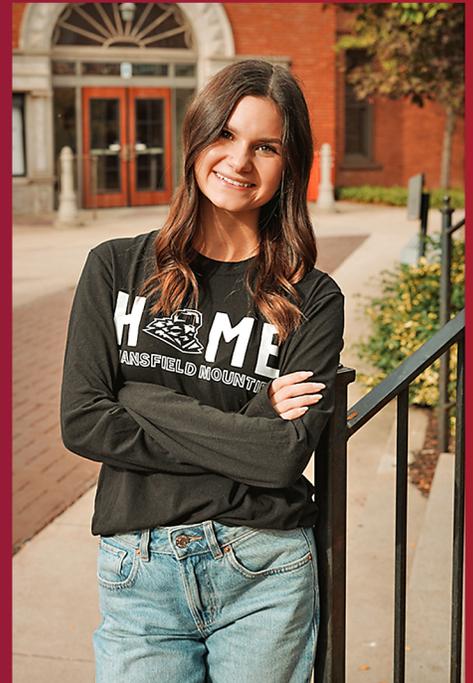


# DEAN OF THE ZEIGLER COLLEGE OF BUSINESS

## ... LEADERSHIP PROFILE



COMMONWEALTH UNIVERSITY OF PENNSYLVANIA

2026



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COMMONWEALTH UNIVERSITY OF PENNSYLVANIA

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## The Leadership Opportunity

### About the Zeigler College of Business

In February 2026, Commonwealth University of Pennsylvania launched the search for its next Dean of the Zeigler College of Business. A premier business education option for students throughout Pennsylvania and beyond, the Zeigler College of Business prepares our graduates for careers in business through practical experience and specialization across the fields of finance, marketing, accounting, leadership, and management. Key features include the [Zeigler Institute for Professional Development \(ZIPD\)](#) for career training, [Zeigler Consulting Services](#) for leveraging the college's expertise to serve our regional economy, and an [accelerated MBA program](#). The college additionally serves student learning through specialized centers, including the [Giuffre Center for Supply Chain Management](#), the [Benner-Hudock Center for Financial Analysis](#), and a Professional Sales Center.

### Qualifications for the Next Dean of the Zeigler College of Business

The next Dean of the Zeigler College of Business will provide visionary and strategic leadership for the College to foster academic excellence. Reporting to the university's [Provost and Senior Vice President for Academic Affairs](#), the Dean is responsible for the overall operations of the college, including coordinating and assessing academic/instructional programs, improving academic excellence in teaching and learning, research and scholarship, service and outreach, budgets, accreditation, recruitment and retention, ensuring excellence in program compliance, faculty evaluation, and resource generation and stewardship. A member of the Academic Affairs Leadership Team, the Dean will play a key role in the CU's academic administration.

The Dean must be an effective advocate for their college, both within the university and externally. The Dean has ultimate accountability for their college's sound management of resources (fiscal, facilities, and human resources) across the three campuses – Bloomsburg, Lock Haven, and Mansfield. They are responsible for college planning, including aligning goals across educational and research initiatives, and effectively leading college accreditation and assessment activities. The Dean will also be a key point-of-contact and influencer across our communities, connecting regional businesses, non-profit organizations, and governmental agencies with the intellectual, human, and financial resources of Commonwealth University.

While no single candidate will possess all attributes, the ideal candidate will have the following qualifications and strengths:

- A strong academic background and credentials, including an earned doctorate or the highest degree in their chosen academic field;
- A successful record of academic leadership combined with executive accomplishments and experience;
- Direct industry experience that aligns well with one of the subject areas of the college;
- Demonstrated knowledge of student-learning assessment, high-impact practices, and a commitment to continuous improvement of academic programs;



