

BOARD RESUME

Dr. Lillian (Abraham) Schumacher, schumacherlb@tiffin.edu

[Lillian \(Abraham\) Schumacher | LinkedIn](#)

Tiffin, OH



University President | Qualified Financial Expert | Board Member | Governance | Compensation | Global Growth | P&L | M&A | Workforce Development | Business School Dean | Technology | Conversational Arabic

BOARD-READY EXECUTIVE & GOVERNANCE LEADER

CEO and board director with deep experience leading complex, regulated organizations through growth, disruption, restructuring, and global expansion. Proven strategist and operator who builds strong executive teams, asks hard questions, and translates strategy into execution. Brings board-level judgment, financial discipline, executive coaching capability, and governance leadership to organizations navigating change, growth, or transition.

Board Value Proposition:

- **CEO leadership of a multi-entity organization through sustained complexity and change**
- **Strategic planning, growth execution, and risk management**
- **Executive assessment, coaching, and succession planning expertise**
- **Compensation, audit, governance, and CEO evaluation experience**
- **Global perspective with P&L oversight and investor-adjacent experience**

BOARD & GOVERNANCE CREDENTIALS

- Private Directors Association (PDA) – Member (2024-Present); Co-Chair, Membership (2025); Professional Development Committee (2026)
- Women Corporate Directors (WCD) – Member (2025-Present)
- Chief – Member (2023-2024)
- Board Governance Training – CIC Board Governance Academy (2018)
- NACUBO/ACE Chief Academic and Chief Business Officer Institute (2015)
- Qualified Financial Expert

SELECT BOARD EXPERIENCE

Webster Industries, Inc. – ESOP Manufacturing Company

Board Director | Lead Director | Compensation Committee (2015-2024)

- Oversaw executive compensation, governance, and strategy
- Supported leadership through successful private-equity exit

Cengage -Global Education Technology Company-Stock Ticker CNGO

Higher Education Executive Leader Advisory Board Member (August 2025-Present)

Cengage Advisory Network (CAN) Member (April 2025-Present)

Association of Independent Colleges & Universities of Ohio (AICUO)

Board Director | Chair | Vice-Chair (2016-Present)

- Led CEO evaluation, compensation, and succession planning

National Association of Independent Colleges & Universities (NAICU)

Board Director | Chair, Audit Committee (2019-2022)

NCAA Great Midwest Athletic Conference (GMAC)

Presidents' Council | Chair | Vice-Chair | Lead Commissioner Compensation and Evaluation (2018-Present)

Ohio Foundation for Independent Colleges (OFIC)

Board Director | Finance, Investment & Trustees Committees (2018-Present)

Seneca Collaborative, formerly Tiffin Seneca Economic Partnership (TSEP)

Board Director | Chair | Vice-Chair (2016-Present)

European Council for Business Education (ECBE)

Board Director, (2012-2016)

EXECUTIVE LEADERSHIP EXPERIENCE

President & Chief Executive Officer – Tiffin University (2016-Present)

- Chief executive of \$50M+ organization serving ~3,900 students globally
- Led sustained growth, capital campaigns, and global expansion
- Primary liaison to Board with oversight of finance, risk, and strategy

PROFESSIONAL SERVICES & EXECUTIVE ADVISORY

Founder & CEO – R.E.A.L. Consulting (1999-Present)

- **Executive assessment & coaching**
- **Leadership team alignment**
- **Succession planning and strategy execution**
- **Certified in:**
 - **Emotional Intelligence** (EQ-i 2.0 + EQ 360 Certification Multi-Health Systems Inc. (MHS) March 2025 & Hay Group-Emotional Competence Inventory (ECI), February 2004
 - **DiSC**, March 2002; August 2024
 - **Cultural Intelligence** (Cultural Intelligence Center), June 2021
 - **Intercultural Aptitude Assessment** (IAA) Tiffin University, 2023
 - **Global Mindset Inventory** (GMI), Thunderbird December 2014

EDUCATION

Doctorate – Leadership Studies, Bowling Green State University (2005)

Master’s – Organization Development, Bowling Green State University (2004)

Master’s – Higher Education Administration, Bowling Green State University (1995)

Bachelor of Science – Economics, Allegheny College (1988)

NOTABLE INVOLVEMENT AND RECOGNITION

- **Smart 50 Business Columbus Award Honoree, 2024**
- **50/50 Women to Watch for Boards recipient, 2023; 50/50 WOB Member 2023-Present**
- **Author**, along with five others, of the **Intercultural Aptitude Assessment (IAA) 2022-Present**
- **Author**, several business and leadership journals, 2005-2020
- **Women’s Career Excellence Award Recipient**, Seneca Regional Chamber of Commerce, 2016
- Accreditation Council for Business Schools and Programs (ACBSP), **Global Business Education Committee**, October 2010-2015, **Chair** (2013-2015); **ACBSP Evaluator** (2011-2015); **Mentor** (2013-2017)
- International Leadership Association (ILA) 2008-Present **Leadership Interest Group Member**