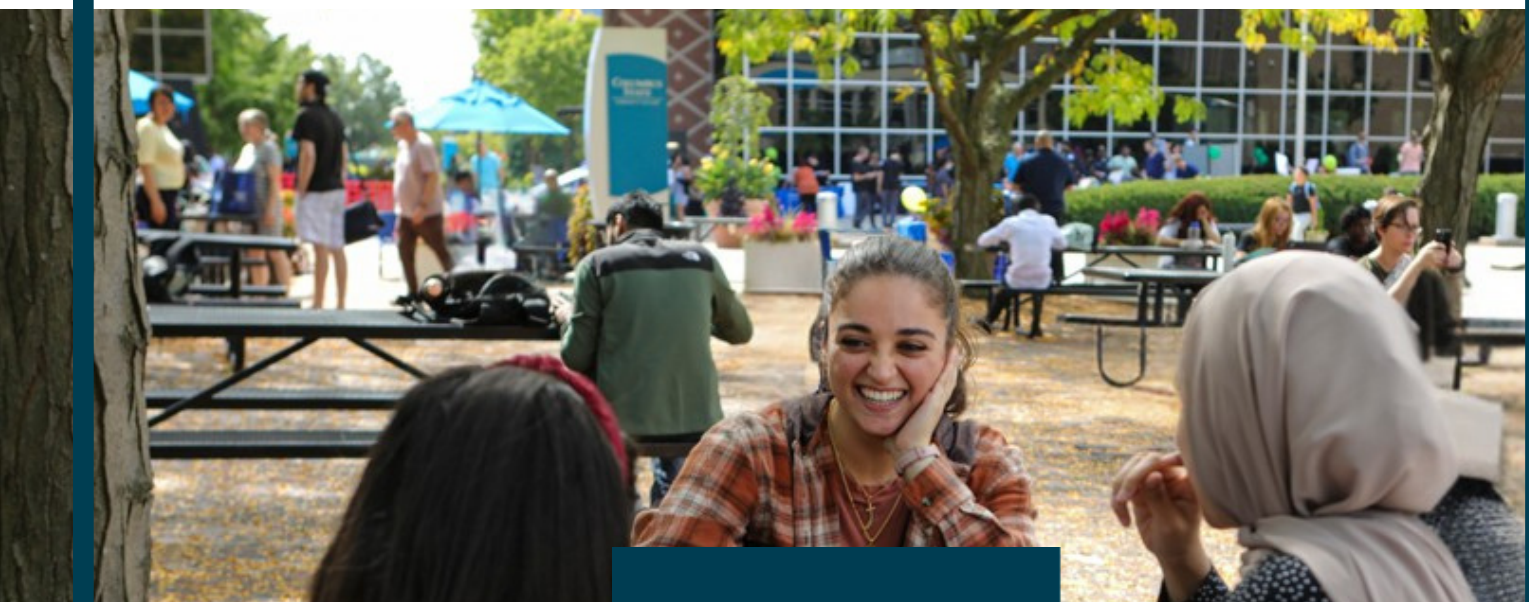


DEAN OF HEALTH & HUMAN SERVICES

EXECUTIVE SEARCH PROFILE



Invitation to Apply

Columbus State Community College welcomes applications for the position of Dean of Health & Human Services.

The College seeks a dynamic, student-first academic leader to serve the Division of Health & Human Services. The successful candidate is committed to student success, access, and academic excellence in an evolving higher education landscape.

The Dean of Health & Human Services position is a pivotal leadership opportunity for a visionary educator and strategist. As the academic leader of one of Columbus State's crucial divisions, the Dean of Health & Human Services plays an integral role in advancing the College's mission, vision, values, commitments, and strategic pillars and shaping the academic future of Central Ohio.



WHO WE ARE ECONOMIC & STUDENT IMPACT

Columbus State Community College is Central Ohio's front door to higher education, preparing more than **41,000 students each year** for good jobs. Founded in 1963, we offer practical, hands-on higher education for Central Ohio and beyond.

41,000+ STUDENTS ANNUALLY

80% OF GRADUATES REMAIN IN CENTRAL OHIO

\$1.8B ANNUAL ECONOMIC IMPACT

Columbus State makes education accessible, affordable, and high-quality for students, whether they are recent high school graduates, adult learners, career changers, or transfer students.

