

Dr. Babu George

Higher Education Executive | Scholar-Practitioner

February 21, 2026

Ken Carrick, Partner
Janny DeLoache, Associate Partner
Buffkin/Baker
TrumanDeanBPS@buffkinbaker.com

Re: Dean, School of Business and Professional Studies – Truman State University

Dear Search Committee Members,

Most business schools sit alone. Truman's School of Business and Professional Studies does not. Business, education, health professions, and psychology share a single dean, eight specialized accreditations, and a common commitment to a liberal arts foundation. That structure is genuinely unusual, and the person who leads it well needs a different profile than the typical business school dean. I have spent the better part of 20 years in exactly this kind of environment, managing diverse academic units, sustaining multiple accreditation frameworks, and building programs grounded in the belief that professional competence and broad intellectual development are not competing priorities.

The most direct parallel comes from my time as International Program Chair at Fort Hays State University, where I directed operations spanning 20 countries, 4,500 students, and 72 faculty members across multiple disciplines with a \$15 million annual budget. Maintaining 95% student satisfaction and zero accreditation violations across that range of programs required exactly the coordination and quality-assurance discipline that Truman's School demands. As Interim Dean at Alcorn State University's School of Business, I managed an \$8 million operating budget, orchestrated a \$25 million facility transition, and launched Mississippi's first STEM MBA at an HBCU alongside the Center for Data Analytics and Informatics. During that period, minority student enrollment rose 40% within 18 months, retention improved by 25%, and the inaugural STEM MBA cohort achieved 100% job placement.

Accreditation is the operational backbone of a school like Truman's. I have served as Co-Chair of the AACSB Assessment and Accreditation Committee at the University of Southern Mississippi, managed ACBSP compliance at Alcorn State, and brought international experience as an Expert Member for the Accreditation Agency of the Government of Curaçao and as a Peer Review Team Member for the National Higher Education Accreditation Body in Slovakia. That breadth matters when a school is simultaneously answering to AACSB, AAQEP, ASHA, CAA, CACREP, CCNE, Missouri DESE, and MSBN. Compliance cannot be treated as a series of separate exercises; it requires a shared culture of documentation, self-study, and continuous improvement across every program in the school.

The liberal arts integration is where Truman's mission resonates most directly with how I have designed programs throughout my career. At Alcorn State, the STEM MBA was built on a frame of strategic thinking, ethical leadership, and civic responsibility, with data analytics and AI embedded inside that structure rather than substituted for it. At Christian Brothers University, as Associate Dean of Graduate Business, I launched cohort MBA programs and graduate certificates that were explicitly designed to develop critical reasoning and communication alongside technical competence. My scholarly work, which spans business management, educational innovation, sustainability, and social impact across more than 300 peer-reviewed publications, reflects the same conviction: that disciplinary depth and interdisciplinary breadth produce better professionals and more responsible ones.

On the external side, I have developed partnerships with Fortune 500 companies including Google, Meta, Oracle, Walmart, and FedEx, creating micro-credential programs that address real workforce gaps rather than abstract institutional ambitions. As Co-PI on a \$1.25 million annual SNAP-Ed program, I managed competitive federal grant funding; across multiple projects, I secured \$7 million over three years. I have worked with K-12 schools, regional employers, healthcare systems, and community colleges, building the 2+1.5 undergraduate access pathway at one institution and a Small Business Consulting Center at Fort Hays that provided full-cycle support to early-stage companies. These are the kinds of relationships that sustain Truman's Regional Professional Development Center, Speech and Hearing Clinic, and interprofessional autism center over the long term.

My approach to faculty leadership has been shaped by working across disciplines, institutions, and cultures. I have chaired the Faculty Senate Committee on International Relations, served on Graduate Council and University Academic Governance Council, and co-chaired a Campus Diversity Committee. I have mentored 50 doctoral students internationally and have facilitated grant-writing workshops and collaborative research initiatives as a matter of routine, not special programming. Shared governance works when deans treat it as a structural asset rather than an administrative inconvenience. I have operated in collective bargaining environments and have found that the clearest path to academic progress runs through faculty trust, not around it.

If appointed dean, my priorities would focus on four areas. First, building genuine interdisciplinary collaboration across the School's programs, creating shared courses, research initiatives, and experiential learning opportunities that reflect how professional work actually functions. Second, deepening AI and data literacy across every discipline in the School, not as a technology mandate but as an extension of the critical thinking and analytical reasoning already central to Truman's mission. Third, expanding experiential and community-engaged learning through stronger employer, healthcare, and K-12 partnerships, particularly in northeast Missouri. Fourth, developing sustainable non-tuition revenue through executive education, professional certificates, and corporate training that serve regional needs without compromising the School's academic character.

I hold a Ph.D. in Management Studies from Goa University and an EdS in Higher Education Innovation from Fort Hays State University. My executive development includes Harvard's Institute of Educational Management, AIEA's Institute for Senior Internationalization Officers, Disney Leadership Excellence, and Deloitte University's Future of Work Symposium. I received the Outstanding Diversity Champion Award from the Mississippi State University System in 2024. I serve as Academic Editor of PLOS ONE and Associate Editor of Springer Humanities and Social Sciences, which keeps me anchored in the scholarly community I am asking faculty to contribute to. The breadth of that record is not incidental; it reflects the same integration of professional practice and intellectual life that defines what Truman is trying to do.

I am attaching a copy of my CV for your review.

I would welcome the opportunity to discuss how this experience and approach fit what Truman's School of Business and Professional Studies needs at this stage of its development. Thank you for your consideration.

Sincerely,

Dr. Babu George