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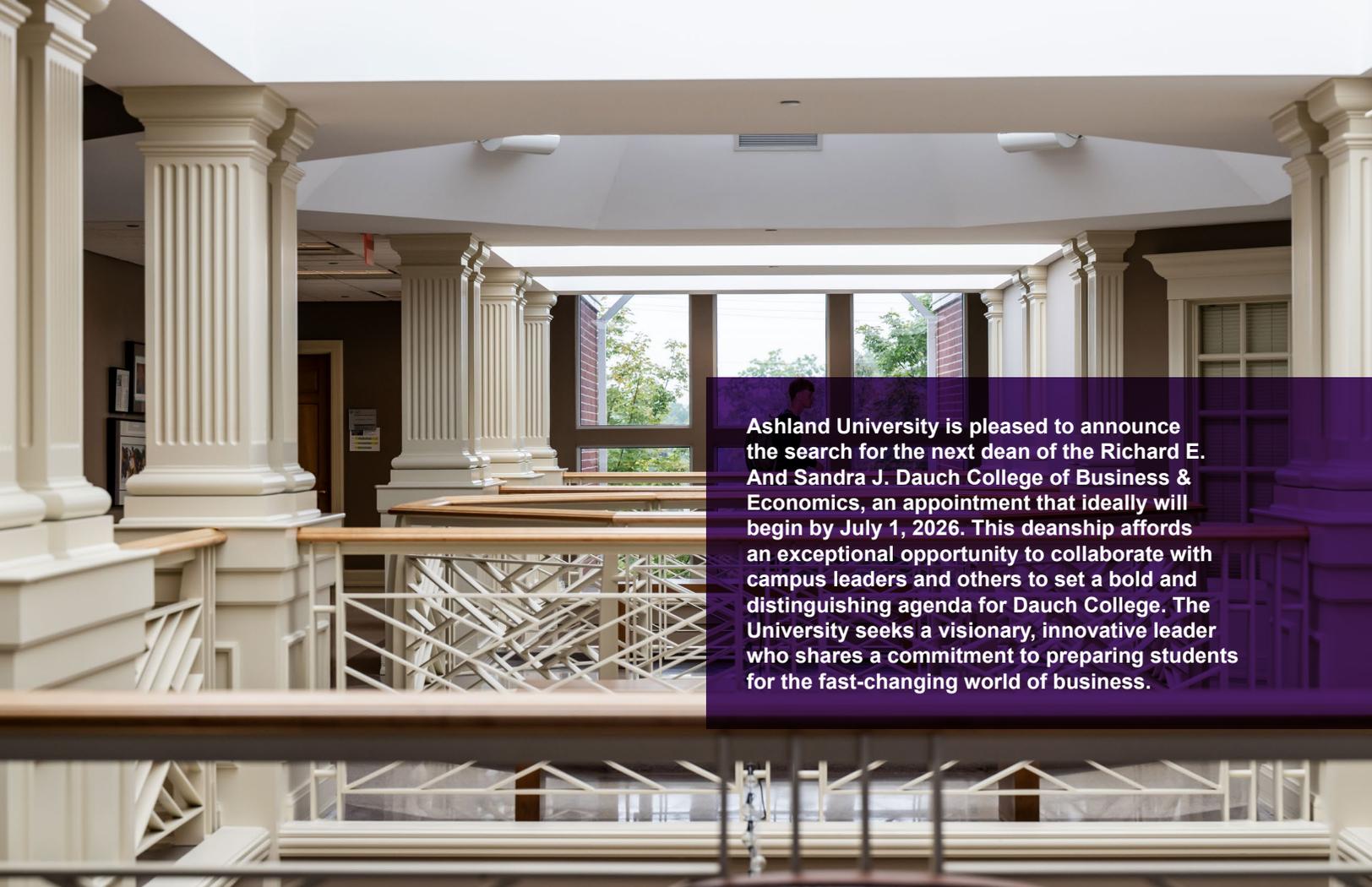
DEAN OF THE COLLEGE OF  
BUSINESS & ECONOMICS



**ASHLAND**  
**UNIVERSITY**

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Ashland University is pleased to announce the search for the next dean of the Richard E. And Sandra J. Dauch College of Business & Economics, an appointment that ideally will begin by July 1, 2026. This deanship affords an exceptional opportunity to collaborate with campus leaders and others to set a bold and distinguishing agenda for Dauch College. The University seeks a visionary, innovative leader who shares a commitment to preparing students for the fast-changing world of business.

