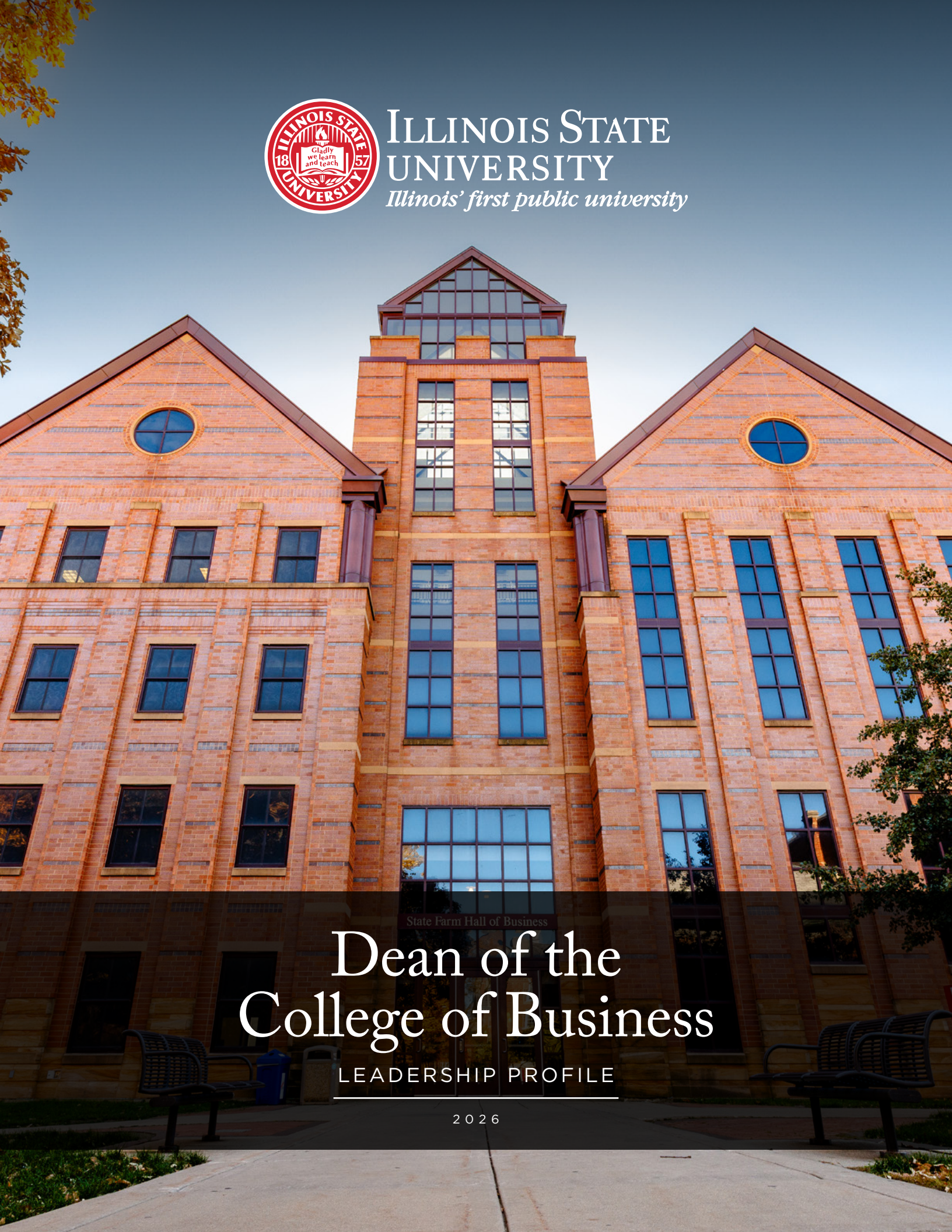


Dean of the College of Business

LEADERSHIP PROFILE

2026



Dean of the College of Business

LEADERSHIP PROFILE

This leadership profile is intended to provide information about Illinois State University and the position of the dean of the College of Business. It is designed to assist qualified individuals in assessing their interest in this position.



About Illinois State University

On February 18, 1857, Illinois Gov. William Bissell signed a bill creating a normal school and establishing the Board of Education of the state of Illinois as its governing body. The bill stipulated that the permanent location would be the place that offered the most favorable inducements. Jesse W. Fell took up the campaign for Bloomington and obtained financial backing totaling $141,000. Abraham Lincoln, acting as attorney for the Board, drew up the bond guaranteeing the Bloomington citizens would fulfill their financial pledges. Illinois State University was consequently founded as the first public institution of higher education in the state.

Established as a teacher education institution, Illinois State has developed into a multipurpose university with degree programs at the bachelor's, master's, and doctoral levels. Seven colleges offer approximately 91 undergraduate majors, 110 master's programs, 20 doctoral degrees, and 42 certificate options. One of 12 public universities in Illinois, our University's alumni base has now grown to more than 243,000 alumni.

In fall 2026, Illinois State enrolled a total of 21,577 students. Illinois State's students appreciate the average 19:1 student-faculty ratio. Professors teach in the classroom, mentor, and partner with both undergraduates and graduates in research endeavors. Within the faculty, 98% hold a terminal degree in their field. Illinois State's commitment to student success is reflected in the 81.4% retention rate of new, full-time, first-time in college students from fall 2025 to fall 2026. Illinois State is also praised for providing an affordable education, with *Washington Monthly* honoring the University as one of the Best Bang for the Buck Colleges in the Midwest. There are many other reasons that reveal Illinois State's competitive advantage as a premier undergraduate institution—from record-breaking fundraising to student civic engagement and scholarly breakthroughs. Each explains the reason Illinois State University is "Redbird Proud."