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- Intellectual curiosity and a deep commitment to excellence in teaching, research and scholarship;
- Demonstrated experience building and sustaining a diverse and inclusive environment, including an ability to navigate difficult and sometimes controversial issues across a range of constituencies;
- The ability to represent the mission and vision of the Zeigler College of Business and Commonwealth University to the region and state-wide, energizing and leveraging the college's vast alumni base for mentorships, internship and job opportunities, and programmatic support;
- Demonstrated knowledge of historical and contemporary higher education issues, including but not limited to curricula, accreditation, recruitment, retention, and student learning and development;
- A strong commitment to the principles of shared governance, leading transparent and effective work across faculty, staff, students, alumni, donors, community leaders, and other university partners;
- A proven record in fundraising and the cultivation of donors in support of a college and its mission;
- Ability to provide the Provost with informed, evidence-based recommendations for academic leadership and educational programs grounded in relevant research and university policies;
- Ability to work collaboratively and constructively with bargaining units in a unionized environment;
- A highly visible, active, engaged, and consistent presence across all Commonwealth University campuses, with a desire to spend time equitably at Bloomsburg, Lock Haven, and Mansfield;
- Knowledgeable regarding compliance with Middle States Commission on Higher Education standards relating to curriculum and assessment of programs;
- Knowledgeable regarding compliance with business school accreditation standards, such as AACSB, ACBSP, and IACBE, and expectations relating to initial and continuing specialized accreditation;
- High integrity, trustworthiness, and judgment, as evidenced through providing sound, consistent, and ethical decisions informed by financial and legal best practices;
- Experienced in budgetary decision-making and the financial pressures often facing public universities;
- A background of providing oversight to faculty, including reviews related to tenure, promotion, post-tenure review, and annual reappointments.
- Ability to direct, mentor, support, and supervise the associate/assistant dean and additional staff members within the college.
- And ultimately, a leader who can execute on the Values, Mission, Vision, and Goals of the university to take the Zeigler College of Business to the next level of success in support of our students.



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## About Commonwealth University of Pennsylvania



[Commonwealth University of Pennsylvania](#) (CU) was formed on July 1, 2022 through the statutory integration of Bloomsburg, Lock Haven, and Mansfield Universities as part of the Pennsylvania State System of Higher Education's "[System Redesign Initiative](#)". A key driver of this historic merger was a mission to expand high-quality, affordable academic opportunities to support the needs of all learners regardless of campus or locality in our region. Each of Commonwealth University's locations continue to deliver robust residential experiences that let students choose their home campus while gaining the option to take hybrid or online learning courses offered via one of our other sites. CU students additionally have access to the full complement of their home campus NCAA Athletic programs.

Commonwealth University is accredited by the Middle States Commission on Higher Education (MSCHE). Following a comprehensive self-study evaluation process and on-site evaluation visit by Commission team members, [Commonwealth University's accreditation was reaffirmed](#) in 2025, with our next self-study evaluation anticipated in 2032-2033.



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## The Power of Three

Powerful ideas start at Commonwealth University, carried by dynamic stories and voices that enrich students and provide financially responsible degree options that maximize experiential learning, career preparation, and efficient time to degree completion.

Commonwealth University honors the history of its legacy universities and communities by preserving the founding principles, traditions, and unique culture of each campus as we continue providing a vibrant on-campus student experience. Our CU campuses stand as pillars of their communities, serving our students and neighbors alike.

Commonwealth University is investing in its students by answering the most significant challenges facing higher education – accessibility, cost, quality, and relevance – through the combined strength of its storied institutions.

Commonwealth University is building a powerful tomorrow by boldly changing the trajectory of public higher education, striving to be one of the most affordable, high-value degree options in the state. We are focused on increasing access, serving the region’s learners across all ages and socioeconomic statuses, and meeting the workforce development needs of Pennsylvania and our employer partners.

Commonwealth University is committed to honoring our alumni and donors by continuing to recognize and partner with foundations and alumni associations local to each campus. We honor and encourage donor intent, allowing our generous supporters to designate funds toward the programs and initiatives that most inspire them, either at a specific campus of their choosing or by having an impact CU-wide.

Commonwealth University is a high-achieving, nationally recognized, comprehensive university that delivers a personal and challenging academic experience. CU has entered a phase of renewed excitement and commitment to its core mission, which is centrally focused on students and providing a learning environment where both undergraduate and graduate students can grow in a supportive environment that promotes exploration and discovery.

Commonwealth University’s innovative and accredited [academic programs](#) are the sum of three distinct colleges: the College of Arts, Humanities, Education, and Social Sciences; the College of Health, Science, and Technology; and the Zeigler College of Business. With more than 70 degree programs, Commonwealth University is well positioned to meet the needs of today’s students and tomorrow’s workforce.

Commonwealth University leverages the benefits of a large, comprehensive, public university into three beautiful, rural Pennsylvania campuses – across the arts, athletics, academics, and the daily support our students receive from CU’s hundreds of dedicated faculty and staff.

***We are THE Commonwealth. And this is the Power of Three.***





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## Our Communities

Commonwealth University's campuses are each situated in beautiful rural communities in Northcentral Pennsylvania. By unique headcount in the most recently completed 2024/25 academic year, CU-Bloomsburg is the largest of our campuses at 7,990 undergraduate and graduate students. Bloomsburg is located two hours northwest of Philadelphia off Interstate 80. CU-Lock Haven is home to more than 3,000 students and is located along the picturesque Susquehanna River, just south of Williamsport off U.S. Route 220. CU-Mansfield, located in the rolling Endless Mountains of the Northern Tier of Pennsylvania between Williamsport, PA, and Corning, NY, is the smallest of CU's campuses with a 2024/25 headcount of 1,323 students. Collectively, our campuses serve over 12,000 learners, making Commonwealth University one of the largest institutions in the Pennsylvania State System of Higher Education.