## ABOUT ASHLAND UNIVERSITY

Ashland College was founded in 1878 in Ohio by the German Baptist Brethren (now The Brethren Church) and renamed Ashland University in 1989, to reflect the many diverse undergraduate, graduate and professional programs offered. The University's mission is to provide a *transformative learning experience, shaping graduates who work, serve and lead with integrity in the local, national and global communities*. With values shaped by Ashland's Brethren heritage on a campus where people of all faiths and no professed faith are welcomed, the University promotes the principles of respect for one another, compassion for all, and a life lived in peace with justice. One of the hallmarks of Ashland's values is that students are taught "How to Think, Not What to Think," and the campus is passionately attentive to this.

Today, Ashland is an independent, comprehensive university that consists of four degree-granting academic colleges – the College of Arts & Sciences, the Dauch College of Business & Economics, the Schar College of Education, and the Schar College of Nursing and Health Sciences. Together they offer a diverse set of more than 60 undergraduate programs in the liberal arts, pre-professional and professional disciplines, as well as 20

master's and doctoral programs. The University offers 20 online degree programs (10 undergraduate and 10 graduate programs), including a Business associate's degree and a Business bachelor's degree.

The Ashland Theological Seminary, on a nearby campus, offers nine master's degree programs, a doctorate in ministry and two certificates. Ashland's commitment to attainable and transformational education is evident through its Correctional Education program, offered through its four colleges and annually enrolling approximately 2,700 students in six states, making it one of the largest programs of its kind in the nation. It provides incarcerated learners with the choice of two associate degrees, three bachelor's degrees, and five minors.

In addition to its academic degree offerings, Ashland takes pride in being the home of the prestigious Ashbrook Center, a leader in training students, teachers, and the public in constitutional self-government and what America represents in the long history of the world. Another point of pride and distinction is the University's top position among colleges and universities for serving veterans and military family members.

## ABOUT ASHLAND UNIVERSITY (CONT.)

AU's faculty are committed to helping students explore their passions and develop the practical skills they need for future success. The 138 full-time and 313 part-time faculty are joined by a staff of more than 500 full-time and 60 part-time employees who are equally devoted to serving the needs of AU's students. One of the key features of an Ashland education is its commitment to high impact practices and excellent mentoring. A 14:1 student:faculty ratio enables its students to build close relationships with faculty and gain hands-on experiences. Within six months of graduation, 90% of graduates are employed or enrolled in further education.

Ashland attracts a student body of over 1,700 traditional undergraduates, an additional 1,000 online students, and an additional 2,700 correctional education students. While students enroll from 29 states and 19 countries, the University is proud to serve a large percentage of Ohioans (90%). A third of traditional undergraduates are first-generation students and about 15% of students self-identify as persons of color. The tuition for the current year is \$36,760. Ashland's generous financial aid (100% of students receive aid) demonstrates the University's commitment to affordability and access.

AU has a graduate enrollment of nearly 1,000 students. The most popular graduate programs are the Master of Business Administration, Master of Education, Physician Assistant Studies, Master of Arts in American History and Government, and the Doctorate in Leadership Studies.

Various college rankings and ratings give Ashland University high marks. *U.S. News, Money, Intelligent.com, and the Wall Street Journal* are among those that recognize AU's quality and excellence in many areas. In the 2025 edition of Best Colleges, Ashland ranked in the top 25% among Regional Colleges in the Midwest, #50 in Best Value Schools, #19 in Best Colleges for Veterans, and #61 in Top Performers on Social

Mobility. The Dwight Schar College of Education was named among the Best Graduate Education Schools in the nation, and the Dauch College of Business & Economics has been named a College of Distinction for preparing students for the global economy.

Ashland's NCAA Division II athletic teams, known as the Eagles, add to the University's reputation. Ashland offers 24 varsity sports (12 women's, 11 men's and 1 coed team). Over the last nine years AU has won five NCAA Division II team championships (two in women's basketball; three in men's track & field), witnessed a former student-athlete win an Olympic Gold medal, and celebrated 45 Academic All-Americans.

### CORE VALUES

**Accent on the Individual:** Pledges the best individual and collective efforts to challenge and encourage each member of the University within a supportive community.

**Spirituality and Faith:** Affirms Christian values as a core element of the University's institutional identity, emphasizing faith in God, moral integrity and respect for the diversity of values and faith that is found in a community of learning.

**Character Development:** Promotes integrity, self-discipline, responsibility, compassion, leadership, service and good citizenship.

