TSU

TEXAS SOUTHERN UNIVERSITY

Dean, Jesse H. Jones School of Business

Leadership Profile

Summer 2026



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Executive Summary

Texas Southern University (Texas Southern) invites nominations, applications, and inquiries in its search for a visionary leader to serve as the next Dean of the Jesse H. Jones School of Business (JHJ).

Founded in 1927 and located in the heart of Houston's historic Third Ward, Texas Southern University is a public, comprehensive doctoral university enrolling more than 8,700 students across 10 academic colleges and schools. As a Carnegie Research 2 (R2) institution and one of the nation's largest Historically Black Colleges and Universities, Texas Southern combines a rich legacy of educational access with a bold vision for academic excellence, research, and community impact. Through its *Ascend 2030* strategic plan, the University is investing in academic excellence, research growth, operational effectiveness, and community engagement while preparing graduates to become leaders who shape the future of Texas and beyond.

JHJ was founded in 1955 to serve an increasing student interest in business in the City of Houston. Today, JHJ is at the forefront of business education, providing cutting-edge, innovative programming to business students from around the world. JHJ is accredited by the Association to Advance Collegiate Schools of Business (AACSB) International, the hallmark of business school accreditation worldwide. The School offers a BBA degree in Accounting, Finance, Management, Marketing, and Management Information Systems (MIS). There are three graduate degrees offered at the School: Master of Business Administration, M.S. in Management Information Systems, and an online Executive MBA. As of fall 2025, the School has 57 faculty, 1,753 students, and an operating budget of approximately $7.5 million.

Reporting to the Provost and Senior Vice President for Academic Affairs and Research, the Dean serves as the Chief Administrative, Fiscal, and Academic Officer of the Jesse H. Jones School of Business. The Dean is responsible for providing visionary leadership, strategic direction, and academic oversight while fostering a culture of excellence in teaching, research, scholarship, and service. The Dean serves as the School's principal advocate within the University and among external constituencies and is responsible for advancing the School's mission, reputation, and impact.

The successful candidate must be an outstanding and transformational leader. The next Dean must be knowledgeable about current trends in business education, have experience in fundraising, external relations, and community engagement, and have excellent interpersonal and communication skills. The next Dean must have successful leadership experience that demonstrates increasing levels of responsibility and accomplishment at the chair or director level or above, or comparable leadership experience in industry or government, with credentials appropriate for a faculty appointment in the School. An earned doctorate or other terminal degree is required.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.



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Role of the Dean, Jesse H. Jones School of Business

Under the general supervision of and reporting to the Provost and Senior Vice President for Academic Affairs and Research, the Dean serves as the Chief Administrative, Fiscal, and Academic Officer of the Jesse H. Jones School of Business. The Dean is responsible for providing visionary leadership, strategic direction, and academic oversight while fostering a culture of excellence in teaching, research, scholarship, and service. The Dean serves as the School's principal advocate within the University and among external constituencies and is responsible for advancing the School's mission, reputation, and impact.

The incumbent will collaborate with faculty, staff, students, and external stakeholders to enhance the School's brand, promote consistent academic achievement through research, and ensure the delivery and addition of high-quality academic programs.

