MOORHEAD MINNESOTA

CONCORDIA COLLEGE



SEARCH PROFILE

DEAN OF THE OFFUTT SCHOOL OF BUSINESS



DEAN OF THE OFFUTT SCHOOL OF BUSINESS

Concordia College seeks a dynamic Dean to provide visionary academic and administrative leadership for the Offutt School of Business. The ideal candidate will inspire collaboration and advance the School's reach and impact and demonstrate a commitment to the integration of four critical perspectives across the business curriculum: leadership development, ethical decision-making, entrepreneurial mindset, and global perspective.

With recent enrollment growth and a compelling strategic vision set forth by President Colin Irvine, this is an exciting time to join Concordia College and the Offutt School of Business, a mission-driven and collaborative school with a reputation for preparing exceptional leaders.

Building on strong enrollment momentum, recent program innovation, deep employer partnerships, and a distinctive commitment to ethical and globally minded leadership, the School is poised to expand its influence across the region while serving as a model for business education grounded in the liberal arts. The next Dean will have an opportunity to shape that future.

CONCORDIA COLLEGE MISSION

The purpose of Concordia College is to influence the affairs of the world by sending into society thoughtful and informed men and women dedicated to the Christian life.

OFFUTT SCHOOL OF BUSINESS MISSION

Founded on the pillars of leadership development, global perspective, ethical decision-making, and an entrepreneurial mindset, the Offutt School of Business is dedicated to sending thoughtful and informed business leaders into society with a strong moral compass.



ABOUT THE SCHOOL

The Offutt School of Business offers both undergraduate and graduate programs. Undergraduate programs span business, accounting, finance, computer science and data science, economics, entrepreneurship, international business, and supply chain management. The business major is Concordia's largest major with over 280 students; it includes numerous concentrations, with the most popular being management and marketing, and recent additions including human resources, project management, and sports management. The School also offers collaborative programs with other College departments, such as music and business and mathematical finance. In addition to its undergraduate curriculum, the School has one masters program in Business Analytics, offered as a post-graduate and accelerated program, as well as a graduate certificate in Data-Driven Supply Chain Strategy.

Outside of the classroom, there is a high level of student participation in the various experiential learning opportunities supported by the School. Approximately 70% of our most recent graduating class registered for an internship to fulfill a degree requirement. The School also contributes regularly to the College's study away programming. Other co-curricular learning opportunities include the School's investment fund, CFA challenge, alumni-aligned mentorship programs and retreats, and student-led clubs for accounting, entrepreneurship, marketing, international business, computer science and women in business.



The School's fourteen full-time faculty, along with a wide network of highly qualified adjuncts and professional staff, bring together deep disciplinary expertise with significant professional experience. The School has a team-oriented culture in which faculty and staff are respected, supported, and empowered, creating a collegial environment where individuals are encouraged to contribute, collaborate, and innovate. Together, they create a dynamic environment that integrates classroom and problem-based instruction with industry internships. Strong partnerships with regional employers ensure that students are exceptionally well-prepared for professional roles or further study, while also providing opportunity for internships, and industry- and community-engaged learning.

The 23,000 square foot Grant Center, where OSB is housed, provides state-of-the-art teaching and learning spaces, including a modern finance lab that enables students to engage with market data, financial analysis, and simulation tools used throughout the industry. The building is also home to the Center for Entrepreneurial Leadership, a dynamic and multifunctional space designed to foster creativity, innovation and entrepreneurial thinking among students from all majors.

Distinguished by its integration of business education with Concordia's liberal arts tradition, the Offutt School is proud of preparing diverse graduates guided by strong values and ethical principles for rewarding careers. Graduate success includes leadership roles in regional, national and global organizations such as Bell Bank, Sanford Health, Microsoft, Cargill, Target, Thrivent, Wells Fargo, Eide Bailly, and RDO Equipment Co. The College's Career Center offers robust services which assist in linking students with these professional opportunities.

