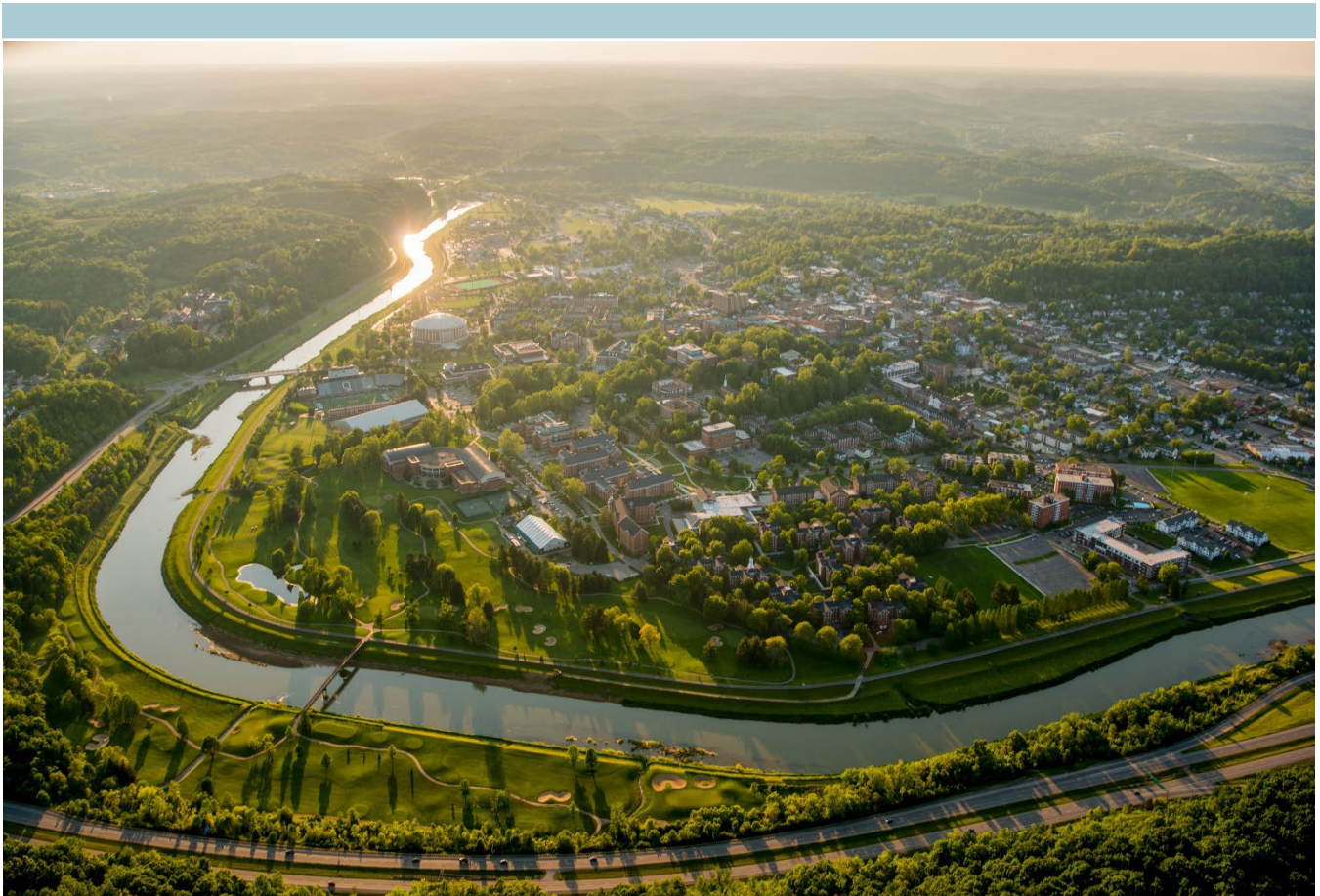




Dean, College of Business

Leadership Profile

May 2026



Executive Summary

Ohio University seeks a dynamic, strategic, and externally engaged leader to serve as Dean of the College of Business. As the chief academic and administrative officer of the College, the Dean will provide innovative leadership that advances excellence in teaching, learning, research, and engagement while aligning the College's mission and priorities with those of the University. Reporting to the Provost, the Dean oversees academic programs, personnel, fiscal resources, and strategic initiatives for a College with an operating budget exceeding \$31 million and a strong foundation of student-centered education, experiential learning, research and scholarship, and industry engagement.