Community

Illinois State is in the Central Illinois community of Bloomington-Normal, which has a combined population of 132,000. The community is home to Illinois Wesleyan University, Heartland Community College, OSF St. Joseph Medical Center, Carle BroMenn Medical Center, Rivian Automotive, COUNTRY Financial, and State Farm Insurance Corporate Headquarters. The community has distinguished itself for its outstanding school systems and educational attainment, parks and recreation, healthcare, job growth, economic opportunity, and low crime. The University's hometown was ranked as one of the top three best college towns in America based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the Best Places to Live in the United States.

There are plenty of activities, cultural events, and entertainment opportunities for students and staff locally, with more opportunities to explore nearby. Normal is connected to Chicago and St. Louis via regular Amtrak train service, and both those cities and Indianapolis are within a two-to-three drive from campus. Public transportation systems make the community easily accessible, with a train and bus station within a few blocks of campus. There is also a regional airport with free parking that removes many of the hassles of flying. For more information on our community, please visit visitbn.org.

Bloomington-Normal offers multiple opportunities for students upon graduation. Illinois State partners with companies in the area, including State Farm Insurance and COUNTRY Financial—both with headquarters in the community—to provide internships and employment opportunities.

There are ample leisure activities as well, with five public golf courses in the area, several lakes, and the 45-plus miles of the hard-surfaced Constitution Trail. Converted from an abandoned railroad, the trail is bustling with individuals walking, biking, running, and blading. There are numerous restaurants and shops to visit as well. Uptown Normal is home to locally owned retail outlets with quality products and delectable food. Each season offers unique movies, concerts, theatrical performances, and festivals to enjoy.

Academics

Illinois State University is currently composed of seven academic colleges and Milner Library, each of which contains academic departments and centers designed to provide—singly and collectively—a comprehensive and robust academic experience for students. Degrees are offered at the bachelor's, master's, and doctoral levels. Secondary education students major in their academic disciplines while completing their teacher preparation requirements under the auspices of the Council for Teacher Education. The University's academic programs are supported by the services and collections of Milner Library.

The College of Applied Science and Technology houses the Department of Agriculture, Department of Criminal Justice Sciences, Department of Family and Consumer Sciences, Department of Health Sciences, School of Information Technology, School of Kinesiology and Recreation, Department of Military Science, and Department of Technology. The college also includes several significant centers, including the University Farm; Horticulture Center; the Child Care Center; and Illinois State's well-known Gamma Phi Circus, the nation's oldest collegiate circus.

The College of Arts and Sciences houses 16 departments and offers many majors and minors at the undergraduate level. Some of these programs are interdisciplinary, including African American Studies; Women's, Gender, and Sexuality Studies; and Latin American and Latina/o Studies. Many departments have graduate programs leading to master's and doctoral degrees. The college houses many of Illinois State's study abroad opportunities, the Center for Child Welfare and Adoption Studies, and the University's NPR radio station, WGLT.

The College of Business is known for its comprehensive undergraduate programs, highly regarded master's programs, and the outstanding accomplishments of its alumni. It is one of only 195 business colleges in the world to hold supplemental accounting accreditation by AACSB International. It is also the only college of business in a public university in Illinois to have earned STEM designation for all its master's programs. Alumni of the college hold or have held leadership positions at State Farm, Progressive, ADM, PWC, Ulta, PepsiCo, Caterpillar, COUNTRY Financial, Microsoft, Harley-Davidson, and Accenture, among others. Two of the current Fortune 100 CEOs are alumni of ISU's College of Business.

The College of Education prepares early childhood through middle-level teachers, special educators, and administrators. In addition, the college partners with departments across the University to offer teacher education programs in a wide variety of academic programs and areas of study. With 44 accredited teacher education programs and offerings at the bachelor's, master's, and doctoral levels, Illinois State remains true to its founding as Illinois State Normal University, specializing in teacher education. The College of Education is also home to Metcalf and University High School Laboratory Schools, which serve approximately 1,000 students.

The College of Engineering enrolled its first cohort of students in fall 2025 with initial offerings of electrical, mechanical, and general engineering degree programs. The college is uniquely designed with a vision of student success, diversity, and workforce development. Leveraging Illinois State's reputation as a student-focused institution, the College of Engineering prepares students for success by melding theory and practice in core engineering disciplines and innovative cross-disciplinary experiences.

The Mennonite College of Nursing offers nursing degrees at the bachelor's, master's, and doctoral levels. Building on the rich history of nursing education at Mennonite College, established in 1919, the College of Nursing was incorporated into the University in 1999 as Illinois State's sixth academic college. The college is proud of NCLEX and FNP pass rates consistently exceeding state and national averages and offers a state-of-the-art Nursing Simulation Center with a range of clinical placements that prepare students to practice in a complex healthcare system.

The Wonsook Kim College of Fine Arts includes the Wonsook Kim School of Art and Design; the School of Music; School of Theatre, Dance, and Film; and the School of Creative Technologies. University Galleries, the Illinois Shakespeare Festival, Theatre for Young Audiences, the String Project, and the Big Red Marching Machine are also housed within the Wonsook Kim College of Fine Arts. Notable alumni include Jane Lynch, Sean Hayes, Brendan Hunt, Nicolas Africano, LaRoyce Hawkins, Gary Cole, Judith Ivey, Terry Kinney, John Malkovich, Laurie Metcalf, Jeff Perry, Cecilia Suárez, and Michelle Williams.