**Academic Freedom:** Supports free, open and critical inquiry for both students and faculty that is consistent with intellectual and professional development.

**Excellence in Teaching:** Emphasizes teaching supported by research and scholarship as the University's central responsibility.

### ACCREDITATION

Ashland University is accredited by The Higher Learning Commission. Authorization to grant associate, bachelor's, master's, and doctoral degrees comes from the Ohio Department of Higher Education. In addition to Dauch College's accreditations from the Association to Advance Collegiate Schools of Business (AACSB) and the Accreditation Council for Business Schools and Programs (ACBSP), other accredited programs include those in clinical mental health counseling, dietetics, education, music, nursing, social work, and the Seminary.





## DAUCH COLLEGE OF BUSINESS & ECONOMICS

The Dauch College of Business & Economics (commonly referred to as COBE) houses four departments: Accounting and Management Information Systems; Marketing, Fashion Merchandising & Brand Management, and Sport Management; Business Management, International Business, Supply Chain Management, and Entrepreneurship; & Economics, Finance, and Business Analytics. Dauch College offers one associate degree, two undergraduate degrees (BSBA and BABA) featuring 15 majors and 20 minors, as well as an MBA and two specialized MS degree programs. A gift of \$700,000 will enable the next dean to build a program in industrial engineering, further amplifying Ashland's importance to industries in the region.

COBE employs 21 full-time faculty, 76% of whom are tenured or on the tenure-track. In addition, over 20 adjunct faculty contribute their professional skill and experience to Dauch College. In total, COBE enrolls more than 500 undergraduates and more than 200 graduate students. Through AU's Graduate Jumpstart Program, high-achieving undergrads can enroll in up to three MBA graduate-level courses (nine credit hours) during their senior year.

COBE is home to the Burton D. Morgan Center for Entrepreneurial Studies, devoted to encouraging the entrepreneurial spirit and fostering innovation that brings new business ideas to local, regional, state, national and global communities. The Morgan Center also strives to integrate entrepreneurship into all academic disciplines and thus serves students from across the University. In the last 10 years, more than 100 businesses have been launched by students, attesting to the Center's value and Ashland students' ingenuity.

Dauch College is fully AACSB and ACBSP accredited, providing strong evidence of the quality of its programs and faculty and its commitment to a student-centered approach to teaching and learning. Students gain both

### OUR MISSION

The Dauch College of Business & Economics educates students in a comprehensive, innovative, and engaging learning environment, through a competency-based curriculum led by teacher-scholars. We achieve our mission by:

- Providing an innovative, engaging, and transformational learning experience with experiential and applied learning opportunities.

- Engaging employers and key stakeholders so students can apply real-world industry standards and gain practical experience.

- Monitoring and assessing student learning to develop competencies in communication, problem-solving, decision-making, leadership and other key skills.

- Promoting character development, moral integrity, social responsibility, and respect for diverse values and faith.

- Recruiting and retaining faculty who are engaged as teacher-scholars and active in applied teaching and scholarship.

- Embracing a culture of innovation for continuous improvement and positive impact on stakeholders.

## DAUCH COLLEGE OF BUSINESS & ECONOMICS (CONT.)

theory and practical skills in small classroom settings where they benefit from one-on-one attention from professors. In addition to classroom skill development, real-world experience is provided by requiring an internship or work experience for all BSBA undergraduate business programs. J. M. Smucker, Northwestern Mutual, and the Pro Football Hall of Fame are among the top companies and industries offering internship and paid work opportunities to Ashland students.

A distinctive program offered by COBE is the Occupational Life Calling program, supported by two generous endowments. The program affords Ashland students the opportunity to take courses that will help them explore the diverse range of business and economics professions, how they might best see themselves fit within an organization or industry, and how to use the skills and talents they have developed at Ashland to attain career goals.

Study abroad and sponsored domestic travel experiences broaden students' education, often including tours of industry and corporate headquarters. Recent domestic trips have been undertaken to New York, Louisiana, and California, with international counterparts in Germany, the Netherlands and Costa Rica. Over fifty participants will venture to Paris, France, in March 2026. Scholarship funds are available to offset a portion of students' travel costs and a dedicated fund-raising effort by the next dean would be welcome.

Assessment of learning outcomes began in the mid-1990s at the University and is taken seriously by Dauch College. Outcomes are measured through a course-embedded, Peregrine Business Administration assessment, as well as external means such as the supervisor/employer evaluation of all interns.