We are the region's workforce engine, advancing economic prosperity by helping graduates prepare for good-paying jobs that meet employers' needs.

Students can choose from a multitude of programs, including associate degrees, a bachelor's degree currently the Bachelor of Science in Nursing and certificate programs. The downtown Columbus campus, Delaware campus, Regional Learning Centers in Dublin, New Albany, and Bolton Field, and online learning provide close-to-home opportunities for students across the region.

Columbus State is growing enrollment, developing new academic offerings, and solidifying investments in partnerships that expand opportunity across Central Ohio.

Columbus State Graduates Are Key to Central Ohio's Economic Growth

Columbus State addresses opportunities for underrepresented students with programs like **Columbus Promise** and **Buckeye Bridge**, while simultaneously partnering with Central Ohio organizations to provide students with direct connections to good-paying jobs.

ELIMINATING BARRIERS TO AN ASSOCIATE'S DEGREE

A pilot program has made Columbus State tuition-free for Columbus City Schools graduates, doubling the number of students enrolling directly from high school. Columbus Promise is expanding opportunity for students while expanding the talent pool for area employers.

MAKING A BACHELOR'S DEGREE TUITION-FREE

Starting in 2026, eligible Columbus State graduates can complete a bachelor's degree at Ohio State tuition-free. The Buckeye Bridge program is open to Ohio residents with incomes of \$100,000 or less.

80% OF COLUMBUS STATE GRADUATES REMAIN IN CENTRAL OHIO

Those Columbus State graduates now impact our community as healthcare professionals staffing city hospitals, engineering and IT professionals forging the next generation of industry in Columbus, and so many more professionals strengthening the talent ecosystem that drives our region's economic prosperity.

“ The College's \$1.8 billion annual economic impact is a direct reflection of its role as a nimble partner meeting ever-evolving workforce requirements.

— *The Columbus Dispatch* ”

How Columbus State Advances Central Ohio

Columbus State's strategic vision centers around our four core strategic pillars, which serve as the foundation for the College's Mission, Vision, Values, and Commitments. By prioritizing Student Success, Workforce Development, Community Impact, and Our People, and establishing strong partnerships with regional stakeholders, Columbus State will advance economic mobility for the many communities we serve.



STUDENT SUCCESS

We are a student-centered college that advances outcomes for the communities we serve through an intentional focus on teaching, learning, and holistic support.



WORKFORCE DEVELOPMENT

We are the region's workforce engine, powering economic mobility for all through comprehensive career pathways and innovative employer partnerships.



COMMUNITY IMPACT

As the community's trusted partner, we extend our impact beyond the College's boundaries through connections that benefit our students and Central Ohio.



OUR PEOPLE

We are a community that works as a team to support our students, the broader community, and one another in a culture of mutual respect and professional growth.

Mission

To educate and inspire, providing our students with the opportunity to achieve their goals.

Vision

Columbus State Community College is Central Ohio's front door to higher education and a leader in advancing our region's prosperity.

Values

Leadership • Belonging • Equity • Partnership • Quality • Stewardship • Innovation • Continuous Learning • Student Success

Commitments

Columbus State Community College strives to foster an environment where everyone is welcomed into our learning and working community. We celebrate the humanity of every individual and value inclusive learning and working environments for all.

We commit to removing barriers and expanding access for all of our people while respecting their unique lived experiences. Ultimately, we center our growing community and our students' success in all of our work.

STATEMENTS IN ACCORDANCE WITH OHIO REVISED CODE SECTION 3345.0216

- Columbus State educates students by means of free, open, and rigorous intellectual inquiry to seek the truth.
- Our duty is to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions.
- Columbus State does not require, favor, disfavor, or prohibit speech or lawful assembly.
- Columbus State seeks to create a community dedicated to an ethic of civil and free inquiry, which respects the autonomy of each member, supports individual capacities for growth, and tolerates the differences in opinion that naturally occur in a public higher education community.
- Columbus State's duty is to treat all faculty, staff, and students as individuals, to hold them to equal standards, and to provide them equality of opportunity, with regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.