Milner Library personnel work closely with academic units to provide services and research materials across the academic spectrum. Subject liaisons collaborate with faculty in all colleges, schools, and departments on information fluency instruction, collection development, and research assistance. Group study areas, quiet floors, collaboration stations, and a technology-rich environment support varied student learning styles. Library resources support textbook affordability initiatives, open-access publishing, and primary source research. Milner is home to distinctive collections in Special Collections and the University Archives as well as a Federal Depository Collection of government information begun in 1858.

Strategic Plan

The University's strategic plan, *Excellence by Design: 2024-2030*, approved by the Board of Trustees in the spring of 2024, is a shining example of the University's commitment to shared governance, with faculty, staff, students, and campus stakeholders playing an active role in contributing to the creation of the document. Guided by a strong foundational design and building on our past strategic plan, *Educate • Connect • Elevate: Illinois State: 2018-2023*, the plan emphasizes Illinois State's commitment to excellence through continued improvement to shape an exciting future.

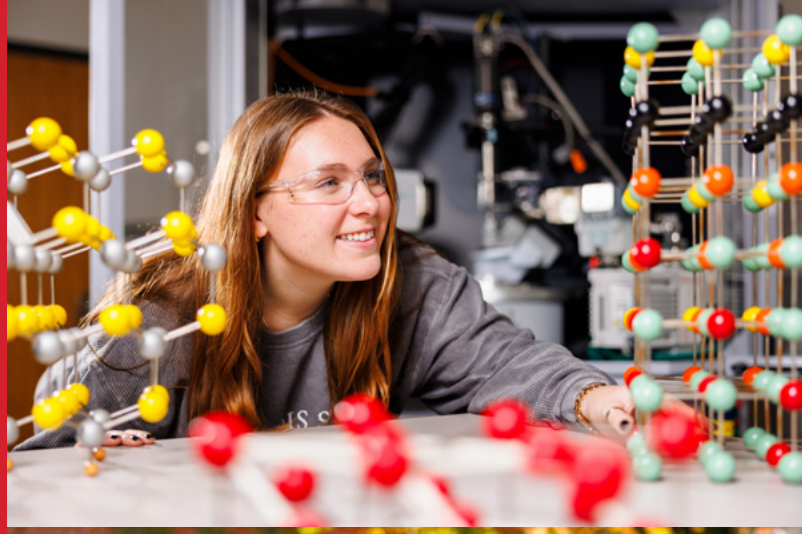
Excellence by Design: 2024-2030 affirms our seven core values: Excellence in Teaching, Learning, and Scholarship; Individualized Attention; Equity, Diversity, Access, and Belonging; Collaboration; Community and Civic Engagement; Respect; and Integrity. By acting on these values, we create a learning environment that results in our university being the first-choice public university in Illinois for high-achieving, motivated students who seek an individualized educational experience combined with the resources of a large university.

With its four strategic directions—Cultivate a Culture of Success and Belonging, Foster a Culture of Responsible Stewardship, Elevate our Institutional Excellence, and Expand Mutually Beneficial Partnerships—*Excellence by Design: 2024-2030* serves as a practical guide for all units within the University for planning and resource allocation decisions. This plan guides Illinois State as it forges a new educational path across the next four years.

Master Plan

The Master Plan presents a long-range blueprint for the physical development of Illinois State University—its future size, form, function, character, image, and environment. The plan presents a series of recommendations designed to further the University's physical transformation beyond what has been accomplished in recent years. These recommendations have been tailored to support and enhance the University's strategic plan. A midplan review is currently underway.

For more information, visit MasterPlan.IllinoisState.edu.









ILLINOIS STATE UNIVERSITY

METRICS OF *Excellence*

FIRST-CHOICE INSTITUTION

In Fall 2026, Illinois State enrolled 21,577 students. Illinois State continues to see strong interest from students across Illinois and beyond, with growth in transfer enrollment and record participation in the University's Honors Program.

BANG FOR THE BUCK

Illinois State is ranked among the top universities for return on investment. *U.S. News & World Report* recognized the University as one of the Best Value Schools in the nation, and *Washington Monthly* included the University on the Best Colleges for Your Tuition (and Tax) Dollars list in the Midwest.

HIGH RETENTION AND GRADUATION RATES

Illinois State students complete their degrees on time. Illinois State's retention rate is 81.4%, and our graduation rate is 69%.

TOP PUBLIC UNIVERSITY

Illinois State made *U.S. News & World Report's* 2027 rankings of America's top public schools, at No. 116. In addition, the University was ranked in the upper echelon of *Money's* 2026 list of Best Colleges in America for quality education and affordability.

RECORD FUNDRAISING

Illinois State University raised more than $52 million in private support, reaching its highest private support total in university history. Through these donations, more than 4,500 scholarships were awarded last fiscal year.

TOP COLLEGE TOWN

The University's hometown ranks as one of the top three best college towns in America based on its affordability and safety, while its entertainment scene, community, and quality of life are listed as reasons it also ranks as one of the Best Places to Live in the United States.

MILITARY FRIENDLY SCHOOL

Illinois State supports veterans and those in the military. In 2025-26 we were ranked a top 10 Military Friendly School by VIQTORY.

CIVICALLY ENGAGED CAMPUS

Illinois State's campuswide commitment to our core value of civic engagement has earned us recognition with the Elective Classification for Community Engagement, as an Excellence and Innovation Award for Civic Learning and Community Engagement recipient, and as a Voter Friendly Campus.