Essential Duties/Summary

Academic Leadership and Administration

- Provides strategic vision and leadership for the School of Business, as the Dean formulates the School's vision, qualities, and distinctiveness as its principal advocate within the University community and to national and international external constituencies.
- Manage academic and administrative operations, including budgeting, resource allocation, and faculty development.
- Manages the process of program reviews, including student and institutional outcomes for undergraduate and graduate business programs.
- Lead the College in strategic planning activities to further the College's mission in teaching, research, and service.
- Foster a collaborative culture that supports faculty research, teaching excellence, and student success.
- Creates a model for business education that combines practices in traditional classroom instruction, case study, and international education.
- Coordinates the School's class offerings (in-class, blended, and online) with program administrators.
- Establishes priorities and sustains an environment of academic excellence through development and assessment of curricular, research, collaborative, and partnership initiatives.
- Collaborates with faculty to define the School's admissions standards.
- Leads student recruitment, retention, placement, and oversees internship and study-abroad experiences.
- Manages all aspects of the School's departments, including resource planning, development of budgets, allocation of resources, and management of expenditures.
- Manage orientation, training, and development of faculty and staff.
- Recruits faculty to teach courses and to serve on committees that assess, plan, implement, and conduct regular faculty and staff meetings to build consensus.
- Determines and oversees collegiate administrative infrastructure, including academic and non-academic support staff. Recommends hiring of new staff or strategic realignment.

Academic Programs, Research, and Student Development

- Oversee the development, implementation, and assessment of academic programs at the undergraduate and graduate levels that are market-driven and in demand according to the evolving workforce.

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- Promotes technological innovation and ensures the availability of training in technology for faculty, staff, and students.
- Ensure the alignment of programs with industry standards and emerging trends in business education and workforce development (data analytics, real estate, finance, insurance, etc.).
- Promote interdisciplinary collaboration within the University.
- Incorporate the use of artificial intelligence (AI) and prepare scholars to utilize this tool in the workforce.
- Champion initiatives to enhance student achievement, recruitment, retention, and success.
- Promote the creation of a competitive but healthy academic environment that supports the academic and professional development of all students.
- Encourage and support faculty research and scholarly activities, enhancing the School's reputation for academic rigor and innovation.
- Facilitate partnerships with industry, government, and academic institutions to promote research initiatives.
- Develops a research environment aligned with relevant needs of the University, workforce, and the broader Houston community.
- Promote the submission of grant proposals to increase scholarly research activities in the College and the University in the pursuit of R1 status.

Strategic Partnerships, External Relations & Fundraising

- Represent the JHJ School of Business to internal and external stakeholders, including alumni, industry partners, and accreditation bodies.
- Develop plans in attracting external financial resources for the School's scholarly and programmatic goals, including Endowed chairs that reflect the School's desire to offer programs unique to Houston and the region.
- Solicits and obtains, as the Chief Fundraiser for the School, financial resources necessary to achieve and sustain the strategic vision.
- Collaborates with an external advisory board that assists with fundraising, curriculum overview, and essential partnerships related to workforce preparation and development.
- Leads various centers such as the Economic Development Center and the Entrepreneurial Center, as well as business incubator programs.
- Promotes the development of close ties with other business schools in the region and nation, and cultivates the development of partnerships between the School, business communities, professional organizations, and community leaders who are focused on economic development.
- Recommends methods for School Advancement to the Provost/Senior Vice President for Academic Affairs and Research.
- Lead and collaborate with the Office of Development to execute fundraising efforts to secure resources for academic programs, research initiatives, and scholarships.
- Performs other job-related duties as assigned.

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Opportunities and Expectations for Leadership

In no particular order, the Dean will be charged with addressing the following opportunities and challenges:

- **Provide visionary leadership**
  Working closely with faculty, staff, and other key stakeholders, the next Dean will be charged with articulating a shared vision that aligns with and supports the University-wide strategic plan. The Dean – in an open, transparent, and inclusive way that encourages and respects stakeholder input – will develop and implement a plan that will move the School forward. As the Dean develops a strategy for the future, it will be equally critical to ensure that the School maintains its current AACSB accreditation.

- **Recruit, develop, and retain talented faculty and staff**
  In partnership with department chairs and school leaders, the next Dean will be expected to help attract, retain, and support a strong group of outstanding faculty and staff. It is essential that the Dean understands and champions Texas Southern's commitment to research and teaching and seeks to enhance the scholarly reputation of JHJ. The Dean's leadership is essential to supporting scholarship and investing in mentorship and professional development, to ensure individual and collective success. As Chief Academic Officer of the JHJ, the next Dean will lead by example, recruit, support, and inspire an exceptional faculty and staff.