Looking ahead, the School is committed to preparing ethical leaders, supporting entrepreneurial thinking among students from across campus, and enhancing its commitment to educating leaders with a global perspective. Building on its strengths in applied learning, the School continues to expand opportunities in entrepreneurship, business analytics, technology and artificial intelligence, while helping students develop the ethical judgment, adaptability, communication skills, and human-centered leadership increasingly valued in an AI-enhanced workplace. At a time when employers increasingly seek graduates who can combine technical expertise with sound judgment, ethical leadership, and adaptability, the Offutt School is uniquely positioned to demonstrate the enduring value of business education grounded in the liberal arts.

ABOUT THE COLLEGE

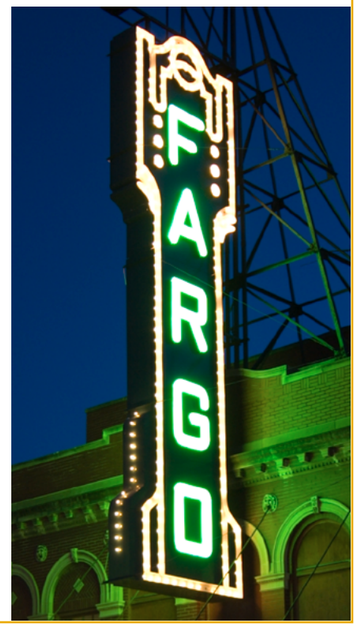
Concordia College is a vibrant primarily undergraduate institution whose mission is to “influence the affairs of the world by sending into society thoughtful and informed men and women dedicated to the Christian life.” With an increasingly diverse student population of over 1900 undergraduates, the College is committed to academic excellence and holistic student development across all dimensions of campus life. The College’s core curriculum educates students for engaged citizenship, and is embraced across campus as providing career-ready, life-long skills, including critical thinking, oral and written communication, intercultural competence, teamwork, empathy, curiosity, and adaptability. Founded by Norwegian immigrants, Concordia is affiliated with the Evangelical Lutheran Church of America. Concordia’s education, community and ethos embodies serving the neighbor so that all may flourish and a Concordia education supports students as they discern vocation and cultivate lives of meaning and purpose.

Undergraduate enrollment has experienced significant growth under the direction of President Colin Irvine’s strategic leadership. Undergraduate students are significantly involved in the life of the campus, with over 55% of the student body participating in either Division III athletics or music ensembles. The College is committed to growth in graduate education with six master’s programs currently offered, including a master of science in business analytics offered by the Offutt School.

Strategic priorities focus on growing enrollment and ensuring student success, while expanding market-smart, innovative programs, including those that connect the liberal arts with professional preparation and connect students’ co-curricular and academic interests. Concordia embraces its calling to educate students for lives of meaning, service, and leadership in a global society.

ABOUT FARGO-MOORHEAD

Fargo, North Dakota – Moorhead, Minnesota is a vibrant and rapidly growing metro region straddling the Red River. With a population of more than 250,000, the area offers the economic, cultural, and educational amenities of a larger city while maintaining an affordable cost of living and a strong sense of community. Home to more than 14,000 businesses and five colleges and universities, the region boasts a diverse and thriving economy with strengths in financial services, healthcare, agriculture and agribusiness, manufacturing and technology. Major employers, innovative startups, and a strong entrepreneurial culture create a dynamic business environment with extensive opportunities for industry partnerships and professional collaboration. The region also offers a thriving arts scene, diverse dining, and abundant recreational opportunities. Fargo-Moorhead’s combination of economic vitality, career opportunities, quality of life, and welcoming community makes it an ideal place to live and work.





THE OPPORTUNITY

Concordia College seeks a mission-driven, collaborative leader to shape the next chapter of the Offutt School of Business. Building on recent enrollment growth, academic innovation, and strong regional partnerships, the next Dean will advance the following strategic priorities:

- **Grow enrollment and maximize student success** by supporting existing programs, strengthening student recruitment and retention strategies, and expanding educational and employer partnerships.
- **Lead strategic academic innovation and portfolio development** by strengthening recently launched undergraduate, graduate, and post-baccalaureate programs, while developing market-responsive, innovative programs that address emerging trends in technology, artificial intelligence and employer demand.
- **Strengthen external partnerships, community engagement and external relations** by broadening the reach of the Offutt School of Business within Fargo-Moorhead and the surrounding region, expanding opportunities for students to engage in experiential and applied learning, and advance the mission and visibility of the School.
- **Cultivate a high-performing and collaborative culture,** fostering a team-based, collaborative culture within the School, as well as cross-campus partnerships to advance the integration of business education with Concordia’s liberal arts mission, preparing students to lead with ethical judgement, global awareness and the distinctly human skills needed to thrive in an AI-enabled world.

