

# SEARCH PROFILE:

DEAN OF THE DR. SAM PACK  
COLLEGE OF BUSINESS



TARLETON STATE  
UNIVERSITY®

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**Tarleton State University invites nominations and applications for the position of Dean of the Dr. Sam Pack College of Business. The Dean serves as the academic officer responsible for executive management of the college and its full range of programs and initiatives; exercises leadership responsibility in advising the college regarding administrative, curriculum and budgetary matters; and provides a vision that contributes to achieving the goals of the institutional strategic plan Tarleton Forward 2030. The ideal candidate will be an experienced, collegial, visionary, and entrepreneurial leader who thinks creatively about the challenges of the changing demographics in higher education. The position reports to the Provost and Executive Vice President for Academic Affairs.**

**The Dr. Sam Pack College of Business is newly accredited by the Association to Advance Collegiate Schools of Business (AACSB). With a budget of almost \$12 million, the college offers 13 baccalaureate and seven master's degrees to over 3,300 students across departments of Accounting, Finance and Economics; Management; and Marketing and Computer Information Systems. The college serves the Tarleton State campuses in Stephenville, Fort Worth, Waco, and online.**





## INSTITUTIONAL PROFILE

Tarleton State University is an energetic, comprehensive Carnegie R2 Doctoral University: High Research Activity, with the elective Community Engagement classification, and a new member of the Association of Public and Land-grant Universities. The Class of 2028 is almost 3,000 students and represents the largest, most diverse, and well-prepared group of incoming students in the university's 124 years. Record enrollment increases have been verified each semester for the past five years. Fall 2024 saw another all-time high of almost 18,000 students, up nearly 45 percent from 2019 — proof that Tarleton State is quickly becoming the nation's premier comprehensive public university.

The university offers 82 bachelor's, 31 master's, and three doctoral degree options, with seven additional research and health professional doctorates proposed for fall 2025–2027. For their majors, students choose from

eight colleges — [Agriculture and Natural Resources](#); Dr. Sam Pack College of [Business](#); [Education](#); [Mayfield College of Engineering](#); [Health Sciences](#); [Leadership and Military Studies](#); [Liberal and Fine Arts](#); [Science and Mathematics](#).

Tarleton State University serves students on the main campus in Stephenville, its growing Fort Worth campus, in Waco, and on the A&M RELLIS campus in Bryan.

Joining NCAA Division I in July 2020 as the ninth full-time member of the Western Athletic Conference increases national recognition for student-athletes and academic programs, positioning Tarleton State as a frontrunner for anyone seeking a university education. Among numerous milestones, its storied rodeo program boasts 37 National Championship titles, making it a top pick for many cowgirls and cowboys.

## INSTITUTIONAL HISTORY

The university was founded in 1899 by John Tarleton, a rancher and entrepreneur, who bequeathed his life savings to create an institution of higher education for students of modest means. His commitment to affordability and student success commands everything Tarleton State does.

In 1917 Tarleton State became a founding member of The Texas A&M University System, one of the largest systems of higher education in the United States.

Through a statewide network of 11 universities, a comprehensive Health Science Center, eight state agencies and its RELLIS campus, the Texas A&M System educates almost 158,000 students annually and makes more than 22 million additional educational contacts through service and outreach programs. System-wide research and development expenditures exceed \$1 billion a year and are a driving force in the state's economy.





## STEPHENVILLE, TEXAS

The Tarleton State campus sits in the center of Stephenville and enriches the lives of students with a traditional college experience, offering more than a dozen on-campus living options, recreation center, indoor and outdoor swimming pools, study areas, and a variety of student organizations that meet on campus. Students at the Stephenville campus have the opportunity for field learning and internships with local businesses. Students can earn a high-quality education while staying in an area that feels like home and with a fascinating history.

Stephenville is named for John M. Stephen, who settled in the area in 1854. The town was incorporated in 1889 and still serves as the Erath County seat. Over 130 years

it has maintained strong ties to agriculture and refined into one of the fastest growing “college towns” in Texas, with a population of almost 22,000. It has so much to offer its residents whether it be college students, senior citizens, or families. Tarleton State’s outreach programs give the Stephenville community a special, close-knit feeling.

Located 100 miles from the Dallas-Fort Worth metropolitan area, several major manufacturing companies plus small businesses, boutiques, and many more offer ample job opportunities.

For more information on Stephenville, visit [www.stephenvilletx.gov/](http://www.stephenvilletx.gov/).



