

LEADERSHIP PROFILE

DEAN OF THE SCHMIDTHORST COLLEGE OF BUSINESS





The Search

This is not a traditional dean search,
and **we invite you to learn why.**

Bowling Green State University (BGSU) has launched a national search to place its next dean of the Schmidhorst College of Business. Partnering with AGB Search, the University invites applications and nominations for this critical leadership position.

Founded in 1910 by the state of Ohio, BGSU was established as a teacher training institution, but today, it has grown to a comprehensive, high-research public university with undergraduate and graduate enrollments that total nearly 23,000 students. Located in a true college town, BGSU has a student population that represents all 88 counties of Ohio, all 50 states, and countries across the world. The University has more than 200,000 living alumni who are leaders in business, technology, entertainment, education, scientific research, and healthcare, making positive change in their communities.

There is unprecedented momentum at Bowling Green State University. With record enrollments, student success rates, fundraising results, research expenditures and national rankings, the BGSU experience is unlike any other.





The Opportunity, The Momentum

As a public university for the public good, BGSU is uniquely positioned to leverage innovation to prove its value and to serve the public.

In the face of unprecedented cynicism about higher education, BGSU welcomes the opportunity to demonstrate the impact of its undergraduate and graduate degrees, to adapt and innovate to stand out in an increasingly competitive landscape and to expand its reach in the state of Ohio and beyond.

The leadership of BGSU, a tier-one university named by U.S. News & World Report, is critical in positioning the institution to thrive in the future. The college's new dean, a dynamic, strategic and externally engaged senior academic leader, will work in partnership with faculty, staff, students, alumni, university colleagues and external stakeholders to advance a shared vision for excellence, access, innovation and impact and guide the college toward continued excellence, relevance and long-term success.



FORWARD.

Our Shared Plan to Create Public Good

BGSU's strategic plan, Forward., focuses on four key objectives:

I

Enrollment

Driving Public Good Through Redefining Student Success

Initiative 1: Relevant and sustainable programs for the 21st century

Initiative 2: Intensive focus on student success outcomes

Initiative 3: Differentiate the Bowling Green experience

Initiative 4: Serve new student populations

II

Relevance, Impact and Alternative Revenue

Creating Public Good Through Research, Creative Activities, Partnerships and Engagement

Initiative 5: Relevant and meaningful research and creative activities

Initiative 6: Partnerships that enhance resources

Initiative 7: Advocacy that enhances resources

Initiative 8: Telling our story

III

People

Powering Public Good Through Our People and Community

Initiative 9: Culture of community, respect and curiosity

Initiative 10: Holistic well-being

Initiative 11: Empowering through innovation and technology

IV

Efficiency and Effectiveness

Supporting Public Good Through Efficient and Effective Processes, Structures and Technologies

Initiative 12: Delivering high-value, affordable education

Initiative 13: AI, technology and physical plant alignment

Initiative 14: Monetize underutilized assets

There is steadfast commitment across the BGSU community to realizing this strategic plan, from the Board of Trustees, the president, Cabinet-level leaders, deans, faculty, staff, and students.

VISIT [BGSU.EDU/FORWARD](https://www.bgsu.edu/forward) TO
LEARN MORE ABOUT OUR
STRATEGIC PLAN





Allen W. and Carol M. Schmidthorst College of Business

The Allen W. and Carol M. Schmidthorst College of Business has a rich tradition of philanthropic support including a \$15 million endowed gift for dean's priorities that led to the naming of the college. Other named spaces and far-reaching endowments support 12 named professorships, programs, scholarships, faculty and other priorities, demonstrating the high degree of donor engagement and commitment to faculty and student excellence.

The Schmidthorst College of Business is building on 90 years of business education at BGSU with strong momentum in enrollment, academic programming and student success. With dual AACSB accreditation (Business and Accounting), the college welcomed its largest undergraduate class in more than a decade in fall 2025, including more than 550 new freshmen and 50 pre-business pathway students. Flexible pathways are available through specializations, interdisciplinary programs and minors in areas including business analytics and intelligence, data science, artificial intelligence, information systems, economics, insurance and risk management, organization development and change, sales and service marketing, supply chain management, and entrepreneurship. Selected as one of the best by the Princeton Review's Best Business Schools for nine consecutive years, the college is also ranked among the top business schools in the U.S. for student experience (Poets & Quants), BGSU's online MBA has been named in the Princeton Review's Top 50 Online MBA Programs for the second year in a row.