The next Dean will be expected to articulate and advance a distinctive vision for the College's future, building upon highly regarded programs such as sports administration, entrepreneurship, sales and nationally ranked online offerings. Central to this role is positioning the College to respond to a rapidly evolving business environment, including emerging workforce needs, technological change, and the growing influence of artificial intelligence. The Dean will promote agility, accountability, and innovation while strengthening the College's brand and reputation.

A core priority will be delivering a strong and adaptive student experience that integrates high-quality instruction, research and scholarship in an R1 environment, and applied, experiential learning. The Dean also will deepen engagement with alumni, employers, and community partners and explore new programs and initiatives that serve the needs of industry, including executive education, applied research, and other mission-aligned revenue streams. Fundraising and partnership development, in close collaboration with University Advancement, will be critical to sustaining growth and impact.

The College operates within a complex resource environment shaped by growing enrollments and a unionized faculty. The Dean must champion the College's priorities while fostering a transparent, inclusive, and collaborative culture that values faculty and professional staff and supports shared governance. Through clear communication, relationship-building, and strategic leadership, the next Dean will guide the College of Business toward continued excellence, relevance, and long-term success.

For information regarding how to apply, submit nominations, or inquire about the role, please see the section "Procedure for Candidacy" at the end of this document.

Role of the Dean of the College of Business

The Dean, as chief academic and administrative officer of the College of Business, promotes excellence in curricula, teaching, and learning; academic advising; interdisciplinary initiatives; scholarship, research, and industry advances; development of faculty and professional staff; and stewardship of fiscal and other resources. This individual is responsible for providing innovative, effective, and dynamic leadership that supports the College's mission, values, and culture, thereby advancing the long-term success of the College and the University. The Dean serves as a champion and leading voice for the College, both within the University and with external constituents and communities.

The Dean oversees strategic planning, fiscal resources, and personnel management. The Dean is the standard-bearer for best practices in recruiting, retaining, and developing faculty and professional staff; student recruitment and success efforts; resource development and advancement; and programming, education, advocacy, and engagement that cultivates inclusive excellence. The Dean will manage an operating budget of more than \$31 million and provide leadership to dedicated faculty and professional staff.



Opportunities and Expectations for Leadership

The next Dean of the College of Business will be expected to advance the following priorities, among others:

Shape a distinctive vision for the College's future. The next Dean will join a college with a strong foundation, entrepreneurial spirit, and a hunger for a strategic direction that will ensure its success in a dynamic future. The College of Business is rooted in a student-centered culture and has built highly recognized programs, including its top-ranked Postgraduate [Sports Administration](#) program, its nationally acclaimed [Schey Sales Centre](#) and [Center for Entrepreneurship](#), and its highly ranked online degree programs that were some of the first of their kind. The Dean will collaborate with a wide range of constituents – faculty, professional staff, students, University leadership, alumni, and the business community – to shape a strategy that will advance the College's mission to inspire innovators, motivate leaders, and nurture self-aware citizens. This includes working with constituents to evaluate the impact of artificial intelligence on teaching, learning, and knowledge creation and integrating AI into the work of the College in a manner that aligns with its goals. The Dean will also be expected to work with constituents to explore programs and initiatives that address industry needs and drive new revenue for the College, including executive education, credential programs, and applied research partnerships. This individual must be able to align the College's goals with the University's strategic plan ([Dynamic Strategy](#)); promote a culture that supports agility and adaptability as it prepares students for the rapidly evolving business environment they will enter; and ensure accountability through consistent evaluation of key performance indicators. The Dean must be able to communicate the College's vision and impact internally and externally in a clear and compelling manner and ensure effective marketing and branding that creates a distinctive identity for the College.