HEALTH & HUMAN SERVICES BY THE NUMBERS

41,000 Students Total Enrollment

Including recent high school graduates, adult learners, career changers, and transfer students.

Student Demographics in the Division of Health & Human Services

30.9%	76.5%	39.0%
ADULT LEARNERS (AGE 25+)	FEMALE	IDENTIFY AS STUDENTS OF COLOR
47.8%	50.2%	80.0%
AWARDED ANY FINANCIAL AID	FIRST GENERATION STUDENTS	STUDENTS ATTEND DEBT FREE

Employees in the Division of Health & Human Services

63	522
FACULTY POSITIONS	ADJUNCT POSITIONS

“ Student success drives the employee community at Columbus State. Throughout my years serving in higher education leadership, I’ve never seen anything like it. Employees show up ready to fight for students every day. It’s contagious.”

-David T. Harrison, Ph.D.
President of Columbus State
Community College



Expanding Healthcare Education with Columbus State

Many of Columbus State’s initiatives are rooted in community partnerships.

Franklin County residents approved a **\$300 million bond issue in 2020** that has already leveraged an additional **\$150 million of federal, state, and private funding** to improve options for Central Ohioans on our campus.

In 2023, Columbus State partnered with **OhioHealth** to address a critical shortage of medical professionals and double the number of graduates in high-demand healthcare fields over the next decade.

OhioHealth Hall is the heart of this initiative as a state-of-the-art facility opening in 2027 that will expand access to life-changing education and meet the workforce needs of our rapidly growing region.

This **\$120 million project** includes \$85 million in voter-approved bond money, a historic \$25 million endowment provided by OhioHealth, and philanthropy and gifts.

OhioHealth Hall is more than a new building. It represents a commitment to the wellbeing of Central Ohio by preparing a skilled, diverse, and local healthcare workforce trained right here in Columbus and ready to care for our communities.

Together, we are preparing the next generation of skilled, compassionate professionals ready to serve Central Ohio and beyond for years to come.

Key Numbers for Healthcare Expansion

\$300M
FRANKLIN COUNTY
BOND ISSUE

\$120M
OHIOHEALTH
HALL PROJECT

2027
OHIOHEALTH
HALL OPENING

\$150M
ADDITIONAL FEDERAL, STATE, AND
PRIVATE FUNDING LEVERAGED

2X
GOAL TO DOUBLE GRADUATES IN HIGH
DEMAND HEALTHCARE FIELDS OVER
THE NEXT DECADE

Columbus Region

Columbus State Community College is nestled in the Discovery District near Downtown Columbus. Columbus is one of the fastest-growing cities in the Midwest, offering an exceptional quality of life and a welcoming blend of Midwest charm and big-city energy.

As a dynamic metropolitan hub, the city provides a wide range of cultural, recreational, and professional opportunities.

Since 2010, Columbus has led the Midwest’s largest metropolitan areas in job creation, population growth, and GDP expansion.

The Central Ohio region is a thriving economic center, home to **15 Fortune 1000** headquarters, cutting-edge startups, world-class research institutions, and top-ranked colleges and universities.

LEADERSHIP OPPORTUNITY

In 2023, as it celebrated its 60th anniversary, Columbus State Community College (CSCC) issued an updated strategic plan that built on its past successes and set the stage for the future. Though important work is underway, opportunities for leadership await the inaugural dean of the Division of Health & Human Services, whose contributions are central to the success of both the College and the City.

01

Transformational Leadership

The Dean will provide visible, strategic, and transformational leadership to shape an innovative future for the division. Success will require pairing big-picture vision with close attention to departmental needs, programs, faculty, and staff. The role calls for a leader who understands CSCC's values and culture, can navigate a large and complex organization, and connects daily work to institutional goals that advance student achievement. Earning trust through transparency, fairness, ethical leadership, strong communication, active listening, consensus-building, and advocacy will be essential.

02

Student Success & Career Pathways

Student success should remain central to the dean's agenda, with a focus on retention, gateway-course completion, transfer opportunities, and career pathways. The dean should expand career exploration opportunities, create clear routes to completion, and ensure students receive support throughout their journey. Success will depend on evidence-based leadership that improves completion and access while maintaining high standards and academic rigor. The dean will need to understand the student population, focus on tangible results, strengthen retention strategies, and align programs with community and workforce needs.