COBE sponsors a rich array of student organizations to broaden students' education and provide a network of like-minded students. Among the organizations is the international business honor society, Beta Gamma Sigma. Students in the Eagle Investment Group (EIG) actively manage \$2.4 million of the University's endowment through real-world investment analysis and portfolio decision-making. The program provides hands-on experience and prepares students for careers in finance through applied learning and professional-level accountability.

Members of the Business Advisor Council contribute their expertise to Dauch College and often serve as mentors to students. The Council meets twice a year as a group, and individual members advise on strategic priorities at various times throughout the year.



### ENROLLMENT IN DEGREE PROGRAMS (2025-26)

#### Associate Degree

- Business--5

#### Bachelor's Degrees

- Accounting--63
- Business Administration--53
- Business Analytics--13
- Business Management--98
- Economics--9
- Entrepreneurship--14
- Fashion Merchandising and Brand Management--7
- Finance--73
- Industrial and Systems Engineering--12
- International Business--6
- Management Information Systems--3
- Marketing--61
- Organizational Leadership and Development--9
- Sport Management--73
- Supply Chain Management--20

#### Graduate Degrees

- Business Analytics MS--5
- Master of Business Administration--97
- MBA Global--6
- MBA One Year Online--97
- Supply Chain Management MS--5



## FINANCES AND FUNDRAISING

Ashland University is dedicated to maintaining a strong financial foundation. The University has a \$100 million operating budget, net assets of \$225 million, and a \$93 million endowment.

AU has \$56 million in outstanding bond debt. AU has met and exceeded its required debt covenants, Board Operating Reserve, maintaining at least 90 days of cash-on-hand. Its debt coverage ratio is greater than 1.25. The University has maintained a U.S. Department of Education Financial Responsibility Composite Score of at least 2.8 over the past five years.

From fiscal year 2021 through fiscal year 2025, several key financial indicators have shown significant improvement:

- total assets increased from \$298 million to \$314 million,

- bonds and notes payable decreased from \$64 million to \$57 million,
- net assets grew from \$194 million to \$225 million,
- the endowment increased from \$61 million to \$85 million (and increasing \$10 million more since then).

Ashland's last comprehensive campaign was completed in 2022 and generated \$100 million in gifts, estate commitments, and grants, well exceeding the initial goal of \$50 million. In the 2024-25 academic year, Ashland received \$26 million in gifts, bequests and grants, an amount that likely will be surpassed in 2025-26. The dean of the Dauch College of Business & Economics will have an exciting opportunity to work with friends, alumni, corporations, and foundations in support of Ashland's continued advancement success.

## LEADERSHIP AND GOVERNANCE

The Board of Trustees is a group of 25 individuals from diverse backgrounds. Board members include educators, pastors, business leaders, attorneys, and entrepreneurs. A majority of the Board of Trustees must be members of the Brethren denomination. The Board meets three times during the year.

Dr. Jon Parrish Peede assumed the presidency in June 2024, after spending much of his illustrious career in government service as a federal agency head. His Executive Leadership Team (ELT) includes the provost; vice president of operations and planning; vice president and chief financial officer; vice president of student affairs & auxiliary services, vice president of enrollment management; vice president of institutional advancement; executive dean of the Ashland Theological Seminary; chief human resources officer; chief of staff; and senior advisor to the president for student success. The

president and vice president of the faculty senate attend the ELT.

The COBE dean will report directly to Interim Provost Gregory McBrayer who, before becoming provost, held an appointment as a full-time faculty member in the department of History and Political Science, directed the Citizen Programs at the Ashbrook Center, and directed the University's core curriculum. COBE's dean will be a member of the provost's Academic Council comprising the assistant provost of student success and the deans of the four colleges, the Seminary, and eAshland.

An active Faculty Senate Executive Team, numbering 10 members, advocates for the concerns and interests of the faculty, academic programs, and mission of Dauch College, as well as serves as a consultative body for the administration.

## THE CAMPUS AND ITS ENVIRONS

A 2013 Master Plan guides campus improvements. Through generous donations, the University has recently undergone a \$10 million campus beautification effort, with upgrades to sidewalks, parking lots, signage, and landscaping. With gratitude for additional generous gifts, Ashland has invested \$10 million to significantly improve its largest residence hall. It is currently undertaking a \$15 million renovation of three other student residences.

The Seminary campus is conveniently located a half mile from the main campus. Nursing, Physician Assistant, and other programs are held in the Dwight Schar College of Nursing and Health Sciences in Mansfield, Ohio.