### Bloomsburg, Pennsylvania

Affectionately called the "university on the hill" locally CU-Bloomsburg overlooks the vibrant Town of Bloomsburg, Pennsylvania. Known for its scenic landscape, riverside recreation, and quality healthcare and educational industries, Bloomsburg is a community rich in history. Serving as the county seat of Columbia County, Bloomsburg is the only incorporated town in Pennsylvania. Its quaint downtown is a national historic district that also encompasses the university's Carver Hall, an original building on CU-Bloomsburg's campus and the central icon of the institution and its branding. While Bloomsburg and its surrounding region offer an abundance of outdoor activities during all four seasons, the Town's proximity to major metropolitan areas also allows for weekend excursions, including easy drives to Philadelphia (2 hours), New York City (2.5 hours), Baltimore (2.5 hours), and Washington, D.C. (3.5 hours).





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### **Lock Haven, Pennsylvania**

Located near the confluence of the West Branch Susquehanna River and Bald Eagle Creek, the City of Lock Haven serves as the county seat of Clinton County and hosts Commonwealth University's Lock Haven campus. With a welcoming and vibrant downtown commercial district and an active arts community, Lock Haven – or “The Haven” as we affectionately call it – is a wonderful place to work, live, and raise a family. An incredible 60% of Clinton County is comprised of state natural land that makes up the gateway to the Pennsylvania Wilds, making Lock Haven a hub for those who love taking advantage of outdoor recreation opportunities across trails, parks, and scenic waterways.



### **Mansfield, Pennsylvania**

Located along the Tioga River at the intersection of Business Route 15 and Route 6 in Tioga County, the Borough of Mansfield is the gateway to the beautiful Endless Mountains region in Pennsylvania's Northern Tier. CU-Mansfield provides students with the feel of a small, intimate liberal arts college – but backed by the resources of one of PASSHE's largest institutions. Those who enjoy nature, recreation, hiking, incredible fall foliage, and a welcoming community will fall in love with Mansfield and its people.





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## About PASSHE

The mission of the System is as relevant today as it was at its founding: to provide high-quality education at the lowest possible cost to students; to increase educational attainment in the Commonwealth of Pennsylvania; to prepare students at the undergraduate and graduate levels for professional and personal success in their lives; and to contribute to the economic, social, and cultural development of Pennsylvania's communities, the commonwealth, and the nation. The [universities](#) combine to enroll the largest number of Pennsylvania residents among all four-year colleges and universities in the commonwealth. With more than 80,000 degree-seeking students and thousands more enrolled in certificate and other career-development programs, PASSHE is vital to Pennsylvania's economy.





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## **Mission Statement**

Our hard-working and determined students are at the heart of everything we do. Commonwealth University leverages the power of Bloomsburg, Lock Haven, and Mansfield to provide affordable, high-quality education emphasizing high-impact practices, personal and career connections, and inclusivity supporting all learners to succeed in our region and beyond.

## **Vision Statement**

Commonwealth University is a premier regional public institution that supports and prepares all students for success in the global workforce by providing an accessible and transformative educational experience.





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## Our Values

### Student-Centered

***As faculty and staff, this means we:***

- Put students first by meeting them where they are to help them achieve success.
- Provide holistic support to adapt our work around the needs of our students.

***As students, this means we:***

- Feel supported through available resources, faculty and staff interaction, and the meaningful connections we make on campus.
- Have ample opportunities for growth, individualized attention, and academic and career development.

### Welcoming & Inclusive

***As faculty and staff, this means we:***

- Represent the diversity of our students and create an environment in which all students, faculty, and staff feel supported, affirmed, and empowered.
- Encourage robust dialogue, intellectual curiosity, and diversity of thought while cultivating opportunities to have experiences with faculty, staff, and alumni as role models and mentors.

***As students, this means we:***

- Take an active role in fostering a welcoming and inclusive community.
- Seek out perspectives that are different from our own, create opportunities for dialogue, and encourage respectful discussions among a diversity of viewpoints.

### Accessible

***As faculty and staff, this means we:***

- Cultivate an encouraging educational experience that supports all students.
- Invest in and connect students to resources that promote persistence and success.

***As students, this means we:***

- Have the financial support and resources to make college affordable through scholarships and financial aid packages.
- Feel supported by faculty, staff, and campus partners and are able to easily access the personal assistance we are provided.