Advance a strong and adaptive student experience. The College's commitment to its students is found throughout the language of its core values: serving students first, offering individualized paths to success, fostering relationships that last, and delivering on promises. The College's commitment is also demonstrated through its work to combine classroom curriculum with hands-on application – over 70% of classes are integrated with an active or experiential learning component. The results are evident with 94% of students experiencing positive outcomes within six months of graduating and the lifelong affinity alumni feel for the College and the University. The next Dean must be a student-centered leader with the ability to work with faculty and professional staff to identify the knowledge and experiences – both inside and outside of the classroom – that will prepare students for success in the future. This individual should also bring an understanding of how the integration of teaching and research at an R1 institution can positively impact the student experience.

Leverage alumni and engage business and industry. The College of Business benefits from passionate alumni, an engaged [Executive Advisory Board](#), and a solid base of relationships with business and industry. However, a strong desire exists for the College to build on strong alumni and external partnerships, stewarding existing relationships while expanding new collaborations that enhance student learning, professional preparation, and societal impact. The economic growth in nearby Columbus presents opportunities for the College, as well as strong alumni presences in Cleveland, Cincinnati, Chicago, Pittsburgh, and Charlotte. The next Dean must be a passionate communicator of the College's vision, a relationship builder with the ability to identify the interests of external partners and community stakeholders, and a collaborator with the skills to align those interests with the goals of the College. This includes the ability to partner closely with University Advancement in fundraising activities that will support faculty, professional staff, students, and programs.

Navigate resource challenges and ensure a positive work culture. The College has experienced significant growth in undergraduate students – an increase of 36 percent since 2022 – while experiencing declines in graduate enrollment – down 24 percent over that same period. The next Dean must champion the priorities of the College while also being a strong partner with University leadership, advancing the College's ambitions and strategies along with the University's goals and fiscal realities. In doing so, the Dean must be able to navigate institutional structures and processes effectively, aligning resources, stakeholders, and timelines to support internal and external initiatives. This individual must actively engage faculty and professional staff across the College to understand their needs, including support of faculty in their pursuit of excellence in teaching and research. OHIO faculty voted to unionize in 2025 and the University is currently engaged in collective bargaining. The Dean should have the ability to navigate this new environment while ensuring a positive and

collaborative culture that supports faculty and professional staff, recognizes their contributions, and sustains the College's commitment to students' success and impact. This individual must demonstrate a commitment to transparent and proactive communication to the College and its constituents.

Professional Qualifications and Personal Qualities

The successful candidate must have a demonstrated record of effective academic leadership and qualifications suitable for appointment as a tenured full professor within an academic department in the College. This individual must have experience working with industry, providing a practical understanding of business needs and an ability to integrate those experiences into the work of the College.

Additionally, the successful candidate should demonstrate many of the following qualifications and personal qualities:

- An understanding of the future trends impacting businesses, the workforce, and higher education (including artificial intelligence), and the ability to work with a broad range of constituents to shape a vision that will lead to future success.
- A leadership approach focused on building strong, collaborative teams; empowering and celebrating others; ensuring accountability in the pursuit of strategic goals; and effectively managing change to enhance organizational effectiveness and ensure the long-term success and sustainability of an organization.
- A record of supporting the success of faculty and professional staff in education, research, and engagement, and ensuring a work environment that is collaborative and mission centered.
- Demonstrated experience effectively aligning resources with priorities and communicating decisions in a transparent and proactive manner.
- Experience implementing new programs and initiatives that enhance revenue and address industry needs, including executive education, credential programs, and applied research partnerships.
- A passion for student success and a demonstrated record of implementing strategies that effectively prepare students for their future endeavors.
- The ability to align the College's goals with those of the University, collaborate with partners across the institution, and effectively advocate on behalf of the College.
- An understanding of how to effectively market the College to prospective students and external partners and the ability to shape a distinctive brand for the College.
- Experience engaging alumni, donors, and the business community to understand their interests and needs and align those with the work of the College, including the ability to partner with University Advancement in fundraising efforts.
- Demonstrated excellence in written and verbal communication with a commitment to active listening and engagement across constituencies, evidenced by regular public speaking, visible participation in college and

university events, and ongoing travel to engage alumni and industry partners, resulting in enduring relationships.

About The College of Business



Ohio University's College of Business is a highly ranked, AACSB-accredited business school that offers a hands-on, personalized experience for students at the undergraduate and graduate levels. The College's agile professionals are disciplined risk takers, life-long learners, and curious global citizens, inspiring innovators who strategically create value and motivate leaders who serve with grit and determination. The College also nurtures self-aware citizens who better the world of business.