ILLINOIS STATE UNIVERSITY
Illinois' first public university



College of Business

Illinois State University's College of Business has a long-standing reputation for preparing graduates for successful careers throughout Illinois and across the nation. Located in the State Farm Hall of Business, the college offers a comprehensive portfolio of undergraduate and graduate programs and holds AACSB International accreditation in business with supplemental accounting accreditation, reflecting its commitment to academic quality and continuous improvement.

The college is organized into four departments: Accounting; Finance, Insurance, and Law; Management; and Marketing. They offer multiple majors and sequences that prepare students for leadership in accounting, finance, insurance, information systems, management, marketing, supply chain management, entrepreneurship, and related disciplines. Undergraduate enrollment for fall 2026 is 3,658. The college offers three STEM-designated graduate degree programs: a traditional MBA program, an M.S. in accountancy, and an M.S. in marketing analytics. In addition, the college offers both a Master of Professional Accountancy (MPA) and a Master of Business Education (MSBE) program. Overall graduate enrollment in the college for fall 2026 is 287.

Through outstanding teaching, impactful scholarship, close faculty mentorship, and a commitment to experiential learning, the college prepares students to apply their knowledge and lead in complex business environments. To support students' overall academic success and well-being, the College of Business offers a dedicated, college-wide Academic Advising Center, where advisors provide guidance tailored to each student's major and plan of study. Career programming and professional development opportunities are also integrated throughout the curriculum and student organizations, helping students build the skills and experiences needed for success beyond the classroom. An extensive network of alumni and corporate partners enriches student learning through internships, applied projects, and professional engagement while supporting career development, philanthropy, and strategic partnerships.

Student success extends beyond graduation, with College of Business graduates achieving strong career outcomes. Among 1,030 graduates included in the most recent employment survey, the college reported a 94% career outcome rate, with 97% employed within six months of graduation. Graduates reported an average salary of $57,151, and 88% of those employed began their careers in Illinois, underscoring the college's important role in preparing business professionals who contribute to the state's workforce and economy. The graduate survey achieved a 90% employment response rate, providing a strong foundation for understanding the early career outcomes of college graduates.

The college enters this search with a strong foundation at a time when advances in artificial intelligence, data analytics, and automation, alongside demographic change and evolving global markets and workforce expectations, are transforming business education. These developments create significant opportunities for the next dean to strengthen the college's scholarly impact, deepen its partnerships, expand its reach, and elevate its national reputation for preparing principled, innovative, and adaptable business professionals.



Department of Accounting

The Department of Accounting has established a strong reputation for excellence in accounting and business information systems education. The department offers undergraduate and graduate programs designed to prepare students for an increasingly technology-driven business environment, including multiple undergraduate sequences in accountancy and business information systems, a Master of Science program, and a Master of Professional Accountancy program. In addition, the department is currently developing a new, accelerated MPA program. Accounting consistently boasts a high CPA exam pass rate for its graduate students.

A hallmark of the department is its commitment to student learning and faculty engagement. Faculty in accountancy and information systems emphasize active participation and interaction with students, providing an educational experience grounded in strong academic preparation and professional relevance. The college's accreditation by AACSB International in both business and accounting further reflects the quality of its academic programs.

The department's combination of accounting, information systems, technology, and professional preparation positions it to continue responding to changes in the accounting profession and the evolving needs of employers.

Department of Finance, Insurance, and Law

The Department of Finance, Insurance, and Law offers programs that prepare students for careers across financial services, corporate finance, investment, insurance, and risk management. Academic offerings include general finance, risk management and insurance, and insurance-business information systems, along with minors in financial planning and insurance. The department's programs are also popular options for students interested in adding second majors and minors.

Among the department's distinctive strengths is its risk management and insurance program, which has a premier, internationally known curriculum. The program prepares students for careers in insurance and risk management, while the insurance-business information systems program enables students to combine insurance preparation with expertise in programming and business information systems.

Through the integration of finance, insurance, risk management, technology, and the legal dimensions of business, the department provides students with preparation relevant to a broad range of professional environments and contributes an important area of distinction to the college.

Department of Management

The Department of Management offers a broad portfolio of academic programs focused on organizations, leadership, entrepreneurship, human resources, and global business. Programs of study include entrepreneurship and small business management, human resource management, organizational leadership, business administration, and international business. The department also offers minors in business administration (non-College of Business majors only), business environment and sustainability, entrepreneurship, international business, and organizational leadership for students in the College of Business.

Experiential learning is central to the department's approach. Upper-level courses incorporate hands-on experiences and projects with real clients, providing students opportunities to apply classroom learning to business challenges. Students may further strengthen their professional preparation through internships in private, public, and nonprofit organizations while earning academic credit. The department notes that internship participation provides

practical experience and can increase students' marketability as they pursue full-time employment.

Management faculty embrace Illinois State's teacher-scholar model, combining a strong commitment to teaching and student mentorship with active research agendas. Faculty scholarship has appeared in leading publications in management, organizational behavior, human resources, international business, information systems, innovation, and entrepreneurship.

The department's breadth, faculty scholarship, experiential learning opportunities, and emphasis on professional preparation position it to make significant contributions to the development of future organizational leaders, entrepreneurs, and business professionals.

Department of Marketing

The Department of Marketing offers a portfolio of programs designed to respond to the changing needs of business and society. Areas of study include marketing, integrated marketing communication, professional sales, business education, and advanced marketing analytics, as well as the master's program in marketing analytics and the accelerated master's. These academic programs are rigorous and challenging, with faculty employing active-learning approaches that encourage significant student involvement.