- **Assess and expand academic programs**
  The next Dean will be expected to work with students and employers to understand future trends and marketplace demands that will influence curriculum and academic offerings. Opportunities exist for the development of new programs within the School, as well as opportunities to partner with other schools/colleges across the University to develop joint programs.

- **Enhance outcomes for students**
  Student success is a focus of Texas Southern and JHJ. The Dean will be responsible for ensuring excellent educational experiences through high-quality teaching and relevant curriculum, as well as through applied learning opportunities outside of the classroom. From removing institutional barriers to providing financial support, the Dean will be expected to identify strategies to improve student outcomes, including retention and graduation rates, as well as post-graduation opportunities.

- **Build impactful partnerships**
  Texas Southern's location in Houston provides exceptional opportunities to build stronger relationships with businesses, industry, and the community. The Dean will be expected to engage with external stakeholders to understand their needs as employers and community leaders, as well as the knowledge and skills that will be required of Texas Southern graduates in the future. This knowledge will help inform students' education and experiences and lead to mutually beneficial partnerships with business and industry that result in gifts and donations supporting the College's faculty, staff, and students.



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Professional Qualifications and Personal Qualities

The successful candidate must be an accomplished scholar, a strategic and transformational leader, and an effective administrator with a demonstrated commitment to academic excellence, research, innovation, and student success. The next Dean must possess an earned doctorate in a business-related discipline or a closely related field, and the credentials appropriate for a faculty appointment, and have demonstrated success in advancing organizational goals and fostering collaboration.

In addition, Texas Southern seeks a leader with many of the following professional qualifications and personal qualities:

- A distinguished record of scholarship, research, and professional achievement, including evidence of intellectual leadership and academic accomplishment.
- Successful leadership experience as a dean, department chair, center director, or in another role demonstrating increasing levels of administrative responsibility and achievement.
- Experience developing and implementing strategic initiatives that strengthen academic programs, support institutional priorities, and enhance organizational effectiveness.
- Demonstrated success supporting faculty excellence in teaching, scholarship, research, and service, including the ability to recruit, mentor, develop, and retain talented faculty and staff.
- Knowledge of current and emerging trends in business education, including technology, artificial intelligence, data analytics, workforce development, and experiential learning.
- Experience overseeing academic program development, assessment, accreditation activities, and continuous improvement efforts.
- An understanding of the importance of research and sponsored programs, with the ability to foster scholarly productivity, interdisciplinary collaboration, and grant activity.
- Strong financial and operational management skills, including experience with budgeting, resource allocation, strategic planning, and organizational leadership.
- Outstanding communication and interpersonal skills, with the ability to engage effectively with faculty, students, staff, alumni, business leaders, elected officials, and community partners.
- A demonstrated ability to build and sustain productive partnerships with industry, government, nonprofit organizations, and other external stakeholders.
- Experience or demonstrated potential in fundraising, constituent engagement, and securing external support for strategic initiatives, scholarships, faculty excellence, and program growth.
- A leadership style characterized by integrity, transparency, collaboration, sound judgment, and accountability.
- A clear vision for the future of business education and the ability to position the Jesse H. Jones School of Business for continued success in an increasingly dynamic and competitive environment.
- A commitment to preparing students to become ethical, innovative, and globally competitive business leaders who contribute meaningfully to their professions and communities.

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About Texas Southern University

Overview

Since its inception in 1927, Texas Southern University has been highly regarded as a premier producer of talent. It has grown from 300 students in its first summer to serving approximately 9,100 students today. Texas Southern's student body represents a wide range of backgrounds and experiences, including family educational history (49% are first-generation students), socioeconomic status (78% are Pell-eligible students), and nationality (2% are international).

