRINITY WESTERN UNIVERSITY**  
**Master of Arts in Leadership Program**  
Senior Level Tenure Track Faculty Position

The Master of Arts in Leadership (MAL) program invites qualified candidates to apply for a senior level fulltime tenure track position that is to be filled by May 1, 2007. The successful candidate will be a member of a very energizing leadership team and will enjoy many opportunities to contribute meaningfully to continuous program improvement and excellence.

The MAL program, with specialization streams in business, education, health, NGO, and Christian ministry leadership, is a cutting edge best practices-focused graduate program for professional and/or middle level working adults interested in expanding their leadership competencies and skills. This 25 month program is relational in nature and is delivered through a combination of on-campus and distance learning strategies, and concludes with an applied major research project.

The program focuses on the development of vision and results-based leadership practice competencies and skills. The MAL program is value-based, teaches from the Christian worldview perspective of valuing people, showing compassion, and servant-hood in practice. Values are applied in conjunction with current leadership theory, concepts, practical knowledge, and integration of practical knowledge with the challenges of the workplace. In addition to viewing Jesus as a key example of effective leadership, many other past and contemporary leaders and organizations serve as practical learning illustrations.

We desire a candidate who has a personal life vision and is passionate about living, is known to visibly practice his/her Christian faith, has an earned doctorate, demonstrates excellent servant leadership competencies and skills, has had extensive experience in middle to senior level leadership positions, has proven competence as an adult instructor, and is an established scholar and has published in relevant journals, is an innovator, and is a life-long learner. Preference will be given to a candidate with business leadership, graduate level teaching, and has distance learning instruction experience.

If you possess specified qualifications and are interested in an exciting challenge, you are asked to apply online at <http://www.twu.ca/hr/join/apply/faculty-positions.aspx>. For those interested in more information, please visit the MAL program website at [www.twu.ca/leadership](http://www.twu.ca/leadership). For more specific information, you are invited to contact Dr. Stan Remple, Director of the MAL program by contacting him at [StanR@twu.ca](mailto:StanR@twu.ca).

Applications will be received until December 1, 2006 or after if a suitable candidate has not been found earlier.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

[Back to Table of Contents](#)