The department has placed an emphasis on connecting academic study with contemporary professional practice. Students work with real organizations through live-client projects and have opportunities to earn industry-recognized certifications and microcredentials. Artificial intelligence concepts and applications are integrated across the curriculum, providing students with opportunities to develop skills relevant to the evolving marketing profession.

The department's business education program, the only program of its kind in Illinois, offers two distinct pathways: business teacher education, which prepares students for a six–12 endorsement in business, marketing, and computer education, and training and development, which prepares students for careers in professional training and workforce development.

In addition, the professional sales program is ranked as one of the top programs in the nation and is a member of the University Sales Center Alliance (USCA).

Together, the department's strengths in curriculum innovation, experiential learning, and emerging technology provide a contemporary foundation for preparing graduates to succeed in a rapidly changing business environment.

Centers and institutes

The College of Business is home to a distinctive portfolio of centers and institutes that extend learning beyond the classroom and strengthen connections among students, faculty, alumni, business, and industry. These entities provide opportunities for students and faculty to engage directly with professionals and organizations while helping the college remain connected to trends shaping business and industry.

Carson and Iris Varner International Business Institute

The Carson and Iris Varner International Business Institute (VIBI) advances the global dimensions of business education at Illinois State by supporting international opportunities for students and faculty and promoting the development of global perspectives and skills. Established in 2008, the institute builds upon Illinois State's long-standing commitment to international business education. It supports opportunities including international business study, study abroad, international internships, case competitions, and special international programs and events.

VIBI also engages alumni and organizations through outreach programs designed to enhance students' skills while providing participating organizations with global perspectives. Illinois State's international business program is accredited by the Consortium of Undergraduate International Business Education (CUIBE).

George R. and Martha Means Center for Entrepreneurial Studies

The George R. and Martha Means Center for Entrepreneurial Studies serves as a focal point for entrepreneurship at Illinois State University, providing inspiration, education, networking, and assistance for entrepreneurially focused students, faculty, and alumni. Its work encompasses entrepreneurship programming, student consulting, research, and support for both startup and corporate entrepreneurship.

The center provides programs and experiences designed to help develop the next generation of entrepreneurs. Among its initiatives are a pre-accelerator program to help students advance business ideas toward operating ventures and an accelerator program that provides year-round support to student entrepreneurs whose businesses have begun to experience growth. The center was established through a planned gift from George and Martha Means, with the goals of enhancing students' academic and business experiences and serving as a research and consulting resource for local businesses.

Hagge Innovation Institute

The Hagge Innovation Institute serves as a catalyst for innovation across Illinois State University, providing transformational learning opportunities designed to develop the skills and innovative mindset students need to lead in their chosen careers. Importantly, its reach extends beyond the College of Business to students throughout the University.



The institute creates opportunities for students to apply innovation and creative problem-solving in practical settings. Its initiatives include the Innovation Consulting Community, which connects Illinois State students with organizations on substantive projects, as well as design-thinking workshops, visiting innovators, and individual innovation coaching.

Institute for Financial Planning and Analysis

The Institute for Financial Planning and Analysis strengthens connections between financial education, professional experience, and the financial services industry. Its mission is to promote and cultivate financial-advising experiences for students while developing relationships with business partners working in financial services.

A particular emphasis of the Institute is building relationships with employers, alumni, and prospective scholarship donors and engaging financial-services professionals in strengthening programs and creating opportunities for students.

Katie School of Insurance and Risk Management

Established in 1991, the Katie School of Insurance and Risk Management supports Illinois State's undergraduate programs in insurance and risk management and actuarial science. The Katie School emphasizes industry involvement, innovative teaching, applied research, and student-centered learning as it prepares students for leadership in the insurance and risk management industry.

The Katie School connects academic preparation with industry through educational programs and events, research, scholarships and awards, internships, and initiatives focused on ethical leadership. Industry leaders are actively involved in the insurance program, and the Katie School works with the industry in the continual development of the program to better prepare individuals entering insurance careers. Its advisory board includes leaders representing national and regional financial and insurance organizations.

Organizational Leadership Institute

The Organizational Leadership Institute (OLI) provides leadership-development opportunities for students, alumni, and members of the local business community. Its student-focused programs are designed to enhance the leadership experiences and personal leadership development of College of Business majors through increased exposure to leadership principles and opportunities to develop their own leadership skills.

The institute's programming includes Leadership Lunches, a Professional Development Series, and a Reading Program in Leadership. Its reach extends beyond campus through leadership-development programs for community and corporate participants, including seminars, certificate programming, and customized leadership-development experiences designed around organizational objectives.

Professional Sales Institute

The Professional Sales Institute advances personal selling and sales leadership in the business-to-business environment for students and business professionals. Located in the State Farm Hall of Business, the institute represents a partnership between higher education and the business sector and provides programming designed to enrich student learning while fostering interaction with practicing sales professionals and employers.

The institute provides opportunities for students to distinguish themselves through specialized programs and competitive experiences, such as the Sales Scholar program and Certified Sales Student Achievement Program. The institute also hosts a sales competition for high school students and creates opportunities for College of Business students to connect with sales professionals and companies offering career pathways.

Dean, College of Business

Illinois State University is a nationally recognized public university committed to excellence in teaching, learning, scholarship, creative activity, civic engagement, and public service. As Illinois' first public university, Illinois State has built a long-standing tradition of preparing graduates who make meaningful contributions to their professions, their communities, and society.

Illinois State is a Carnegie R2 research university and has been recognized as an Opportunity College and University, reflecting its dual commitment to expanding educational opportunities and ensuring students achieve meaningful post-graduate success. The University combines the personalized educational experience of a student-centered institution with the scholarly ambition and growing research enterprise of a nationally respected public university.