03

Collaboration & Partnerships

Collaboration is a central priority across institutional, divisional, and external relationships. The dean should build a partnership-first culture that reduces silos, strengthens cross-departmental and interdisciplinary teamwork, and supports internal partnering through faculty engagement, cross-program learning, and union collaboration. External partnerships with higher education, K–12 schools, industry, government, community, and board stakeholders should align divisional work with institutional priorities, workforce needs, and student-success goals.

SHAPING THE FUTURE OF THE DIVISION

Growing the Program Portfolio

The Health & Human Services division has a broad portfolio that extends beyond its disciplinary boundaries. With Nursing now a separate department, HHS has an opportunity to grow in new and innovative directions. The opening of OhioHealth Hall in 2027 will create a shared learning environment for related healthcare support roles while also supporting expansion of the BSN program and smaller non-nursing healthcare programs. These initiatives can strengthen enrollment growth and retention, improve alignment with industry needs and practices, and reinforce the need for leadership that can guide growth across the full range of HHS programs.

Building a People-Centered Culture

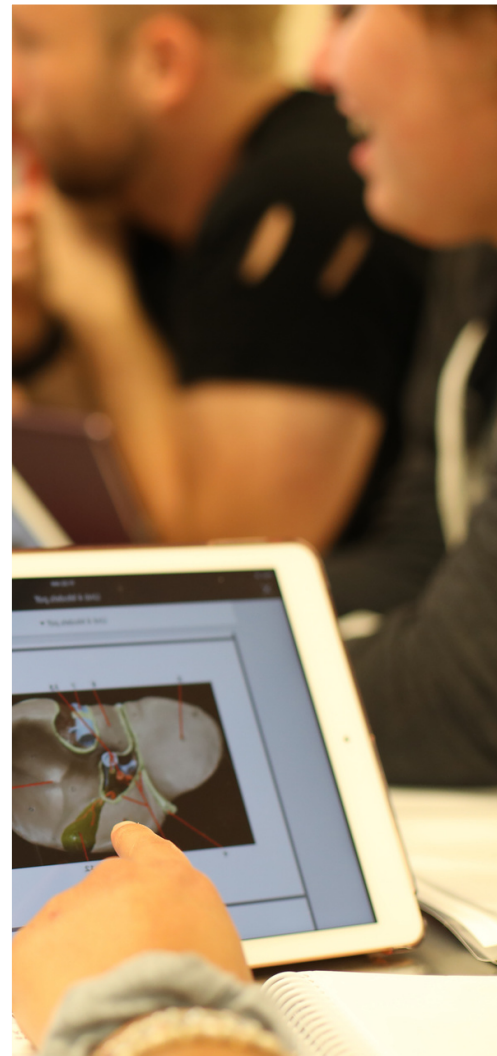
A strong people-centered culture will depend on regular communication, genuine listening, morale-building, visible leadership, and respect for differences across programs. The dean should lead change by “doing with and not to,” learning CSCC’s ways of working, and supporting faculty as they re-envision teaching and address student challenges collaboratively. Protecting shared governance, delegating thoughtfully, sharing responsibility, and attending to workload balance and practical support for faculty and staff will also be essential.

Leading Through Transition

The division is in a period of significant transition, including structural changes and new leadership, along with growth in facilities and programs and the creation of a new Nursing department. Establishing a new division identity will require cultivating cohesion across departments and connecting HHS effectively with other college divisions. Successful leadership will require managing complexity through organizational alignment, assessment, thoughtful onboarding, forward planning, and collaborative strategies, while helping people understand how their roles fit within the evolving institutional structure.

Strengthening Resources & Operational Excellence

The division’s ability to achieve its strategic goals will depend on whether its operational systems can sustain the work of teaching, assessment, and student support. Improving completion, maintaining academic standards, and preparing students for transfer and employment will require aligning resources, staffing, technology, and administrative processes with the daily realities of instruction. This work will also require careful attention to budget pressures, faculty hiring and retention, workload balance, systems planning, and the practical support of faculty and staff needed to navigate change effectively.