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## **Innovative & Exceptional**

### ***As faculty and staff, this means we:***

- Provide a best-in-class practical and hands-on educational experience that prepares students to succeed as global citizens.
- Build connections to new opportunities and programs, leveraging employers, alumni, and cutting-edge research to ensure we provide a high-quality educational experience.

### ***As students, this means we:***

- Have access to state-of-the-art technology and equipment to enhance our academic experience through in-person, hybrid, online, multimodal, and hands-on learning.
- Have practical opportunities to engage within and beyond the classroom to develop knowledge and skills we need to succeed in the global workforce.

## **Collaborative**

### ***As faculty and staff, this means we:***

- Learn from each other and take advantage of the opportunity to build meaningful partnerships with colleagues, both on our "home" campuses and across the triad.
- Engage in effective best practice sharing and relevant professional development to enable highly effective teaching, student support, and effective institutional management.

### ***As students, this means we:***

- Have varied and significant opportunities to foster relationships and build community with our peers, mentors, faculty, and staff across all three campuses.
- Are engaged in the communities surrounding our campuses through meaningful partnership and service.

## **Resilient**

### ***As faculty and staff, this means we:***

- Are motivated to persevere through challenges and adversity.
- Are dedicated to ensuring students have the resources, support, and opportunities they need to be successful.

### ***As students, this means we:***

- Are hard-working and have the grit, resolve, and determination to power through obstacles and barriers that come our way.
- Are committed to and motivated by our future success

## University Leadership

### Jeffery L. Osgood, Jr., Ph.D., MPA – Interim President

Dr. Jeffery L. Osgood, Jr. serves as CU's Interim President, bringing extensive experience in higher education leadership and public service to the role. He most recently served as Executive Vice President and Provost at West Chester University, where he provided strategic leadership across academic and operational functions.

Dr. Osgood's areas of expertise include local economic development and program evaluation. He previously worked for the Center for Local Governments at Western Kentucky University, and served as Director of the Center for Social & Economic Policy Research at West Chester University of Pennsylvania. In his time with the Center for Local Governments, Dr. Osgood worked on projects ranging from wage and benefit studies to pay classification analyses. As Director, Dr. Osgood was involved with a number of studies ranging from health needs analyses to program evaluations for both public and private organizations, as well as nonprofit foundations.



Dr. Osgood holds a doctorate in urban and public affairs and a master of public administration. At West Chester he served as Chair of the University's Curriculum and Academic Policies Council for three years and as Faculty Associate to the Provost and Vice President for Academic Affairs for two. Additionally, he served a term as Vice President of the WCU Chapter of the Association of Pennsylvania College and University Faculty. In addition to his administrative roles, Dr. Osgood also taught courses in the Doctor of Public Administration program while at West Chester.

### Michelle Kiec, DMA – Provost & Senior Vice President for Academic Affairs



Dr. Michelle Kiec came to CU from Oklahoma City University (OCU), where she served as provost and vice president for academic affairs since 2022. Prior to OCU, Kiec served as interim vice provost for extended and lifelong learning and dean of graduate studies at Kutztown University. Over the course of her decade at Kutztown, she also held roles including dean of the College of Visual and Performing Arts as well as acting dean of the College of Education.

Kiec holds a Master of Music and a Doctor of Musical Arts in clarinet from the Peabody Conservatory of Music at Johns Hopkins University. Prior to that, she earned bachelor's degrees in music performance and German, both from the University at Buffalo.

A strong advocate for newly composed classical music, Kiec continues to perform chamber music as a clarinetist in various ensembles. A higher education innovator, she is dedicated to enhancing opportunities for students to learn and faculty to teach.



## Application and Nomination Process

Greenwood Asher & Associates® is assisting Commonwealth University with this search. Applications and nominations are now being accepted. Initial screening of applications will begin immediately and continue until an appointment is made. To ensure full consideration, applications and nominations should be provided by March 27, 2026. Applications materials should include:

- A letter of interest that clearly states the applicant's qualifications for the position. Letters of interest should be no longer than three pages in length.
- A current résumé/curriculum vitae.

Please submit full application packets [here](#).



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**Nominations and confidential inquiries can be sent to:**

Julie Holley, Associate Vice President of Executive Search  
[julieholley@greenwoodsearch.com](mailto:julieholley@greenwoodsearch.com)

Kyle Pybus-Jerome, Senior Executive Search Consultant  
[kylepybusjerome@greenwoodsearch.com](mailto:kylepybusjerome@greenwoodsearch.com)

*Commonwealth University of Pennsylvania is committed to equal employment and equal educational opportunities for all qualified individuals regardless of race, color, sex, religion, national origin, affectional or sexual orientation, age, disability, or other classifications that are protected under Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 and other pertinent state and federal laws and regulations.*

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