More than 73% of business graduates complete at least one internship. Nearly all internships are paid. Students also gain experience through study abroad, service-learning opportunities, mentorship and other career-focused experiences. BGSU is ranked by the Wall Street Journal as the No. 1 public university in Ohio for career preparation.

Centers and institutes of the college include the Center for Business Analytics, the Paul J. Hooker Center for Entrepreneurial Leadership, the Insurance and Risk Management Institute, and the Supply Chain Management Institute. The named Robert W. and Patricia A. Maurer Center is a state-of-the-art facility providing a modern learning environment designed to mirror the corporate workplace while serving as a hub for economic development, partnerships and entrepreneurship.

SCHMIDTHORST COLLEGE OF BUSINESS BY THE NUMBERS

90 YEARS OF SHAPING BUSINESS
LEADERS AT BGSU

550+ FIRST-YEAR STUDENTS
WELCOMED IN FALL 2025

73% BUSINESS GRADUATES
COMPLETE AT LEAST
ONE INTERNSHIP

12 NAMED PROFESSORSHIPS
SUPPORTING FACULTY EXCELLENCE

2,700+ UNDERGRADUATE AND
GRADUATE STUDENTS



About the University

Bowling Green State University was founded in 1910 by the state of Ohio as a normal school to serve northern Ohio and train a new generation of teachers.

While it still produces the largest number of teachers in the state, BGSU now has nine academic colleges and more than 200 undergraduate majors and programs, 55 master's and 17 doctoral programs. Recent additions to that portfolio include expanded offerings in healthcare, applied STEM fields, and engineering, each of which meets critical workforce needs. The University regularly evaluates undergraduate and graduate programs to ensure their relevance and that they meet the current and future needs of students, the region and state.

In addition to its primary residential campus in Bowling Green, which has more than 5.4 million square feet of teaching and research space, the University has additional Ohio locations in Huron, Sandusky, and Perrysburg and international sites in Salzburg, Austria, and Alcalá, Spain. BGSU students can pursue degree programs in-person, online or both.

Building on its momentum, BGSU again broke enrollment records for the second consecutive year in Fall 2025, welcoming the largest freshman class in University history with more than 4,000 students. New student headcount increased 4% over Fall 2024, 14% over Fall 2023 and 36% compared to Fall 2021, according to 15th day census reporting.

GROUNDBREAKING, RELEVANT RESEARCH

BGSU is home to a growing research enterprise that invests more than \$55 million annually in research and is awarded more than \$20 million annually in research grants. As a thriving R2 research university, BGSU advances research, scholarship and creative activities that address significant societal challenges and support the public good.

World-class and innovative faculty continue to conduct groundbreaking, relevant research with significant award funding in areas such as:

- Photochemical sciences
- Water quality
- Forensics
- Social demography

ACADEMIC COLLEGES:

- College of Arts and Sciences
- Allen W. and Carol M. Schmidthorst College of Business
- College of Education and Human Development
- College of Engineering and Innovation
- Firelands College
- Graduate College
- College of Health and Human Services
- Honors College
- College of Musical Arts



Our Impact

Bowling Green State University is an economic engine of Ohio. **BGSU created a \$3.1 billion economic impact in Ohio during FY 2021-22**, according to an economic impact and investment study by Lightcast.

READ THE **LIGHTCAST**
EXECUTIVE SUMMARY



Our Vision

With a spirit of innovation, Bowling Green State University is a premier, inclusive learning community that develops, transforms and impacts individuals and communities through learning, collaboration and discovery. As a public university, BGSU focuses on contributing to the public good and embraces its role as a national model in addressing the educational, economic and social vitality of our region, the state of Ohio, the nation and the world.

Our Core Values

- Growth mindset
- Innovative spirit
- Opportunities for all
- Collaboration and community
- Excellence in all we do

Our Mission

Bowling Green State University provides holistic and comprehensive educational experiences that enhance the lives of our students, stakeholders and the many publics we serve. Our graduates are prepared for lifelong personal and career growth and for engaged citizenship and leadership in a global society. Through our excellence in teaching, research and outreach, BGSU builds a collaborative, diverse and inclusive community where creative ideas, new knowledge and entrepreneurial achievements can benefit others in our region, the state of Ohio, the nation and the world.