Texas Southern is a comprehensive doctoral university offering a broad academic portfolio with over 100 undergraduate, graduate, and professional programs and concentrations organized into 10 academic colleges and schools. Accredited by the Southern Association of Colleges and Schools, Texas Southern honors its designation as a special-purpose institution for urban programming and research. Texas Southern is one of 13 Historically Black Colleges and Universities (HBCUs) to hold the Carnegie Classification of Institutions of Higher Education's coveted status as a Doctoral University of High Research Activity (R2). Its research prowess is demonstrated by grant awards increasing 48% over the past two fiscal years. Complementing this commitment to research, the University engages in partnerships that unite its knowledge and resources with those of the public and private sectors to enrich scholarship, research, and creative activity; enhance teaching and learning; prepare educated, engaged citizens; address critical societal issues; and contribute to the public good. The short-term goals are strategically focused on increasing student enrollment as well as strengthening funding that supports the University's endowment and research areas.

In the spring of 2026, the Board of Regents announced the institution's new strategic plan, entitled Ascend 2030, establishing a disciplined roadmap for the institution's next century of growth and impact. Grounded in the framework of Renew, Enhance, and Expand, Ascend 2030 aligns academic excellence, operational precision, and institutional growth around a single purpose: preparing graduates to lead and shape the future of Texas and the nation. This strategic plan prioritizes advanced technologies, including artificial intelligence, while recognizing that institutional progress is powered by people. It defines student success through measurable completion and career outcomes and leverages Houston to create an advanced urban living and learning environment. The plan also establishes a Collaboration Corridor that integrates academics, research, philanthropy, and industry partnerships to accelerate innovation and long-term growth.

Texas Southern's 150-acre campus is nestled in the heart of Houston's historic Third Ward, just minutes from downtown. The Texas Southern Tigers have women's and men's teams competing in intercollegiate athletics at the NCAA Division I FCS level. Texas Southern has been a member of the Southwestern Athletic Conference (SWAC) since 1954.

Jesse H. Jones School of Business

Established in 1955, the Jesse H. Jones School of Business (JHJ) at Texas Southern University has been at the forefront of business education, cultivating leaders equipped to navigate and influence the dynamic global marketplace. Situated in the heart of the fourth-largest city in the United States, the Jesse H. Jones School of Business offers students an exciting opportunity to combine their academic studies with activities that can enhance their understanding and involvement with the business community within the Greater Houston area. From campus-based organizations to corporate involvement programs, the School of Business reaches out to give each student an opportunity to obtain a well-rounded experience that is grounded in knowledge and specialized skills.

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JHJ stands as a beacon of excellence in business education, committed to developing leaders who are equipped to make significant impacts in their professions and communities. With its robust academic programs, esteemed faculty, and strategic location, JHJ offers a compelling environment for aspiring business professionals.

Mission

The Jesse H. Jones School of Business is a constituent part of Texas Southern University, a comprehensive metropolitan university, located in Houston, Texas. The School of Business offers baccalaureate and master's degree programs to a diverse student population that is primarily first-generation college students. The School's mission is to transform students into leaders in the global marketplace. To achieve the mission, the School provides quality education in an entrepreneurial, global context through effective teaching, theoretical and applied research, and community engagement in a student-centered environment.

Vision

The Jesse H. Jones School of Business will be a leading provider of quality business education, research, and engagement in an innovative and student-centered community of continual learners.

Degree Programs

JHJ offers a comprehensive suite of AACSB-accredited undergraduate and graduate programs designed to prepare students for leadership roles across various sectors. It consists of two departments: Accounting and Finance, and Business Administration, and offers five (5) undergraduate degrees and three (3) graduate degrees.

Undergraduate Programs (B.B.A.):

- Accounting
- Finance
- Marketing
- Management
- Management Information Systems

Professional Minors and Concentrations

- Business Administration (for non-business majors)
- Commercial Banking
- Entrepreneurship
- Human Resource Management

To learn more about the undergraduate program offerings, click here.