Guided by its strategic plan, *Excellence by Design*, Illinois State focuses on strengthening student success, expanding scholarly and creative impact, advancing community engagement, investing in faculty and staff excellence, and ensuring the long-term resilience of the institution. Rather than pursuing growth for its own sake, the University is intentionally building the organizational capacities that will enable it to adapt, innovate, and lead in an increasingly dynamic higher education landscape.

Illinois State recognizes that excellence is strengthened by welcoming individuals with diverse experiences, perspectives, identities, and backgrounds. The University is committed to fostering an environment where every student, faculty member, and staff member can thrive and where equity, diversity, access, and belonging are reflected in our teaching, scholarship, leadership, and service.

The next dean will join a University characterized as a comprehensive public university that combines strong teaching, growing research capacity, high student success outcomes, and an excellent return on investment. Illinois State places an emphasis on civic engagement and serving the public good, which are woven into our strategic framework. The University embraces the teacher-scholar model and strives for a balance between scholarly and creative contributions in conjunction with impactful learning experiences.

Illinois State University seeks a strategic and innovative academic leader committed to the mission, vision, and values outlined in the University's strategic plan. The dean is the chief academic and executive officer of the college, providing vision and leadership in the context of shared governance.

The dean's overarching responsibilities are to develop an effective collegial environment that supports excellence in teaching, scholarship, and service; advances the mission of the college; and adheres to the AACSB Global Standards for Business Education. The dean's responsibilities include:

- Facilitating collaborations within the college, the University, and the broader community.
- Providing leadership that advances the University's commitments through extramural funding as well as internal and external partnerships.
- Providing leadership to advance equity, diversity, access, and belonging to effectively serve all students, faculty, and staff in the college.
- Engaging college faculty, staff, and students in developing a shared plan for the future of the college and its role in the broader mission of the University.
- Serving as the academic leader and advocating on behalf of the college to the provost and president.
- Engaging with donors, alumni, and external constituents to seek support and other resources for the college.
- Overseeing promotion and tenure standards in the college to promote excellence in instruction.
- Providing leadership to expand scholarship, scholarly outcomes, and grant activity.
- Supervising the college leaders and dean's office staff.
- Assuming fiscal responsibility for the college.

The dean reports to the vice president for Academic Affairs and provost, who reports to the president of Illinois State University. Personnel reporting to the dean include two associate deans, four department chairs, institute and center directors, and additional support staff. The dean works closely with the college's director of development for philanthropic support and college facilities planners. The dean is expected to work collaboratively and collegially with seven other academic deans as well as administrators from all four divisions of the University.

The 12-month position has a preferred starting date of July 1, 2027.

The leadership opportunity

The dean leads in the context of shared governance, working collaboratively with faculty, staff, students, alumni, employers, corporate partners, community leaders, and University colleagues to shape the future of business education. The successful dean will balance academic excellence with operational effectiveness, entrepreneurial thinking with thoughtful stewardship, and innovation with a deep respect for the college's traditions and values.

While the dean serves as the chief advocate for the College of Business, Illinois State also expects its deans to serve as institutional leaders. The next dean will contribute to universitywide initiatives, collaborate across colleges and divisions, and help strengthen Illinois State as a whole. Opportunities for collaboration include partnerships with the new College of Engineering, the Katie School of Insurance and Risk Management and its connections to actuarial science, and the School of Information Technology in the College of Applied Science and Technology. These partnerships offer opportunities to advance interdisciplinary initiatives in areas such as data analytics, artificial intelligence, risk management, and innovation.

The University is not seeking a leader who simply manages an excellent college. We seek a leader who will elevate it.

The next dean joins the College of Business at a pivotal moment for both business education and higher education. Rapid advances in technology, changing workforce expectations, demographic shifts, new models of learning, and increasing demands for public accountability are transforming the role of colleges of business.

These changes present an extraordinary opportunity to reimagine how business education prepares graduates, supports organizations, advances scholarship, and contributes to economic and community vitality.

The next dean will have the opportunity to build upon the college's many strengths while leading its next phase of growth and distinction.

Build an exceptional college

The next dean will continue building a culture characterized by trust, transparency, collaboration, accountability, and shared purpose.

The successful dean will invest in leadership development throughout the College of Business, empowering department chairs, faculty, and staff while fostering an environment where innovation, collaboration, and continuous improvement become part of the college's everyday culture.

Prepare students for the future

Business education is evolving rapidly. Employers increasingly seek graduates who combine technical expertise with adaptability, ethical judgment, systems thinking, communication skills, and the ability to lead in environments characterized by uncertainty and rapid change. The next dean will position the College of Business to prepare graduates not simply for their first job, but for careers of continuous learning and leadership.

Student success will remain the college's highest priority, encompassing recruitment, retention, graduation, career readiness, and lifelong engagement with the University.

Elevate scholarly impact

Illinois State is committed to expanding the impact of faculty scholarship and creative activity.

The next dean will build upon the College of Business' scholarly strengths by fostering an environment in which faculty pursue ambitious ideas, collaborate across disciplines, secure competitive external funding, and produce research that advances business knowledge while addressing the challenges facing organizations and society.

The dean will support the development of a thriving scholarly community by investing in faculty success, mentoring emerging scholars, strengthening research infrastructure, and celebrating scholarship that demonstrates meaningful academic, professional, and societal impact.

Success will be measured not only by scholarly productivity, but also by the influence that scholarship has on business practice, public policy, entrepreneurship, organizations, and communities.