A black banner with the Bowling Green State University seal and name hangs from a pole. In the background, a large, ornate stone building with arched windows is visible under a bright sky with trees.

The Experience

Our innovative approach to higher education is getting recognized. For the sixth consecutive year, The Wall Street Journal named Bowling Green State University the No. 5 university nationwide – and No. 1 in Ohio – that students say they would choose again. In that same ranking, Bowling Green ranked No. 1 for career preparation, learning facilities and learning opportunities among Ohio's public universities.

CAREER AND LIFE DESIGN – DIFFERENTIATING THE UNDERGRADUATE EXPERIENCE

At BGSU, we are committed to ensuring our students know how to go to college. That is **Career and Life Design**, and it is the University's differentiator to the undergraduate experience. Based on a framework created at Stanford University and grounded in the principles of design thinking, **Career and Life Design** empowers students to take an active and intentional role in designing their educational experience. We encourage them to lean into their curiosity, learn from failures, prototype ideas, and collaborate meaningfully with peers and faculty and staff. BGSU is a national leader in **Career and Life Design**, a comprehensive program available to every undergraduate student. Two named centers provide the primary support for **Career and Life Design** at BGSU, which is bolstered by partners from all areas across campus, including academic affairs.

REDEFINING STUDENT SUCCESS

BGSU is committed to supporting each of its students and subscribes to a simple belief: our success is defined not by those we exclude, but by those we include. That requires an intentional approach to education, career, and life success.

The integration of **Career and Life Design** across the University, paired with careful attention to student support systems and structures, has led to a 5% increase in FTFT retention in two years, with the most recent cohort retaining at nearly 82%, a record high. Students receive additional support through the divisions of Student Engagement and Success and Community and Well-Being. At BGSU, it is not about the pursuit of knowledge or being career-ready – it is both.



LEARN MORE ABOUT
CAREER AND LIFE DESIGN





About the Position

The dean of the Allen W. and Carol M. Schmidthorst College of Business at Bowling Green State University will join a nationally engaged public university at a pivotal moment for business education and regional economic vitality. Reporting to the provost and senior vice president, the dean will serve as the college's chief academic and administrative leader, working in partnership with faculty, staff, students, alumni, university colleagues, and external stakeholders to advance a shared vision for excellence, access, innovation, and impact. The dean will be a dynamic, strategic, and externally engaged senior academic leader on campus and a thought leader throughout Bowling Green's communities. Academic programs include bachelor's, master's and an executive doctoral degree, 14 specializations and more than 10 minors. The dean manages a budget of \$12 million and is responsible for the support and development of 82 full-time faculty, 15 full-time staff, and more than 2,700 students.

The college emphasizes relevant and applied learner-centered business education, thought-leading research, valuable service, ethical leadership, inclusive community, experiential learning, sustainability, and mutually beneficial collaboration with external partners. This search, therefore, calls for a dean who can both honor the college's existing strengths and work collaboratively with faculty and staff to translate strategic aspirations into focused, measurable progress. Through clear communication, transparency, relationship-building and strategic leadership, the next dean will guide the college toward continued excellence, relevance and long-term success.





Strategic Opportunities for Leadership

- **Expand External Engagement and Regional Economic Impact:**

Collaborate with faculty, staff, alumni, employers, civic leaders, and community partners to strengthen the college's role as a hub for talent development, entrepreneurship, applied research, and economic vitality. The dean will translate external relationships into meaningful opportunities for students and faculty, including internships, experiential projects, advisory engagement, philanthropic support, executive education, and workforce-aligned programs. Fundraising and partnership development will be critical to sustaining growth and impact.

- **Leverage Demographic Shifts for Strategic Growth:**

Partner with faculty, staff, enrollment colleagues, and student-success professionals to strengthen recruitment, retention, persistence, and completion strategies for emerging student populations. This includes rebuilding and diversifying domestic and international pipelines, expanding access through innovative delivery models, and supporting students through advising, experiential learning, career preparation, and a strong sense of belonging.

- **Align Budgetary and Operational Resources with Shared Priorities:**

Work collaboratively with faculty and staff to understand operational pressures, clarify priorities, and advocate effectively for the college's structural and funding needs. The dean will be expected to strengthen financial transparency, support faculty and staff development, and ensure that resource decisions are connected to mission, student outcomes, accreditation expectations, and long-term sustainability.

