

LEADERSHIP PROFILE

DEAN OF THE COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT



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 Education and Human Development. 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 forward-thinking academic leader, will engage a variety of internal and external stakeholders to advance the college's academic portfolio, support teaching and learning, strengthen scholarship and service 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





College of Education and Human Development

Established in 1910 as BGSU's first college, the College of Education and Human Development (EDHD) has a long history of excellence in preparing educators and professionals who make a difference in the lives of others. Today, EDHD continues that tradition while expanding opportunities across education, human development, exercise science, sport management, fashion merchandising, interior design, and other fields.

The largest producer of teachers in Ohio, EDHD offers 50 academic majors and 10 minors, including 28 teacher preparation programs leading to Ohio licensure. The college's broad academic portfolio prepares students for careers that positively impact individuals, families, schools and communities.

Undergraduate programs incorporate hands-on experiences such as student teaching and internships. Students begin field experiences as early as their freshman year. These opportunities connect classroom learning with professional practice and help students develop the skills and experience needed for their careers. Graduate programs in clinical mental health counseling, school counseling and educational leadership lead to professional licensure. Four college centers: Center of Assessment and Evaluation Services, Curriculum Resource Center, Technology & Resource Center, and Virtual Simulations Training Center support not only student development, but also impact the regional community.

Philanthropic support continues to strengthen the college and its commitment to student success. More than \$1 million in annual scholarship awards are supported by a robust endowment that continues to grow each year. A newly established dean's discretionary fund provides additional resources to support emerging priorities and opportunities across the college.

EDHD's impact extends well beyond the classroom with significant state and federal initiatives such as mental health training for local school districts and a Structured Literacy Center. EDHD faculty, staff and graduates are making a difference locally, nationally and internationally through their professional practice, service and leadership.

EDHD BY THE NUMBERS

28 TEACHER PREPARATION PROGRAMS
LEADING TO OHIO LICENSURE

\$1M+ IN ANNUAL SCHOLARSHIP
AWARDS SUPPORTED BY THE
COLLEGE'S ENDOWMENT

8 HUMAN DEVELOPMENT
PROGRAMS

4 COLLEGE CENTERS SUPPORTING
INNOVATION AND TECHNOLOGY

3,600 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 College of Education and Human Development at Bowling Green State University is the University's oldest college, founded in 1910. Defined by a deep commitment to inclusion, collaboration, and respect, the college provides students with opportunities in leadership, service, and experiential learning. Offering a diverse range of programs—from exercise science to middle childhood education—the college is dedicated to creating an environment of inquiry and innovation that prepares students for engaged citizenship and professional success. The dean serves as the chief academic officer of the college, manages a budget of \$13 million and is responsible for the support and development of 103 full-time faculty, 32 full-time staff and over 3,600 students.

The University seeks a forward-thinking, entrepreneurial senior leader who will lead Bowling Green's oldest college into the future, honoring the interdependence of teaching, learning, scholarship and service in an academic environment grounded in intellectual discovery and guided by rational discourse and civility. The dean will serve as a senior academic leader on campus and represent the college through recognized thought leadership.





Strategic Opportunities for Leadership

- **Exemplify Teacher Preparation Excellence:**

Leverage the college's distinguished history as the foundational unit of BGSU and one of the largest teacher preparation programs in the nation. Continue the legacy of establishing the University's programs as national exemplars of best practices, blending sophisticated educational theory with real-world clinical application. Sustain the college's statewide leadership in influencing and navigating the constantly evolving legislative and licensure environment for teacher preparation programs.

- **Sustain and Enhance Critical Networks:**

Maintain, systematically deepen and expand the highly robust relationships previously established with regional public school systems and superintendents across Ohio. Likewise, support and strengthen the industry and community partnerships that support sport management, exercise science, family services, fashion and interior design. Expand consortial partnerships with other universities, nonprofit and other organizations, with a continued focus on internships, service learning and experiential learning to connect education, career preparation and cultivation of the public good.

- **Advance Strategic Fundraising, Resource Generation and Affordability Initiatives:**

Build on the college's strengths and external partnerships to expand financial resources, increase scholarship support, and strengthen the infrastructure needed to keep high-quality higher education accessible and affordable for students.

