

# LEADERSHIP PROFILE

DEAN OF THE COLLEGE OF HEALTH AND HUMAN SERVICES





# 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 College of Health and Human Services. 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 student-first, forward-thinking academic leader, will engage a variety of internal and external stakeholders to advance the college's academic portfolio, support continued enrollment growth, strengthen research and community partnerships and enhance the student experience.



# 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



A photograph of the College of Health and Human Services building at Bowling Green State University. The building is a multi-story brick structure with large windows. In the foreground, there is a sign that reads "BGSU COLLEGE OF HEALTH AND HUMAN SERVICES". The sign is brown with white text. The background shows a green lawn and some trees.

# College of Health and Human Services

The College of Health and Human Services (HHS) is building on a decade of positive enrollment growth and is expanding opportunities for students to prepare for careers that make a difference in the lives of others. With more than 2,500 undergraduate and graduate students, HHS brings together a broad range of disciplines focused on health, well-being and human services. In healthcare, BGSU focuses on “bedside” professions, developing talent to deliver high-quality, direct, patient-centered care. Human service majors include social work and criminal justice with BGSU’s online criminal justice master’s program ranked as No. 1 among Ohio public universities and in the top 10 in the U.S. by U.S. News & World Report.

HHS has played a prominent role in BGSU’s Forward strategic plan, with continued opportunities for enrollment growth and expanded academic programming. The nursing program has doubled in the past five years to over 700 students, with an NCLEX first-time pass rate of 100% in 2025. With a new state-of-the-art simulation space, Bowling Green's nursing program is the first and only in Ohio to earn the prestigious international Healthcare Simulation Standards Endorsement. Recently developed, innovative physical therapy and occupational therapy doctoral programs provide an accelerated hybrid format with online and in-person immersive programming to meet the needs of students, especially in rural areas. BGSU continues its commitment to meet workforce needs in high-demand healthcare and human service fields.

Students engage in learning communities, interprofessional education and service learning while connecting with the professional community through clinical, internship and other applied experiences. Strong partnerships with community stakeholders provide students with meaningful opportunities to apply what they learn in the classroom and make an impact beyond campus.

HHS is also experiencing positive momentum in philanthropy, with dozens of new fund agreements, increased annual fund performance and a growing list of donor prospects. Conversations are currently underway regarding a significant naming opportunity within the college, reflecting continued philanthropic interest and investment in HHS.

## HHS BY THE NUMBERS

**2,800+** UNDERGRADUATE AND GRADUATE STUDENTS

**97%** OF GRADUATES HAVE A JOB, START A BUSINESS OR ENROLL IN GRADUATE SCHOOL WITHIN SIX MONTHS OF GRADUATION

**100%** NCLEX FIRST-TIME PASS RATE FOR NURSING STUDENTS IN 2025

**3** NEW MAJOR ACADEMIC PROGRAMS: NURSING, PHYSICAL THERAPY AND OCCUPATIONAL THERAPY

**3** NAMED SPACES WITHIN THE NURSING SIMULATION SPACE



# 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 is hanging from a street lamp. The background shows a historic building with arched windows and 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

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A commitment to meeting student needs and providing talent in high-demand healthcare and human service fields is evident in innovative physical therapy and occupational therapy doctoral programs that provide an accelerated hybrid format with online and in-person immersive programming to expand access to students, especially in rural areas. BGSU's online criminal justice master's program ranked as No. 1 among Ohio public universities and in the top 10 in the U.S. by U.S. News & World Report.

The college is organized into three departments and two schools. The three departments include the Department of Communication Sciences and Disorders, the Department of Human Services and the Department of Public and Allied Health. The two schools are the School of Nursing and the School of Physical and Occupational Therapy. The College of Health and Human Services offers bachelor's and master's degrees, certificate programs and a Ph.D. in Communication Disorders and professional doctorates in occupational therapy and Physical Therapy. HHS provides a superior academic curriculum through nationally recognized innovative programs, rigorous practical experiences and strong professional partnerships. Program accreditations include Accreditation Council for Occupational Therapy Education (ACOTE), Commission on Accreditation in Physical Therapy Education (CAPTE), Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA-ASHA), Accreditation Council for Education in Nutrition and Dietetics (ACEND), National Association of Long-Term Care Administrator Boards (NAB), the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), the Commission on Collegiate Nursing Education (CCNE), the Council on Education for Public Health (CEPH), and the Council on Social Work Education (CSWE).