The Opportunity

The Dean of Health & Human Services (HHS) will be a visionary, strategic, collaborative academic leader who is student-centered and committed to advancing Columbus State's mission. As a champion for the College and this newly formed division, the Dean will have a deep understanding of leading a division of multiple, diverse departments within a complex organization; a clear focus on academic excellence, student success, and community impact; and the ability to set direction, lead best practices, and build momentum within the division.

Reporting to the Senior Vice President of Academic Affairs and partnering closely with the President, the Executive Vice President, President's Cabinet, and leaders across the College, the Dean will guide the strategic direction of the division, which serves thousands of students each term in meeting their educational aspirations. The successful candidate will understand the crucial role this new division plays in helping shape the College's future.

The most competitive candidates will have a strong record of leadership success; a minimum of a master's degree from an accredited institution and at least five years of progressive leadership experience are required; a PhD and experience in higher education leadership are preferred; a degree in one of the division's disciplines or a related field and leadership of a Health & Human Services-based department are preferred; public-sector experience is preferred.



Successful Candidate Will Also Demonstrate:

- Evidence of understanding the community college mission; the proven ability to be student-centered and provide an accessible college education with a strong focus on academic quality, student success, and completion.
- Deep knowledge of the evolving landscape of higher education and its impact, particularly in community colleges in the State of Ohio.
- Demonstrated experience in strategic planning and change management; the ability to create a shared vision and key strategies that advance innovation, support teaching and learning, and align academic programming with current and emerging workforce development needs in Central Ohio.
- Capacity to lead and align strategic enrollment management, student success strategies, teaching and learning, and academic innovation to achieve successful student outcomes.
- A collaborative, inspirational leadership style, demonstrated through the ability to motivate, listen, be visible, compassionate, and accountable; capacity to actively engage within the division, across the college, and with the community to build trust and nurture a strong sense of community.
- Proven ability to build positive faculty and staff relationships, champion inclusive, innovative learning environments, supervise assessment and curriculum activities; and address key resource needs related to teaching and learning and student success.
- A deep understanding of collective bargaining and shared governance; demonstrated experience in developing productive working relationships with faculty, staff, and administrators to support academic excellence, student services, collaborative decision-making, and effective communication across the college.
- Track record of building strong internal and external partnerships to expand educational opportunity for students, enhance transfer, increase workforce development programs, and support economic development within communities.
- Exceptional skill in financial planning, management, and decision-making to meet department needs and maintain fiscal stability; capacity to support and lead other resource development efforts, such as grants.
- Capacity to lead and manage successful accreditation activities and engage advisory committees to support health and human services programs.
- Working knowledge of emerging technology, such as Artificial Intelligence (AI) and simulation, relevant to academic programming, student learning, and instructional labs; the ability to remain current and assess the use of technology in an educational setting.
- Effective and clear oral and written communication skills, including the ability to communicate effectively with and relate to a wide range of stakeholders.
- Demonstrated skill in critical thinking and problem-solving; evidence of being decisive and utilizing quantitative and qualitative data to inform decisions.
- Strong work ethic and ethical conduct; a great sense of humor; and an appreciation for working with a team of committed professionals.

NOMINATIONS AND APPLICATIONS

Review of applications for the Dean of Health & Human Services will begin immediately and continue until an appointment is made. To ensure full consideration, applications should be received by October 12, 2026, and must include:

- A letter of interest that addresses the opportunities and experiences as described in this position profile;
- A resume or curriculum vitae; and
- Five professional references with email addresses, telephone numbers, and a description of the candidate's relationship with each reference listed. References will not be contacted without prior authorization from the applicant.

Columbus State Community College is being assisted by AGB Search. Application materials should be submitted through the AGB Search portal system here: [Columbus State Community College Dean of Health and Human Services](#)

Please direct nominations and expressions of interest or any questions regarding the application process to: CSCCDeanHealthHumanServices@agbsearch.com

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Columbus State Community College EEO Statement

Columbus State Community College provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws. The College adheres to all relevant requirements of the Ohio Public Records Laws. Every effort will be made to keep inquiries and applicant materials confidential, to the extent permissible by law.

To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions described in this position description. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in the job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in this position profile.

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