Through a strategic talent management plan, the College has recruited top faculty and professional staff from around the world who help deliver its programs to more than 4,800 students. At the undergraduate level, the College offers 13 majors, 5 minors, and 14 certificates. For graduate and professional students, it offers accountancy, athletic administration, data analytics, management, MBA, sports administration, and graduate certificate programs in on-campus, hybrid, and online formats. The College also offers executive education and corporate training. Each year, more than 600 professionals come to the Athens campus for immersive executive education, and the College's [global collaboration with LAIOB](#) has graduated over 3,000 leaders.

In many ways, the College has changed the face of business education. From the creation of a transformational [Integrated Business Cluster](#) experience, to the development of [seven centers](#) of excellence that connect students to industry, business students at OHIO learn not only the "know what," but also the "know how." The College's business-specific [Career & Student Success Center](#) supports students with regular check-ins, programming, and strategically integrated career coursework. All students are provided with a support system of faculty, success advisors, career coaches, and peer mentors.

The College's Graduate and Online Programs team provides a high-touch experience for students through dedicated professionals focused on enrollment, student services and support, and dedicated career development. This team works closely with students from inquiry through graduation and beyond, ensuring they receive personalized guidance and resources throughout their academic journey. In addition, the College hosts a signature on-campus experience twice each year for its online and professional students, centered on leadership development, career advancement, networking, and engagement with faculty and peers.

OHIO's College of Business continues to be recognized for its growth and positive experience. The College was recognized as the 15th-best public business program in the United States by Bloomberg Businessweek. Top-ranked programs include the Online MBA Program, Online Master in Business Analytics, and Online Bachelor's in Business. The College's MBA is ranked number two in the state by Poets & Quants.



About Ohio University

Overview

As the oldest public university in the state, Ohio University has long been a regional and state leader in preparing students for successful careers. Ohio University's total enrollment is over 30,000 students across the state and online, including almost 1,000 international students from 102 countries. Approximately 20,000 students from Ohio are studying at the residential campus in Athens, a quintessential college town nestled deep in the Appalachian foothills of beautiful Southeast Ohio.

Founded in 1804 and guided by world-class faculty members, Ohio University is home to more than 250 academic programs across a wide range of fields, including business, communications, healthcare, medicine, social sciences, the arts, and STEM. The University's focus is ensuring student success through access to real industry and research experiences at an affordable cost, which is why Ohio University is ranked the No. 1 Best Value public university in the state of Ohio, according to *U.S. News & World Report*.

The University's success in developing student potential is due to the richness of student-faculty engagement and the synergistic relationships between its exceptional undergraduate and graduate degree programs. The University leverages its partnerships and the knowledge generated from research and scholarly activities to enhance classrooms, learning communities, centers of excellence, guided research, artistic endeavors, and experiential academic opportunities.

The main campus of Ohio University is in Athens, Ohio, with five regional campuses (Chillicothe, Eastern, Lancaster, Southern, and Zanesville), as well as additional extension campuses in [Dublin](#) and [Cleveland](#), and numerous competitive online programs. OHIO has 12 colleges, offering over 250 academic programs and over 130 master's and 35 doctoral programs. In addition, OHIO offers more than 50 online programs, including certificates, associate's, bachelor's, and master's degrees. More than 3,750 students are served by the regional campuses, approximately 5,700 students are in fully online programs, and nearly 1,000 are medical students in the Heritage College of Osteopathic Medicine.

OHIO students and alumni strive to make a difference in the world. Ohio University students consistently receive nationally competitive awards, such as the Fulbright U.S. Student Program, with 202 recipients since the program's inception in 1946. For six consecutive years, Ohio University has been awarded the Higher Education Excellence in Diversity award.

OHIO is uniquely positioned to provide a variety of services and programs to the southeastern Ohio Appalachian region. The University consistently ranks among the nation's highest-performing public universities in terms of actual versus predicted graduation rates, reflecting the remarkable depth and breadth of student-faculty engagement. Because of the level of the faculty's commitment to student success, OHIO's graduate and undergraduate programs, regional education, and outreach initiatives make substantial contributions to the furtherance of civic engagement and service in the realms of communication, the environment, technology, health and wellness, fine arts, and the liberal arts and sciences.