Graduate Programs:

- Master of Business Administration (M.B.A.)
- Executive M.B.A. (EMBA)
- Master of Science in Management Information Systems (M.S. in MIS)
- Data Analytics Graduate Certificate

To learn more about the graduate program offerings, click here.

Accreditation and Recognition

JHJ is accredited by the Association to Advance Collegiate Schools of Business (AACSB) International, a distinction earned by less than 5% of business schools worldwide. The School achieved its initial accreditation by

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the Assembly of Collegiate Schools of Business (now AACSB International) in 1968, the first of the Historically Black Colleges and Universities to receive this designation (HBCUs). After a period in the 1980s in which the School's accreditation was not reaffirmed, the School met the standards for AACSB accreditation in 2002. The School was granted a 10-year accreditation. The JHJ School recently reaffirmed its accreditation in May 2022.

World Class City, State-of-the-Art Facilities

Students experience an ideal setting in a state-of-the-art building, which provides students with an environment that nurtures academic growth and fosters an understanding of business processes and procedures from a real-life perspective. The faculty, a varied body of experienced academicians and researchers, provides academic stimuli that motivate and inspire students toward excellence. Unique academic programs within the School of Business provide the basic knowledge and specialized training, while also helping students acquire the social and cognitive skills required to succeed in the world's ever-changing business environment. The School of Business is also actively involved in basic and applied research that supports the quality education of its students.

Faculty Excellence

JHJ's faculty comprises experienced scholars and industry professionals dedicated to providing high-quality education and mentorship. As of fall 2025, the School has 57 faculty. Their backgrounds and research interests enrich the learning experience and ensure that students are well-prepared to meet the demands of the business world.

JHJ Business Advisory Council

Members of the Jesse H. Jones School of Business Advisory Council (BAC) play an important role in the strategy and operations of the business school. The council members help to serve the mission of the School to transform students into leaders in the global marketplace. They provide counsel to the Dean on strategic, operational, and financial direction for the School. The BAC helps to leverage the School's on-campus and off-campus efforts by generously sharing their time, talent, networks, and economic support. John Guess III serves as Chair, lending his leadership, expertise, and advice to the Council to support the JHJ School of Business to become a model twenty-first-century urban center for business education, learning, research, and service.

The 33 men and women on the council are each appointed to three-year terms and are selected for their demonstrated interest in and concern for the future of management education and business leadership development. Their commitment to the well-being and advancement of the School is evidenced by participation in its activities, knowledge, and understanding of its vision, mission, and objectives, which are important to their selection to serve. They are private- and public-sector leaders in small and large firms from the United States and around the world, and offer a wide array of perspectives and experiences to share.

Alumni Network

Graduates of JHJ have a strong track record of success, securing positions in various industries and contributing positively to their organizations. The School's alumni network serves as a valuable resource for current students, offering mentorship, networking opportunities, and career guidance.

Student Organizations

Student organizations at JHJ provide hands-on leadership, networking, and career-building opportunities. The Mack H. Hannah Junior Chamber represents student governance, while SIFE and SBLO develop leadership through business and community engagement. Industry-focused groups like Beta Alpha Psi, NABA, Future Bankers Club, and AMA connect students with top professionals. The Entrepreneurship Club fosters innovation, and Beta Gamma Sigma honors academic excellence. Whether refining skills, building connections, or gaining

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real-world experience, JHJ student organizations offer the platform to lead, grow, and succeed in business. Students graduate with more than a degree – they leave with a network and a competitive edge.

Leadership



Carl B. Goodman, Ph.D., Provost and Senior Vice President for Academic Affairs

Dr. Carl Goodman began his appointment as Provost and Senior Vice President for Academic Affairs on July 1, 2023.