This role offers a unique opportunity to expand the School’s reach, enhance innovation, and lead mission-driven business education shaped by leadership, ethics, vocation, global awareness, and the human skills that matter even more in an AI-enabled future.

The Dean will promote excellence in teaching, foster faculty and staff development, align priorities, budgets, and resources to support financial sustainability, and strengthen assessment and continuous improvement efforts to ensure that Concordia graduates continue to achieve outstanding career outcomes.

As a member of the Provost’s leadership team, the Dean will work closely with the Provost and other campus leaders to strengthen collaboration, promote shared governance, and implement consistent academic strategies and policies.

The successful candidate will either maintain a teaching portfolio of at least one course per academic year or maintain an advancement and external-relations portfolio, including responsibility for philanthropic goals.

Annual Salary Range: $140,000-160,000. The final salary will be determined based on factors such as education, experience, skills, certifications, and alignment with the position’s requirements. Other considerations may include internal equity and market conditions. A summary of benefits can be found at www.concordiacollege.edu/employment/working-at-concordia/staff-benefits/ .

KEY RESPONSIBILITIES

ACADEMIC AND STRATEGIC LEADERSHIP

- Provide visionary leadership to the Offutt School of Business to promote excellence in teaching and learning, and student success.
- Strengthen and strategically grow the School's academic portfolio, sustaining recently launched programs while identifying selective opportunities for new undergraduate, graduate, and post-baccalaureate programs.
- Foster innovation in pedagogy and promote the integration of technology, including AI, in teaching and learning.
- Recruit, supervise, mentor, and evaluate School faculty and staff, fostering professional growth, shared accountability, and a culture of excellence in teaching, scholarship and service.
- Sustain an inclusive and collegial environment that supports teaching excellence, scholarship and service.
- Provide strategic and responsible fiscal stewardship of the School, aligning budgets, staffing, programs, and resource investments with enrollment opportunities, institutional priorities and long-term financial sustainability.

EXTERNAL RELATIONS AND COMMUNITY ENGAGEMENT

- Represent the School to external audiences, including business partners, alumni, donors, and other academic institutions.
- Build and strengthen relationships with regional businesses and non-profit organizations, industry leaders, community groups, as well as alumni and donors, to expand opportunities for students (such as internships, applied projects, and professional mentoring) and to support the School's resources and strategic priorities.
- Act as a visible ambassador for the School of Business, to advance its profile locally and regionally.

CAMPUS COLLABORATION

- Serve as a key member on the Provost Leadership Team, advocating for the teaching, scholarly and programmatic needs of the School, as well as advising the Provost on academic policies, institutional priorities, and operational planning.
- Seek opportunities for authentic engagement across the School of Arts & Sciences and the School of Health Professions, and deepen Business School connections with the liberal arts mission of the college.
- Lead or contribute to cross-campus initiatives, task forces, and committees, particularly those related to enrollment strategies, and take on special projects or initiatives as directed by the Provost.
- Manage budgets to align with institutional priorities and financial sustainability.

STUDENT SUCCESS AND ENROLLMENT GROWTH

- Partner with Enrollment and Marketing and School faculty to facilitate enrollment growth and strengthen retention, including development of recruitment pipelines and school/community partnerships.
- Champion initiatives to enhance career readiness, student persistence, inclusion and belonging, and student success across academic programs.
- Enhance student engagement through expansion of co-curricular programming, experiential learning, internships, and community engagement, including opportunities to strengthen global partnerships and experiences.

REQUIRED QUALIFICATIONS

- Graduate degree in a discipline represented by the School or other relevant business-related field, with appropriate experience commensurate with the expectations for the position.
- Demonstrated experience in either:
  - academic leadership (e.g., department chair, program director, associate dean) or
  - professional leadership in business fields.
- Proven ability to manage budgets and operationalize strategic initiatives.
- Excellent interpersonal communication, problem-solving skills and cross-department collaboration.
- Success in building interdisciplinary collaborations and/or community/industry partnerships.
- Commitment to the intersection of liberal arts learning and professional education.
- Experience with college-level teaching or intern supervision.