Ashland's main and Seminary campuses are located near downtown Ashland, a charming city with a population of about 20,000 full-time residents. The city prides itself on its friendliness, advertising Ashland as "The World

Headquarters of Nice People." While providing easy access to Columbus (82 miles away), Cleveland (66 miles), and Akron (50 miles) metropolitan areas, Ashland provides local, cultural activities such as the symphony and the popular Ashland Chautauqua, in which actors portray famous historical figures. The annual BalloonFest has led Ashland to be called the "balloon capital of the world." Ashland's mayor is an alumnus, as are many of the town's business owners and educators.

Ashland is surrounded by rolling hills, farms, and extensive parkland, and attracts outside enthusiasts who love hiking, fishing, and canoeing.





## LEADERSHIP AGENDA

Ashland seeks a creative, entrepreneurial dean who enjoys working with colleagues across the University and within Dauch College to advance the education and success of students. Supporting the dean is a dedicated, experienced staff including an associate dean, the internship & experiential learning coordinator and operations manager, and an administrative assistant.

The next dean of COBE will be expected to:

- Lead a curricular examination for two purposes: first, to understand area workforce needs and COBE's position in the market today and for the future; second, to assess COBE's responsiveness to the rapidly changing world of business and technology and to ensure that students are well prepared with the skills and mindset to enter the workforce and adapt to constant change.
- Serve the region surrounding the University by building partnerships with businesses and nonprofit organizations. With COBE's talented faculty, opportunities abound to serve the workforce through

graduate and certificate programs, executive education, and short-term educational offerings. Partnerships will also be expected to benefit Ashland's students through increased internships and employment opportunities, as well as bringing seasoned professionals to campus to share knowledge and expertise.

- Build relationships with alumni, parents, friends, and community partners to raise funds to support Dauch College and its faculty and students. Funding for program development, scholarships and internship support for students, and faculty development will be a key priority for the dean.
- Grow graduate enrollment with successes achieved through the means outlined above, among other strategies.
- Advance the interests of the University and effectively collaborate on the Academic Council, while also being an effective advocate for COBE.

## DESIRED QUALITIES

Ashland seeks a dean with the following qualities or experiences:

- Places student success central to all decision-making; enjoys interacting with and supporting students.
- Successive and successful leadership roles, along with financial acumen and solid experience with budget management.
- Effective communication and collaboration skills with the ability to inspire and lead others to work towards common goals.
- Preferably possesses a terminal degree, experience with graduate education and accreditation, and prior success in business or industry.
- Experience working with faculty or teaching in a university setting; candidates from outside academia with a strong understanding of higher education and shared governance are welcome to apply.



## PROCESS OF APPLICATION AND NOMINATION

The search committee for Ashland's next dean is being assisted by Academic Search. To apply, applicants should visit the following link: [www.academicsearch.org/AshlandDeanApply](http://www.academicsearch.org/AshlandDeanApply). Applications should consist of a substantive cover letter addressing the qualifications and expectations listed above and a curriculum vitae, both submitted as PDFs. A list of professional references will be required later in the process. Applications will be accepted until the position is filled; those received by 4 pm ET on **April 11, 2026** can be assured full consideration. Nominations and expressions of interest can be submitted in confidence to [AshlandDean@academicsearch.org](mailto:AshlandDean@academicsearch.org).

Confidential conversations about this opportunity may be arranged by contacting Senior Consultant Sharon Herzberger through the [AshlandDean@academicsearch.org](mailto:AshlandDean@academicsearch.org) link.

*Ashland University is a private university, founded and guided by the tenets of The Brethren Church. The University promotes the principles of respect for one another, compassion for all, and a life lived in peace with justice. These principles extend to the University's employment philosophy and practices. Harassment, in any form, will not be tolerated. All personnel-related activities, conditions and privileges of employment will be administered without regard to race, color, ancestry, age (over 40), sex, national origin, pregnancy or childbirth, disability, genetic information, military service, veteran status or any other status protected by laws applicable to the University.*

*While students, faculty, staff and members of the Board of Trustees represent many religious, non-religious and ideological backgrounds, the University reserves the right to seek, hire and promote individuals who support its Core Values. This includes affirming Christian values as a core element of the university's institutional identity, emphasizing faith in God, moral integrity and respect for the diversity of values and faith of each person in a community of learning.*

*Employment with the University will require a criminal background check.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Ashland University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