Become an indispensable business partner

The College of Business enjoys long-standing partnerships with employers, alumni, professional organizations, and business leaders throughout Illinois and beyond.

The next dean will strengthen these relationships while cultivating new opportunities that enhance student learning, faculty scholarship, workforce development, and economic growth.

As the college's chief ambassador, the dean will represent Illinois State with authenticity, credibility, and enthusiasm while building enduring relationships with alumni, donors, entrepreneurs, corporate executives, policymakers, and community leaders.

The successful dean will position the college as an indispensable partner in advancing innovation, entrepreneurship, talent development, and economic vitality throughout the region and beyond.

Lead the comprehensive campaign

The next comprehensive fundraising campaign represents an important opportunity to advance the College of Business' aspirations.

Working closely with University Advancement, alumni, faculty, and community partners, the dean will articulate a compelling vision that inspires philanthropic investment in scholarships, faculty excellence, research, student opportunity, facilities, and strategic initiatives. The successful dean will cultivate enduring partnerships rooted in shared purpose and long-term engagement.

Build the college of the future

The strongest organizations continually evolve.

The next dean will help ensure that the College of Business remains agile, innovative, and well positioned to respond to future opportunities and challenges.

This includes thoughtfully integrating emerging technologies, strengthening organizational effectiveness, simplifying processes, developing future leaders, making evidence-informed decisions, and strategically investing resources where they will have the greatest long-term impact.

The dean will foster a culture that embraces thoughtful experimentation, continuous learning, responsible stewardship, and organizational adaptability while preserving the college's enduring commitment to academic excellence.

Ultimately, the opportunity is not simply to manage change, but to build an organization capable of thriving through change.



Qualifications and personal qualities

Illinois State University seeks a leader who combines academic credibility, strategic vision, operational excellence, and a genuine commitment to developing people and strengthening organizations.

The successful candidate will be an accomplished scholar, an experienced academic administrator, and an exceptional relationship builder who leads with integrity, humility, and purpose. This individual will understand the evolving landscape of higher education and business education while demonstrating the judgment, curiosity, and courage necessary to guide the college through future opportunities and challenges.

The next dean will be expected to foster a culture of collaboration, innovation, accountability, and continuous improvement while serving as both the chief advocate for the College of Business and a trusted institutional leader.

Required qualifications

The successful candidate will possess:

- An earned doctorate or other terminal degree in a discipline appropriate for appointment within the College of Business from an accredited institution or its international equivalent.
- A distinguished record of scholarship, teaching, and professional achievement that merits appointment as professor with tenure in the College of Business at Illinois State University.
- Experience serving in a full-time administrative leadership role (dean, associate dean, assistant dean, department chair, etc.) within an AACSB-accredited college of business.
- Demonstrated success providing collaborative leadership within a shared governance environment, working collegially with faculty, staff, students, other deans and administrators, alumni, and external stakeholders in developing goals and programs.
- A record of aligning fiscal resources with strategic priorities and managing budgets effectively in support of high-quality undergraduate and graduate instruction, scholarship, and outreach.
- Demonstrated experience in making meaningful contributions to AACSB accreditation processes, including assurance of learning and continuous improvement.
- Demonstrated commitment to excellence in undergraduate, graduate, online, and international education.
- Demonstrated success in supporting faculty engaged in the teacher-scholar model that balances high-quality instructional practices with meaningful peer-reviewed contributions to disciplinary knowledge.
- Experience with faculty recruitment, development, evaluation, promotion, tenure, and mentoring.
- Demonstrated commitment to advancing equity, diversity, access, and belonging in support of student, faculty, and staff success.
- Experience developing strategic partnerships with business, industry, government, nonprofit organizations, and community leaders.
- Demonstrated success in fundraising, donor engagement, corporate relations, or resource development.
- Experience with strategic planning, organizational change, and continuous improvement.

Additional qualifications

- Experience leading AACSB accreditation efforts or serving as a peer review team member.
- Exceptional communication skills, with the ability to build relationships across stakeholder groups.
- Demonstrated commitment to advancing Illinois State University's core values as articulated in the strategic plan, *Excellence By Design 2024-2030*.
- A record of securing or supporting externally funded research and sponsored programs.
- Experience supporting graduate education and program innovation.
- Experience leading organizational transformation during periods of significant change.
- Experience working within a unionized faculty environment.
- Demonstrated success using data to improve student success, organizational performance, and strategic decision-making.

What success will look like

Success as dean will not be defined solely by enrollment, fundraising totals, rankings, or research expenditures. Rather, five years from now, colleagues should describe the College of Business as an organization that is stronger, more collaborative, more innovative, and better positioned for the future because of the dean's leadership.

The successful dean will have:

- Strengthened academic excellence and student success.
- Elevated the college's scholarly impact and national reputation.
- Expanded meaningful partnerships with business, industry, alumni, and community leaders.
- Inspired philanthropic investment that advances the college's aspirations.
- Developed future leaders throughout the college.
- Strengthened organizational effectiveness and fiscal stewardship.
- Maintained the college's AACSB accreditation standards while fostering a culture of continuous improvement.
- Fostered a culture characterized by trust, transparency, accountability, and collaboration.
- Positioned the college to thrive in a rapidly changing higher education environment.

Ultimately, the dean's legacy will not be measured only by what was accomplished during their tenure, but by the people they developed, the culture they cultivated, and the organizational capacity they created for future generations.

Illinois State University invites visionary leaders who share these aspirations to help shape that future.

