



Dr. Lillian (Abraham/Ibrahim) Schumacher

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Professional Summary:

A successful and respected University President known as a change agent, driving purposeful and intentional results through building collaborative teams, professionalizing her organization, and proactively implementing, aligned strategic priorities. Tracks national trends, asks bold questions, challenges the status quo, is a visionary and leads initiatives focused on transforming culture. Has a passion and demonstrated expertise in organizational leadership at all levels.

Relevant Strengths

- Visionary and strategic advisor
- Board governance
- Strategic/Transformational change
- CEO Succession
- Organizational behavior
- Multinational leadership
- Strategic Finance
- Strategic partnerships and alliances
- Emotional and Cultural Intelligence
- Innovator and Risk Taker

Value-Added Experience

- Over 35 years' experience in higher education and corporate environments; expertise in leadership, accreditation, strategic finance, talent management, fund raising, NCAA athletics, inclusion and belonging and strategic innovation and change.
- High degree of enthusiasm for establishing creative, stimulating and positive environments with demonstrated ability to lead whole scale change processes in organizational settings.
- Approachable leadership style, with strong work ethic marked by dedication, initiative, integrity, and professionalism.
- Trained consultant, facilitator and executive coach specializing in Cultural Intelligence (CQ), Emotional Intelligence (ESCI), DISC Personal Profile Systems, leadership, strategic planning, and change management; extensive consulting with national and international companies.
- Started and/or reenergized several transnational educational partnerships in eastern and central Europe and Latin America with a goal of four to six more locations.
- Transforming Tiffin University in areas of:
 - Global mindset through comprehensive inclusion and belonging institutional identity effort entitled *Celebrating CuTUural Uniqueness*; focused on global diversity competencies within academic curriculum, complemented with extra-curricular programs such as study abroad, cross-cultural sensitivity education for students, faculty and staff and other related programming to enhance these skill sets. Launched Center for InterculTural Excellence, January 2022.
 - Becoming a model example of strategic private higher education innovation through expansive alliances, including transnational, consortiums and organizational partnerships.

Professional Experience in Higher Education

- **President**, Tiffin University (TU) since 2016; served as Interim President, Vice President for Academic Affairs and Dean of the School of Business at TU. Before returning to Tiffin in 2010, Schumacher was an Associate Professor and founding Director of the PhD in Global Leadership program at Indiana Tech in Fort Wayne, IN (2009-2010). She served briefly as the

first Director of Assessment and Institutional Effectiveness at Chancellor University in Cleveland and built that department. Before that, she was an Assistant Professor, Graduate Program Director and Assessment Coordinator in the Keith Busse School of Business and Entrepreneurial Leadership at the University of Saint Francis in Fort Wayne (2005-2008). Schumacher also served as Coordinator of Curriculum Development and Program Evaluation and Adjunct Instructor at IPFW in Fort Wayne, as Director, Workforce and Community Services at Owens Community College, in Findlay, OH and in various Student Affairs positions at Heidelberg University, in Tiffin, OH.

Corporate Experience

- Personnel Consultant, Rumpf Corporation, OH (1992-1993) and Marketing Analyst/Territory, Federal-Mogul Corporation, Detroit MI (1988-1992).

Personal

- Lived and traveled extensively in the Middle East, Europe and Asia

Education

Bowling Green State University, Doctorate: Leadership Studies, *School of Leadership and Policy Studies in the College of Education and Human Development*, May 2005.

Master's: Organization Development, *College of Business Administration*, Dec. 2004.

Master of Arts: Higher Education/ College Student Personnel, *College of Education and Human Development* May 1995.

Allegheny College, Bachelor of Science: Economics, Jun. 1988, *Senior Thesis: Corporate Merger Activity*.

Select Publications

- Wheeler, J.V., Carr, A.S., Cady, S.H., and Schumacher, L.B. (2020). *Self-management and work performance: An exploratory cross-cultural study. Int. J. Indian Culture and Business Management*.
- Schumacher, L.B., Carr, A. S., & Wheeler, J.V. (2009). *The Relationship between Emotional Intelligence and Buyer's Performance. Journal of Business and Industrial Marketing 24(3/4)*.
- Kephart, P., & Schumacher, L.B. (2005). Has the 'Glass Ceiling' Cracked? An Exploration of Women Entrepreneurship. *Journal of Leadership and Organizational Studies 12(1)*, 2-15.

Notable Involvement and Recognitions

- **5050WOMEN ON BOARDS to Watch Recipient** (2023)
- **Women's Career Excellence Award**, Seneca Regional Chamber of Commerce, 2016
- Ohio Diversity Council **Board of Director** (2022-2023)
- National Association of Independent Colleges and Universities (NAICU) **Board of Director** (2019-2022); **Chair, Audit Committee** (2021-2022)
- Tiffin Community Foundation **Board of Trustee** (2013-2019)
- Webster Industries, **Board Director** (2013-2024); **Lead Director** (2020-2024)
- Tiffin Seneca Economic Partnership (TSEP), **Vice-Chair** (2020-2022); **Chair** (2022-Present); **Board Director** (2016-Present)
- Industrial Manufacturing Council member, 2012-2015; **Past President** (2013-2014)
- European Council for Business Education (ECBE), **Board Member** (2012-2016)