For more information about OHIO, please see the University's Office of Institutional Research [Factbook](#), the [Budget Book](#) in the Office of Finance, or visit www.ohio.edu.

Mission and Vision

Ohio University's mission and vision statements encapsulate the University's purpose and goals. They also play an important role in defining the ties that link all members of our university community.

Mission Statement: To hold the door open to higher education so that all those eager to solve humanity's most urgent challenges might enter to learn, connecting them with experiences and discovery that will help make them think critically, care deeply, lead boldly, and ultimately depart to serve.

Vision Statement: To deliver the most valuable university education in Ohio, and lead as one of the most valued public universities in the nation.

Academics

Ohio University's degree-granting colleges serve as the home of academic departments, schools, and centers that deliver diverse programs, degrees, and majors. Each college has a unique community and culture that supports each student's specific personal, academic, and professional goals.

Colleges

- [Chaddock and Morrow College of Fine Arts](#)
- [College of Arts and Sciences](#)
- [College of Business](#)
- [Graduate College](#)
- [College of Health Sciences and Professions](#)

- [Heritage College of Osteopathic Medicine](#)
- [Honors Tutorial College](#)
- [The Patton College of Education](#)
- [Russ College of Engineering and Technology](#)
- [Scripps College of Communication](#)
- [University College](#)
- [Voinovich School of Leadership and Public Service](#)

Dynamic Strategy

Ohio University President Lori Stewart Gonzalez led the campus in a yearlong planning process in 2023 to develop OHIO's strategic plan, the [Dynamic Strategy](#). An innovative and responsive plan, it includes Learn, Discover, Engage, and Work pillars. Academic goals include helping to define what R1/T1 status would look like; further infusing experiential learning in students' curricular, co-curricular, and extracurricular activities; and expanding OHIO's world-class research in healthy aging, energy and the environment.



Athens, Ohio

Athens is a beloved town and is ranked as one of today's "50 Best College Towns to Live in Forever." Nationally recognized for its local food scene, Athens is located near some of the state's best hiking trails and parks and was named one of the Top 100 Art Communities in America. Athens has a long history of campus and city activism related to sustainability and social justice; it was an important stop on the Underground Railroad, and the United Mine Workers of America started as a gathering of coal miners in the area. Annual local events like the Nelsonville Music Festival and the Pawpaw Festival celebrate the area's natural beauty and reputation for not only being a growing tourist destination but also a family-friendly and safe place to live.



Procedure for Candidacy

WittKieffer is assisting Ohio University in this search. Applications can be submitted through the [WittKieffer Candidate Portal](#). Applicants should submit, as separate documents, a CV or résumé and a letter of interest that addresses the themes outlined in this profile. For full consideration, candidate materials should be received by August 11, 2026.

Nominations and inquiries can be directed to the WittKieffer consultants supporting this search:

Ryan Crawford | rcrawford@wittkieffer.com

Lauren Bruce-Stets | lstets@wittkieffer.com

Julia Bradley | jbradley@wittkieffer.com

Ohio University is committed to promoting and supporting a workplace and educational environment where healthy and respectful conduct is the cultural norm. In support of this commitment, Ohio University prohibits discrimination on the basis of race, color, religion, age, national origin, ethnicity, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, status as a parent or foster parent, military service, or veteran status, mental or physical disability, or genetic information. Ohio University's Equal Employment and Educational Opportunity Policy (40.001) and Sexual Harassment and Other Sexual Misconduct Policy (03.004) detail prohibited conduct.

University Equity and Civil Rights Compliance (ECRC) supports this purpose by monitoring the educational environment and workplace to stop, remediate, and prevent discrimination on the basis of protected status. We make policy recommendations, offer training, and provide avenues for resolving grievances based on protected status.

Should any member of the campus community experience discrimination or harassment based on a protected class status, including sexual harassment, other sexual misconduct, or retaliation due to a protected disclosure or activity, they are asked to contact the Director of Equity and Civil Rights Compliance and Title IX Coordinator. Further, reports may also be submitted for violations of the University's policy on freedom of expression.