PREFERRED QUALIFICATIONS

- Earned doctorate or terminal degree in a discipline represented by the School.
- Record of teaching, scholarship, and service commensurate with appointment as a tenured faculty member.
- Significant industry, entrepreneurial, or business experience that complements academic leadership experience.
- Demonstrated experience in launching programs designed to address the needs of workforce or organizations.
- Experience leading or advancing a center, institute, department or major initiative that integrates teaching, research, or community engagement.
- Experience in growing enrollment through program development, recruitment partnerships, or innovative student success strategies.
- A record of successful fundraising.
- Experience with faith-based institutions and sympathy with the goals of Lutheran higher education.



KEY COMPETENCIES

- Visionary leadership and a strategic mindset.
- A collaborative and transparent leadership style.
- Ability to build consensus and lead teams through institutional change.
- Capacity for data-driven decision-making and assessment.
- Understanding of the challenges and opportunities in private higher education.
- Alignment with Concordia College Academic Affairs leadership commitments: Integrity, Connection, Teamwork, Grace, and Accountability.

NOMINATIONS AND APPLICATIONS

Representing AGB Search, Kim Bobby, Principal, and Carl Moses, Executive Search Consultant, will be assisting Concordia College. Should prospective nominators or potential candidates have questions or wish to seek additional information prior to submitting materials, they are encouraged to email Dr. Elizabeth Alvarado, Search Associate (Elizabeth.Alvarado@agbsearch.com), who will assist in arranging a time for a confidential conversation with either Dr. Bobby or Dr. Moses.

Applicants are requested to submit the following materials:

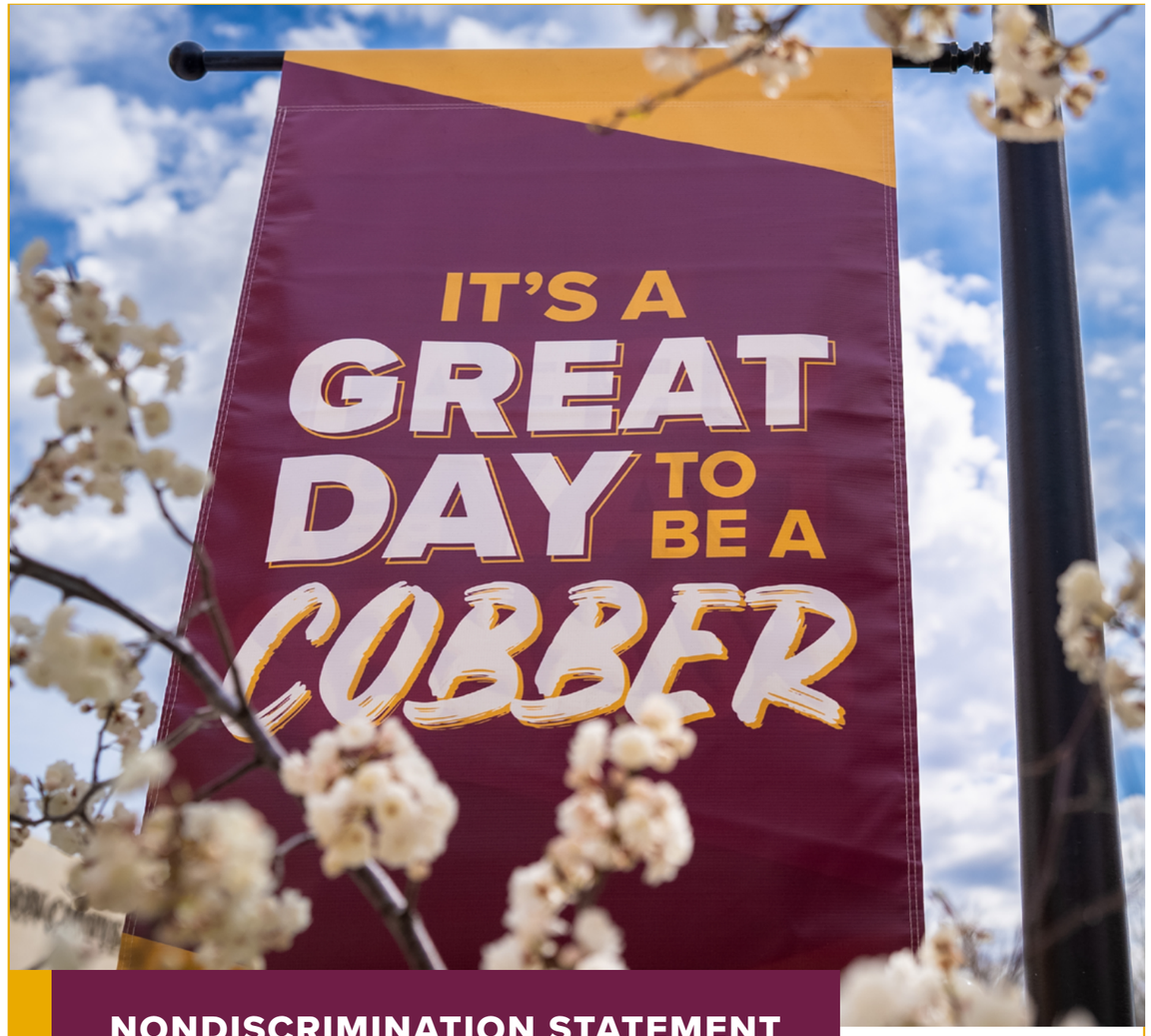
1. A letter of interest that specifically addresses how the candidate's experiences and qualifications intersect with the professional qualifications, attributes, and the Leadership Priorities, Responsibilities, and Qualifications outlined above;
2. A current curriculum vitae; and
3. A list of five professional references with email addresses, telephone numbers, and a brief explanation of your professional relationship. (References will not be contacted without prior authorization from the applicant.)