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

The dean will build upon a robust culture of collaboration across diverse disciplines. Support faculty and staff in enhancing a shared college identity while taking time to understand the distinct strengths and needs of each program area. Clarify the priorities and support the sense of common purpose while honoring the expertise, traditions, and contributions that each area brings to the broader university community. Facilitate thoughtful collaborative conversations with attention to creating sustainable approaches to support faculty success, student learning, and the college's evolving goals.

- **Promote and Enhance Academic Portfolios:**

Market and elevate the visibility of graduate programs within the wider university network while navigating undergraduate curriculum adaptations, which include leveraging innovative pathways and streamlining program requirements, including responsible integration/intersection of AI into the curriculum.



Qualifications and Expectations

Required Qualifications

- **Terminal Degree and Advanced Rank:** A terminal degree in a discipline represented by one of the departments/schools in the college, and a record of scholarly and professional accomplishment meriting appointment at the rank of professor with tenure.
- **Academic Program Leadership:** Demonstrated success providing strategic academic leadership across a varied portfolio of programs, with experience including areas such as teacher education, clinical and professional degrees, accreditation, curriculum quality, student success, human development, and any of the programs included in the College of Education and Human Development.
- **Fiscal Acumen:** Proven financial acumen with the ability to manage complex budgets, address financial challenges, and raise resources effectively.

Preferred Qualifications

- **Strategic K-12 Network Management:** A verified track record of sustaining, enhancing, and actively leveraging elite partnerships with high schools, superintendents, and public education systems.
- **Human Development Perspective:** An academic background or deep professional alignment with disciplines represented in the School of Applied Human Development, ensuring these specific programs are known, appreciated, understood and supported alongside traditional teacher education, counseling and leadership paths.
- **State-Level Engagement:** History of working with state-level partners and legislators. Clear understanding of the contemporary landscape regarding charter schools, science of reading, private school environment and legislative agendas.
- **Internal Talent and Leadership Development:** A track record of supporting internal leadership development and successfully making administrative paths, such as school director roles, attractive to internal candidates. In addition, the new dean will have a commitment to investing in staff development.

Key Skills and Leadership Attributes

- **Thought Leader in the K-12 Space:** An influential educational voice with the versatility and sophistication required to articulate a compelling vision and converse effectively with both state legislators and regional superintendents.
- **Strong Listener and Collaborative Decision-Maker:** A consistent, supportive leader who values the opinions of both staff and faculty, takes collective input into account, builds community consensus around difficult decisions, and effectively communicates to all constituencies.
- **Accessible and Student-Centric Partner:** An open, approachable individual who is eager to interact directly with students and treat them as partners within the learning environment.
- **Humorous, Positive, and Empathetic Culture Builder:** A leader with a healthy sense of humor who does not take themselves too seriously, focusing on building an upbeat, fun environment to lighten the daily load and support staff and faculty.
- **Faculty and Staff Advocate:** A visible, credible leader who actively communicates the value and impact of the college's work, engages constructively with external stakeholders, and provides support to faculty and staff as they navigate evolving policy and legislative dynamics.
- **Balanced and Human-Centered Visionary:** An inspiring leader who encourages imagination, thoughtful innovation, and a forward-looking sense of possibility while remaining grounded in the people, relationships, and steady work that sustain a strong academic community.
- **Innovative Risk-Taker:** Demonstrates a "fail forward" mindset, willing to take calculated, measured risks and encourage imagination to drive institutional progress.
- **Proactive and Futuristic Leader:** Prioritizes transformational leadership over day-to-day dominant management, possessing the ability to see "around the corner" and navigate complex organizational changes.
- **Political and Legislative Savvy:** An influential voice with the sophistication to navigate legislative affairs and articulate a compelling vision to both state legislators and regional educational partners.



Summary

The next dean of the College of Education and Human Development 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 Education and Human Development 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 Education and Human Development will be received and considered until the position is filled. **To assure full consideration, applications should be received by October 30, 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 Education and Human Development](#).

Nominations and expressions of interest in the Dean, College of Education and Human Development position are encouraged. Please direct them to BGSU-DeanEDHD@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.