Prior to joining Texas Southern, Dr. Goodman served as the Provost and Vice President for Academic Affairs at Bowie State University (BSU). Prior to that, Dr. Goodman served as Associate Provost for Academic Affairs and Student Services at Florida A&M University (FAMU). He enjoyed nearly 30 years of a distinguished career in teaching, research, and service in FAMU's flagship program, the College of Pharmacy and Pharmaceutical Sciences, recognized as a top-five pharmacy program in generating U.S. patents. As Assistant Dean for Research and Graduate Studies and as the Pharmaceutical Sciences Division Director, he restructured a vibrant graduate program through faculty development, key hires, and student recruitment. He also developed a new Bachelor of Science program in the pharmaceutical sciences in the College. Dr. Goodman has a strong track record in securing grants, with more than $39 million in research and student training grants awarded to strengthen FAMU's research capacity and infrastructure.

Additionally, Dr. Goodman has extensive experience as a researcher on grant-funded programs and is passionate about providing research opportunities for undergraduates, graduate students, and faculty. As co-principal investigator for the FAMU Research Centers in Minority Institutions Program, he directed a $14.8 million grant from the National Institutes of Health (NIH) and the National Institute for Minority Health and Health Disparities. He has co-authored or authored more than 39 peer-reviewed articles. His research interests include the molecular and cellular basis of opioid tolerance and addiction.

Dr. Goodman holds a Ph.D. in pharmacology/toxicology from Florida A&M University and a B.S. in biology and psychology from Jacksonville University. He was a postdoctoral NIH fellow at the National Institute of Drug Abuse.

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Houston, Texas

The Greater Houston Area is the fourth most populous metropolitan area in the United States. Houston is home to the country's most diverse community, with no ethnic or racial majority, and the city welcomes people from across the nation and the world. Ranking third in the number of foreign consulates it houses, Houston is truly an international city. More than 90 languages are spoken in the Houston area.

One of only five American cities with resident professional companies in all four major performing arts – ballet, opera, theater, and symphony – Houston also boasts professional football, baseball, basketball, and soccer teams. The *New York Times* called Houston possibly the most interesting city in America for young artists. The Houston area contains more than 55,000 acres of parks, public green space, and open water. The Kemah Boardwalk and the city of Galveston on the Gulf Coast offer outdoor and water recreation. Businesses also recognize the allure of Houston's offerings. Twenty-five companies on the *Fortune 500* list call the Energy Capital of the World home. Aeronautics research is unsurpassed at NASA headquarters, and the Texas Medical Center remains the largest in the world, with 47 highly lauded research and treatment institutions.

More information on Houston can be found here: https://www.visithoustontexas.com/about-houston/.



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Procedure for Candidacy

This search is led by Christine J. Pendleton and Bronwen Bares Pelaez, Ph.D., of WittKieffer. To receive the fullest consideration, candidate materials should be submitted through the WittKieffer Candidate Portal. New Candidate Portal users should select “Register Here” to create an account before proceeding. After logging in, navigate to “Open Positions,” then locate the role by entering the institution’s name and clicking the search wheel. Applicants should submit, as separate documents, a CV or résumé and a letter of interest that addresses the themes outlined in this profile. Candidate materials should be received by **September 8, 2026**.

Nominations and inquiries may be directed to:

Bronwen Bares Pelaez, Ph.D., at bbarespelaez@wittkieffer.com

It is the policy of Texas Southern University to provide a work environment that is free from discrimination for all persons regardless of race, color, religion, sex, age, national origin, individuals with disability, sexual orientation, or protected veteran status in its programs, activities, admissions or employment policies. This policy of equal opportunity is strictly observed in all University employment-related activities such as advertising, recruiting, interviewing, testing, employment training, compensation, promotion, termination, and employment benefits. This policy expressly prohibits harassment and discrimination in employment based on race, color, religion, gender, gender identity, genetic history, national origin, individuals with disability, age, citizenship status, or protected veteran status. This policy shall be adhered to in accordance with the provisions of all applicable federal, state and local laws, including, but not limited to, Title VII of the Civil Rights Act.

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