For full consideration, application materials should be submitted through the AGB Search portal system (https://bit.ly/3X4eJjz) by January 20, 2027. Please direct any questions regarding the application process to ConcordiaBusinessDean@agbsearch.com. Nominations and expressions of interest are encouraged and should be directed to the same address. All communications with AGB Search will be held in confidence.

AGB SEARCH
Advancing Higher Education Leadership

CONCORDIA COLLEGE
MOORHEAD, MINNESOTA





NONDISCRIMINATION STATEMENT

Concordia College does not discriminate against any employee or applicant for employment on the basis of race, color, creed, sex, religion, national origin, age, veteran status, disability, genetic information, sexual orientation, gender identity, marital status, familial status, public assistance status, membership or activity in a local human rights commission, or any other legally protected status. The College is committed to providing equal opportunity in employment and fostering an inclusive and respectful environment for all. Reasonable accommodations are available to qualified individuals with disabilities throughout the recruitment process.

Inquiries regarding this policy may be directed to the Office of Human Resources, Concordia College, 901 8th Street South, Moorhead, MN 56562, 218-299-3339.

ACADEMIC PROGRAM LIST

MAJORS

Accounting
Business
– Cybersecurity Operations
– Economics
– Finance
– Human Resource Management
– Management
– Marketing
– Project Management
– Sports Management
Computer Science
– Computing
– Cybersecurity
– Data Analytics
Data Science
Economics
Finance
International Business
Mathematical Finance
Supply Chain Management

MINORS

– Accounting
– Business
– Computer Science
– Cybersecurity Administration
– Data Analytics
– Economics
– Entrepreneurship
– Financial Planning
– Human Resource Management
– International Business
– Project Management
– Supply Chain Management

CERTIFICATES

– Applied Data Analytics
– Entrepreneurial Mindset

4+1 PROGRAMS

– Accounting + MSBA
– Business Finance + MSBA
– Business Management + MSBA
– Computer Science Data Analytics + MSBA
– Data Science + MSBA
– Finance + MSBA
– Supply Chain Management + MSBA

GRADUATE PROGRAMS

– Data-Driven Supply Chain Strategy Graduate Certificate
– Master of Science: Business Analytics

OFFUTT SCHOOL OF BUSINESS







