WRIGHT STATE UNIVERSITY

Dean of the Raj Soin College of Business

Leadership Profile

September 2025

WittKieffer

Position Overview

Wright State University invites nominations and applications for the position of Dean of the Raj Soin College of Business (RSCoB).

Reporting directly to the Provost and Senior Vice President Academic Affairs, this role will have the executive and academic responsibility for RSCoB. The successful candidate will be a person with superb leadership skills, unassailable character, and a passionate commitment to student success. The candidate will lead the College in realizing its vision to be a dynamic business leadership learning community that nurtures life-long education and creates a positive impact on business and society. At a time when global forces are demanding innovative approaches to business education, the Dean of RSCoB will play a key leadership role in the advancement and ongoing success of one of the region's most accessible colleges. The Dean must be prepared to support varied undergraduate and Masters-level programs, lead a diverse faculty, and uphold existing collaborative partnerships, while simultaneously developing new partnerships across the University and community. This is an outstanding opportunity for a creative and energetic individual who will be leading a college aligned with the University's mission of integrating learning, research, innovation, and experience to empower all students to excel in their lives and chosen careers.

Chartered by the State of Ohio in 1967 and named for aviation pioneers Orville and Wilbur Wright, Wright State University is a student-centered, public research institution with an R2 Carnegie classification, based in the Dayton, Ohio Metropolitan Area. Wright State offers a comprehensive list of undergraduate and graduate programs through colleges of: Business; Health, Education and Human Services; Engineering and Computer Science; Liberal Arts; Science and Mathematics; and Medicine. Surrounded by a lush 200-acre biological reserve, Wright State University's 557-acre main campus is located in a suburban setting just outside of Dayton, Ohio. The accessible and state-of-the-art campus enrolls over 10,000 students. Wright State's Dayton Campus is complemented by the Lake Campus in west-central Ohio on the shores of Grand Lake St. Marys, which serves another 1,400 students. Together with Cincinnati and Columbus metropolitan areas, which are both within a 70 minute-drive radius, the campus is centered within a region of about 5 million people. Dayton is a very livable, affordable cost of living city with numerous arts and cultural opportunities (e.g., www.cultureworks.org; http://www.activedayton.com/). The area is home to many international organizations, especially in areas of defense, healthcare, science, and business services. Wright-Patterson Air Force Base is located near the University and is the state's largest single-site employer.

RSCoB's business programs are accredited by the Association to Advance Collegiate Schools of Business (AACSB). In addition, its Accountancy program is separately accredited by AACSB. This double accreditation designation has been attained by only a few business schools worldwide. Furthermore, the Management Information Systems program is accredited by the Accreditation Board for Engineering and Technology (ABET). The RSCoB serves approximately 1,500 students and has 39 full-time faculty. The College offers: 11 undergraduate majors, including accounting, business economics, economics, entrepreneurship, finance, financial services, general business, human resource management, international business, management, management information systems, marketing, and supply chain management; 11 minors; 12 certificate programs; three micro credentials and four specialized Master's degree programs, as well as an MBA program. The College embraces and practices:

- Exceptional teaching and learning: a focus on providing students with a high-quality educational experience
- Ethics and character excellence: a desire to cultivate awareness of the attributes that enable excellence through personal and collective efforts
- Applied relevance: a focus on the practical implication of our work for the members of our stakeholder community
- Collaborative spirit: a desire and willingness to initiate work across boundaries in the way we conduct ourselves
- Imaginative thinking: a passion for creative, novel, innovative work across all areas of responsibility — service, research, and teaching
- Knowledge creation: a focus on theoretical and applied research
- Global perspective: an acknowledgement that all organizational activities take place in the context of an interconnected, global society
- Appreciation of differences: the willingness to embrace, leverage, and develop distinct perspectives, needs, and points of view
- Service and community engagement: a focus on creating regional economic and social impact

Opportunities and Expectations for Leadership

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

Shape a strategic vision for the College's future. In June 2025, Wright State launched a new strategic plan that is set to guide the University through 2030. The Raj Soin College of Business will play a critical role in the achievement of the plan's central goals to advance student success and further economic vitality in the region. The next Dean must have strong strategic planning skills; the ability to collaborate with senior leadership, faculty, staff, students, and external partners to collaboratively shape a vision; and a leadership approach that empowers others to achieve strategic goals.