- **Pioneer Curricular Innovation and Emerging Technologies:**

Work with faculty and staff to advance thoughtful curricular innovation, including the responsible integration of artificial intelligence, data analytics, digital credentials, and other emerging competencies across undergraduate, graduate, certificate, and professional programs. The dean will help create the time, resources, and support structures faculty need to evaluate market signals, assess learning outcomes, and design flexible pathways for traditional, transfer, adult, online, and working learners.

- **Fundraising and External Relationships:**

The dean will play a significant role in future university capital campaigns, actively collaborating with the provost, president and development colleagues in building relationships and partnerships.

- **Advance Strategic Alignment Across the University:**

Work closely and collaboratively with the provost, fellow deans, faculty governance bodies, staff leaders, and university partners to ensure that the college's goals are aligned with broader institutional priorities while remaining grounded in the college's distinctive mission. The dean will be a constructive institutional citizen who can advocate for the college while also contributing to cross-college collaboration, interdisciplinary initiatives, and university-wide success.

- **Evaluate and Enhance College Branding and Positioning:**

Lead a strategic assessment of the college's market position and brand identity, developing a clear, compelling narrative that elevates the college's visibility and reputation among key stakeholders, including prospective students, alumni, corporate partners, and the broader business community. The dean will promote agility, accountability, and innovation while strengthening the college's brand and reputation.



Qualifications and Expectations

Required Qualifications

- **Academic Credentials and Professional Standing:**

A terminal degree in a relevant business or related discipline, together with a distinguished record of teaching, scholarship, and service appropriate for appointment at the rank of full professor; or an exceptional record of senior executive leadership in industry combined with substantial understanding of the higher education landscape and awareness of academic operations and processes.

- **Collaborative Administrative Leadership:** Significant, progressive executive leadership experience in a complex organization, with evidence of working effectively with teams to set priorities, manage resources, develop people, resolve challenges, and translate strategy into action.

- **Higher Education and Business Environment**

Acumen: A sophisticated understanding of the changing higher education landscape, the evolving needs of learners and employers, accreditation and quality expectations, and the future demands of regional, national, and global business environments.

Preferred Qualifications

- **Academic-Industry Bridge:** Professional experience or understanding in business, industry, entrepreneurship, consulting, public-private partnership, or workforce development that enables the dean to work credibly with both academic colleagues and external executives.
- **Fundraising and Resource Development:** Demonstrated success working with advancement colleagues, alumni, donors, corporate partners, and faculty and staff leaders to secure philanthropic, sponsored, and partnership-based resources that advance student success, faculty excellence, staff development, facilities, and strategic initiatives.
- **Thought Leadership:** Experience building thought-leadership meaningful to scholars and practitioners that will elevate the college's national profile in research and scholarly excellence. The dean will serve as a senior academic leader on campus and represent the college through recognized thought leadership.
- **Demonstrated Commitment** to student success, and to regional and statewide business partnerships.

Preferred Qualifications *continued...*

- **Financial Experience:** Demonstrated ability in working with teams to evaluate contribution margins of programs or initiatives using evidence informed market analysis or other outcome measures.
- **Strategic Growth and Adaptability:** Experience working with academic and administrative teams to launch, revise, or sunset programs using evidence-informed market analysis, enrollment data, employer input, accreditation expectations, and student outcome measures.

Key Leadership Attributes

- **Financial Stewardship:** A transparent and disciplined approach to fiscal leadership, with the ability to work with faculty and staff to connect budget choices to academic quality, student success, research productivity, operational effectiveness, and strategic growth.
- **Visionary and Entrepreneurial Judgment:** The capacity to identify opportunities, test ideas, build coalitions, and pursue innovation with appropriate evidence, consultation, and accountability. The dean should bring energy and ambition without bypassing the essential work of engaging faculty and staff in shaping and sustaining change.
- **Transparent and Relational Communication:** Exceptional interpersonal skills marked by clarity, accessibility, humility, and respect. The dean must be able to listen carefully, communicate difficult decisions honestly, invite constructive dissent, and maintain credibility across students, faculty, staff, alumni, administrators, and external partners. The dean will be a student-centered leader who understands and can communicate the value proposition of business education.
- **Trust, Accountability, and Shared Ownership:** A leadership style grounded in integrity, follow-through, and mutual respect. The dean will work with faculty and staff to define responsibilities, measure progress, acknowledge mistakes, celebrate contributions, and sustain a culture in which accountability is collective rather than singular. The dean will be a visible leader who fosters a transparent, inclusive, and collaborative culture that values faculty and staff and supports shared governance.
- **Persuasive Advocacy and Institutional Partnership:** A collaborative peer who can effectively represent the college's needs and aspirations while working in collaboration with the provost, fellow deans, faculty governance, staff leaders and university partners to advance shared institutional goals.