Reporting to the provost and senior vice president, the dean is the chief academic officer of the college with primary responsibilities of maintaining and promoting the academic excellence of the college; providing leadership and vision; developing and supporting faculty, staff and students; and enhancing and effectively allocating the college's resources. The dean manages a budget of \$18 million and is responsible for the support and development of 108 full-time faculty, 25 full-time staff and 2,500+ undergraduate and graduate students. The dean will serve as a senior academic leader on campus and will represent the college through recognized thought leadership.





# Strategic Opportunities for Leadership

- **Establish Brand Identity:**

The College of Health and Human Services (HHS) is a primary catalyst within the BGSU strategic plan, with significant projections for enrollment growth, program expansion, and philanthropic development. HHS is uniquely positioned to redefine the University's brand by establishing regional and national leadership in healthcare, community service, rural medicine, and public health. One of the largest colleges by enrollment, HHS has been a vital contributor to the University's success; BGSU is notably one of only three public institutions in Ohio to see consistent enrollment increases over the past four years.

- **Sustain Organizational Effectiveness and Collaborative Culture:**

The dean will build upon a robust culture of collaboration across a diverse academic portfolio, maintaining the college's strong tradition of shared governance and active faculty and staff engagement.

- **Expand Academic Programs and Partnerships:**

Leveraging a solid foundation of innovative hybrid and online offerings, there is a prime opportunity to develop new graduate programs such as physician assistant, master's in nursing, and Doctor of Nursing Practice. A tradition of cultivating strong relationships with regional clinical partners from small independent hospitals to large hospital systems positions HHS to expand clinical placement partnerships – particularly through the growing School of Nursing—and to adopt a service-oriented approach that strengthens community ties and addresses regional healthcare needs.

- **Serve as an Exemplar of Thought Leadership:**

The college seeks a thought leader, someone who will elevate the college's work through external channels and who can articulate, to various audiences, the value of the college's contributions to its communities. This individual will possess the foresight to anticipate industry trends and the agility to make empathetic, proactive decisions in a dynamic environment.

- **Strengthen Research and Scholarship:**

Building on an existing culture of inquiry, the new leader has the opportunity to further stimulate grant activity and elevate the college's national profile in research and scholarly excellence.





# Qualifications and Expectations

## Required Qualifications

- Ph.D. or professional doctorate in any disciplines relevant to the college's academic portfolio.
- Teaching, scholarly research/activity, and service credentials meriting the appointment of full professor with tenure
- Experience with the healthcare and community service environment
- Community engagement and excellent relationship-building skills, especially within the broadly defined health community
- Strong organizational leadership and ability to collaboratively lead teams
- A student-oriented leader

## Preferred Qualifications

- Strong financial/resource management skills; able to understand contribution margins and program analysis
- Fundraising experience
- Effective communicator across multiple constituencies
- Adroit management of faculty and staff from multiple disciplinary areas to build a cohesive vision

## Key Leadership Attributes

- Entrepreneurial mindset
- Inclusive, collaborative and transparent leadership style but able to make hard decisions
- Strong sense of fairness and accountability
- Agility, practicality and student-focused
- Financial acumen to strategically manage rapid growth
- Appreciation of the role of the dean within the larger university context
- Keen understanding of the role of shared governance





# Summary

The next dean of the College of Health and Human Services 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 College of Health and Human Services 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, College of Health and Human Services will be received and considered until the position is filled. **To assure full consideration, applications should be received by October 15, 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 Health & Human Services](#).

Nominations and expressions of interest in the Dean, College of Health and Human Services position are encouraged. Please direct them to [BGSU-DeanHHS@agbsearch.com](mailto:BGSU-DeanHHS@agbsearch.com) or the AGB Search consultants listed below.

## **LAURA WOODWORTH-NEY, PH.D.**

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## **RENE O'NEAL**

Executive Search Consultant, AGB Search

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## **ADDITIONAL INFORMATION:**

Additional information about Bowling Green State University may be found at [www.bgsu.edu](http://www.bgsu.edu).