How to apply

Greenwood Asher & Associates is assisting Illinois State University in this search. Applications and nominations are now being accepted. Inquiries and nominations should be directed to Kyle Pybus-Jerome, Jeremy Duff, and/or Denice Perdue from Greenwood Asher & Associates. Interested applicants can apply here http://jobsearch.illinoisstate.edu/cw/en-us/job/522491?lApplicationSubSourceID=. Application materials should include:

- A letter of interest describing how the candidate's experience aligns with the leadership opportunities and expectations described in this profile
- A current resume/curriculum vitae

Candidates should also provide the names and contact information for three references. References will not be contacted without prior knowledge and approval from candidates.

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made. For best consideration, applications and nominations should be provided by **December 30, 2026.**

Please direct inquiries, nominations, and application materials to:

Kyle Pybus-Jerome
Senior Executive Search Consultant
kylepybusjerome@greenwoodsearch.com

Jeremy Duff
Vice President of Executive Search
jeremyduff@greenwoodsearch.com

Denice Perdue
Senior Executive Search Consultant
deniceperdue@greenwoodsearch.com

Dr. Aondover Tarhule, President



Dr. Aondover Tarhule joined Illinois State University in 2020 as vice president for academic affairs and provost and currently serves as president. His immediate prior administrative appointment was vice provost and dean of the Graduate School at Binghamton University (State University of New York). Before that, he was executive associate dean and department chair in the College of Atmospheric and Geographic Sciences at the University of Oklahoma. In these positions, he worked on creating new academic programs, increasing student enrollment, increasing diversity, faculty retention, shared governance, and international partnerships and linkages.

Having earned master's degrees and a doctoral degree in geography from McMaster University in Hamilton, Ontario, Canada, Tarhule received a postdoctoral fellowship from the Canadian Science Advisory Council to conduct research at Queens University in Kingston, Ontario, Canada. Tarhule earned an additional master's degree in environmental resources planning and a bachelor's degree in geography, both from the University of Jos, Plateau State, Nigeria.

A broadly trained physical geographer, Tarhule has wide-ranging research interests in hydroclimatic variability, droughts, water resources scarcity, and climate information dissemination and use. His scholarly research has appeared in prestigious international journals, including *Nature (Scientific Reports, Climate Perspectives), Journal of Hydrology, Remote Sensing*, and *Bulletin of the American Meteorological Society*, and book chapters. His efforts as principal investigator (PI) or co-PI have resulted in more than $5 million in grants from such agencies as the National Science Foundation, the United States Agency for International Development, the National Institutes of Health, and the United States Geological Survey. He has served on the editorial board of the *Scientific World Journal* and the *African Geographical Review*, and as guest editor on several journals including *Remote Sensing, Atmosphere,* and *Climate Research.*

Tarhule has served on committees of prominent national and international organizations, including as consultant to the World Bank (Climate Risk Assessment of the Niger River Basin Sustainable Development Action Plan) and member of the Executive Committee of the Board on Oceans, Atmosphere, and Climate, and Association of Public and Land Grant Universities. He is a member of the College of Mentors of the Council for the Development of Social Science Research in Africa (CODESRIA) and an executive board member of the Walker Institute, University of Reading, in England.

Dr. Ani Yazedjian, Vice President for Academic Affairs and Provost



Dr. Ani Yazedjian, University Professor, joined the Office of the Provost in 2019 as associate provost and currently serves as vice president for academic affairs and provost. In her role as associate provost, Yazedjian oversaw new program development through the Illinois Board of Higher Education and institutional accreditation through the Higher Learning Commission, and was actively involved in the creation of the new College of Engineering. On campus, she supervised the Center for Civic Engagement, the Office of International Education, and University Assessment Services. Yazedjian served on the University strategic planning steering team and the COVID-19 steering team.

Yazedjian has also served as chair of the Department of Family and Consumer Sciences at Illinois State. As chair, she led the increase in the number of degree programs in the department, developed the first accelerated master's degree programs on campus, created a new online dietetic internship certificate, increased student enrollment, oversaw over $1 million in equipment and facilities upgrades, and secured donor contributions for five new scholarships. She was named a University Professor in 2013 and received the University's Distinguished Service Award in 2023 and the David A. Strand Diversity Achievement Award in 2026.

Over the last two decades, Yazedjian has received over $7 million to support her scholarly interests in delivering evidence-based programs to support adolescent development. Most recently, between 2015 and 2020, she directed the *CARE4U* program which provided over 1,100 primarily African American and Hispanic youth with relationship education, job readiness, and financial management skills in order to support their successful transition to adulthood. In 2021, she received the Marie F. Peters Award from the National Council on Family Relations, a biennial recognition given to a distinguished scholar, researcher, or practitioner who has made significant contributions to the area of racial and ethnic diversity in families.

Prior to her time at Illinois State, Yazedjian was a faculty member in the Department of Family and Consumer Sciences at Texas State University. In 2010, she was appointed as presidential fellow where she served on the president's cabinet and focused on developing and implementing internationalization efforts across campus. She earned a doctorate and master's degree in human and community development from the University of Illinois Urbana-Champaign and a bachelor's degree in sociology from the University of Florida.

Nationally, Yazedjian has served in leadership roles with the National Council on Family Relations, the Council for Accreditation of the American Association of Family and Consumer Sciences, and the Council for Administrators in Family and Consumer Sciences. She was selected by the Higher Education Resource Services for the Wellesley Institute, which develops women leaders in higher education.

In the local community, she has been involved with the Family and Consumer Science Professionals of McLean County and volunteered with Junior Achievement. She also served for six years on the board of the Multicultural Leadership Institute.



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