Summary

The next dean of the Schmidthorst College of Business will arrive at Bowling Green State University during a time of unprecedented momentum. Unlike many of our peers, the University is bucking national trends and achieving many successes. With record-breaking enrollments, historic student success rates and fundraising results, increasing research expenditures and various national rankings, BGSU remains focused on its strategic plan, Forward.

While there is certainly much pride in our progress, there is more work to do. This is not a rebuild. This is a reaffirmation of our direction. Higher education is at a crossroads nationally, and BGSU gets to answer the question of how to meet the moment, how to earn the public's trust and how to demonstrate our value. Our stakeholders deserve a university that is always aspiring to be better.

The next dean of the Schmidthorst College of Business will be uniquely positioned to lead in this transformative era. The Board of Trustees, the president and the University community deeply understand the vision and the path ahead. However, moving BGSU forward requires more innovation, more creativity, and more focus on the student. This is a commitment to create public good. The new dean will have the opportunity to not just shape the trajectory of the University, but the lives of our current and future students.



About Bowling Green and the Region

Founded in 1833, Bowling Green has a rich Ohio history, and today, it is a thriving college town. With the city and University's commitment to a robust community, Bowling Green is home to many students, faculty and staff.

Sports fans cheer on the BGSU Falcons and the University's 18 Division I teams, along with the Falcon Marching Band, one of the nation's largest marching bands. Bowling Green is also home to the Black Swamp Arts Festival, Rally BG – an annual downtown block party to kick off the fall semester – and great walking paths such as the Slippery Elm Trail. The city is also minutes away from the Toledo Metroparks, a network of 19 different metro parks. In town, there is an extensive list of student, family and alumni favorites, but you will for sure hear about the stuffed breadsticks at Campus Pollyeyes.

Bowling Green is located at Exit 181 on I-75, one of the nation's largest and busiest highways, providing easy access to major cities and airports throughout the Midwest. Detroit's Metropolitan Airport, with flight destinations across the globe, is just an hour's drive from Bowling Green while it takes less than four hours to drive west to the Windy City.

Being part of a special community does not stop in Bowling Green as northwest Ohio is a vibrant place to live and work. You are an hour's drive to Cedar Point, one of America's largest amusement parks, which is also home to the University's Six Flags Resort and Attraction Management program – a one-of-a-kind bachelor's degree completion program. Toledo – the Glass City – is in in Bowling Green's backyard, and you can enjoy the Toledo Museum of Art and the Toledo Mud Hens and Toledo Walleye, two great semi-professional sports teams.

While Bowling Green is connected geographically, we will understand if you want to spend your time in our local community. Place matters, and you will find BG is unlike any other.



TOLEDO – 21 miles

CLEVELAND – 123 miles

DETROIT – 73 miles

INDIANAPOLIS – 213 miles

COLUMBUS – 122 miles

CHICAGO – 253 miles



Nominations and Applications

AGB Search is pleased to assist Bowling Green State University with this leadership search.

Applications for the Dean of the Allen W. and Carol M. Schmidthorst College of Business will be received and considered until the position is filled. **To assure full consideration, applications should be received by October 23, 2026** and must include the following:

- A letter of interest addressing the strategic opportunities, qualifications, and responsibilities identified in the **Leadership Profile**;
- A current curriculum vitae, and
- The contact information (email address and phone number) for five professional references, including their relationship to the candidate. **References will be contacted at a later stage in the search, and only with the candidate's permission.**

All application materials will be received in full confidence and should be submitted electronically in PDF format through the AGB Search portal using this link: [Dean, College of Business](#).

Nominations and expressions of interest in the Dean of the Allen W. and Carol M. Schmidthorst College of Business position are encouraged. Please direct them to BGSU-DeanBusiness@agbsearch.com or the AGB Search consultants listed below.

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ADDITIONAL INFORMATION:

Additional information about Bowling Green State University may be found at www.bgsu.edu.