Ensure forward-looking academic programs. The next Dean will work closely with faculty, staff, and external partners to modernize the College's curriculum and ensure academic programs align with student interests and the needs of the region. Dayton has a long history of innovation, and the College must be a leader in helping to

further that tradition. RSCoB recently received a new endowment to develop an entrepreneurship center, providing an immediate opportunity for the next Dean to work with the College and build a forward-looking academic program that helps to fuel innovation in the region. The next Dean will need to work with faculty and staff to support and develop academic programs that drive recruitment, retention, and student success.

Advance experiential learning. The College has many great programs that provide hands-on learning experiences for its students, including the Raider Asset Management Account (an investment portfolio worth more than $6 million that ranks in the top 25 of all student-managed accounts in the United States), ReyRey Café (a student-operated business on campus), and the Data Analytics and Visualization Environment (a 1,000 square-foot lab with professional hardware and software tools). The Dean must be able to create an environment and identify resources that allow for the development of experiential learning activities that complement students' experiences in the classroom and prepare them for successful careers.

Create a positive work environment. The Dean will be responsible for creating a culture that attracts and retains exceptional faculty and staff, engaging them in the broader work of the College and University and supporting their development and success. This individual must be able to foster a student-centered environment that values exceptional teaching while also supporting the efforts of faculty in research, scholarship, and service. Wright State is one of 139 universities nationally with a Research 2 classification under the Carnegie Foundation's updated research activity designations for 2025.

Engage external partners. The Dean will be a key player in Dayton, requiring a leader with the ability to understand the region's needs and a commitment to developing new partnerships and maintaining existing partnerships that advance the broader goals of the region and the University. The University has long-standing partnerships with Reynolds and Reynolds and Wright-Patterson Air Force Base, which is the largest single-site employer in the State of Ohio. The University has also developed major partnerships with the region's healthcare providers, including a 30-year agreement with Premier Health that was signed in April 2024 with the goal of further aligning university and health system operations.

Professional Qualifications and Personal Qualities

The University will consider candidates with significant leadership experience in academia and/or industry. Candidates whose primary leadership experience is in higher education must have at least five years of experience as a department chair or higher and an earned doctorate. Candidates whose primary leadership experience is outside of higher education must have at least five years of experience as a senior executive in an organization of significance and a bachelor's degree.

Additionally, the ideal candidate should have:

- A forward-looking vision for business education and the ability to collaboratively develop and implement a strategic plan.
- A demonstrated commitment to data-informed decision making and a collaborative and transparent decision mode for policy development and implementation.
- Superior interpersonal and communication skills and the ability to inspire and engage constituents in the College, Dayton community members, and corporate partners.
- Demonstrated experience developing and nurturing beneficial relationships with a range of individuals, fostering interdisciplinary work across the University, and enhancing workforce development.
- Experience with student/customer recruitment and retention.
- A student-centered approach that prioritizes visibility and engagement with students across all programs and advances efforts that further student success and outcomes.
- A proven track record in recruiting, nurturing, and retaining top faculty or employees.
- The ability to secure external funding, including private and corporate gifts.
- A leadership style that demonstrates openness, energy, intellect, dignity, integrity, optimism, and a commitment to team building.

Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include, as separate documents, a letter of interest addressing the themes in this profile and a CV or resume.

WittKieffer is assisting Wright State University in this search. For full consideration, candidate materials should be received by **October 31, 2025**.

Application, nominations, and inquiries should be directed to:

Ryan Crawford and Bronwen Bares Pelaez, Ph.D.

WrightSt-RSCOBDean@wittkieffer.com

Wright State University is an equal opportunity employer.