# LEADERSHIP

## PRESIDENT JAMES HURLEY

Dr. James Hurley was unanimously appointed the 16th President of Tarleton State University in August 2019 by The Texas A&M System Board of Regents. Since his arrival, Tarleton State has become one of the country's fastest growing comprehensive public universities with an impressive 34% increase in enrollment growth. The university has set new records in student success, fundraising, research expenditures, state support and national prominence.

Under Dr. Hurley's leadership, the university created and implemented Tarleton Forward 2030: Our Future-Focused Strategic Plan, a blueprint for becoming the premier comprehensive public university in the nation. During his time, Tarleton State has elevated its profile in academics, research, enrollment, retention rates, graduation rates, fundraising, athletics and regional engagement. Money magazine named Tarleton one of the "Best Colleges in America" for 2024.

His ability to maximize revenue and resource generation efforts have served as a force-multiplier for the university's momentum. This includes a 43.6% increase in state appropriations over the last two legislative bienniums, increased formula funding from record enrollment growth, innovative student funding models, accelerated degree completion, improved operational efficiency, and record fundraising. Dr. Hurley has launched the largest comprehensive fundraising campaign in Tarleton State's history titled "Always, Texan," setting a goal of raising \$250 million by 2030. Previously, the university shattered a \$100 million goal in 2022, two years ahead of schedule, raising nearly \$150 million to commemorate its 125th anniversary.

Dr. Hurley's efforts to advance research and innovation endeavors have increased research expenditures by 67%, helping earn Tarleton State the elevated designation of Doctoral Universities: High Research Activity by the Carnegie Classification of Institutions of Higher Education. This puts the university among only 133 across the country designated as high research institutions. He established and secured funding to launch multiple major research initiatives, including the President's Excellence in Research Scholars (PERS) and the Institute for Rural Economic Development and Research. Tarleton State now operates as an EDA University Center, the only one in the region and one of just 73 nationwide. To bring new collaboration and more research dollars to the state, a state-of-the-art Research and Economic Development Building was recently opened in 2024.



With impressive growth in the student population, the university has continued to build and enhance its infrastructure under Dr. Hurley. At the start of 2024, Tarleton State broke ground on an \$80 million Health Professions Building to help meet the need for healthcare professionals. Additionally, a new residence hall and an expansion of the Dick Smith Library to add a 24/7 space for students are in the works. A \$110 million Event Center is also under construction, with the venue set to host NCAA Division I basketball and provide room for academic convocations, symposiums, conferences and conventions. In total, Tarleton State has over \$500 million in active construction and design.

In 2024, Dr. Hurley received the prestigious United States Congressional Patriot Award from Congressman Pat Fallon for his positive contributions to society through higher educational leadership. In 2023, Fort Worth, Inc. Magazine honored him as one of the 400 most influential North Texans. In 2022, the North Texas Commission honored him with its distinguished Education Leadership Award, recognizing his lasting impact on the region.

An invitation in 2022 to join the impactful Association of Public & Land-grant Universities reflects Dr. Hurley's commitment to groundbreaking discovery, educational access and student success. APLU membership underscores Tarleton State's place among the top academic institutions in the U.S., Canada and Mexico.

A nationally recognized innovator and academic leader, Dr. Hurley has a lifetime of service as Instructor, Professor, Dean and Vice President. Prior to Tarleton State, he served as President of Tusculum University. Under his leadership, TU added its University Health Center, College of Health Sciences and Niswonger College of Optometry.

He holds a doctorate from Morehead State University, a master's degree from Indiana University and a bachelor's degree from the University of Pikeville. He completed the Institute for Presidential Leadership at Harvard University and received a certificate of higher education management from Vanderbilt University.

## LEADERSHIP (CONT.)



### PROVOST DIANE STEARNS

Dr. Diane Stearns joined Tarleton State as Executive Vice President for Academic Affairs in June 2022. She served as Provost and Vice President for Academic Affairs at Northern Arizona University (NAU) in Flagstaff from 2019 to 2021. Dr. Stearns joined the NAU faculty in 1997 as chemistry Assistant Professor, working her way up to Associate Vice President for Research and later to Provost. She played a significant role in NAU's impactful work with the Southwest Health Equity Research Collaborative, addressing health disparities in diverse populations.

She is a graduate of Carleton College in Northfield, Min., where she majored in chemistry. She holds a PhD in inorganic chemistry from the University of California, Berkeley.

## STRATEGIC PLAN

Tarleton State finalized its new 10-year road map — [Tarleton Forward 2030: Our Future-Focused Strategic Plan](#) — in spring 2021, aligning with the university's reaffirmation by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

*Tarleton Forward 2030* declares the university's resolve to give all students the knowledge, skills, and confidence they need to lead, and to stand beside them from the moment they apply.

- Goal I: Student Opportunity & Success
- Goal II: Academic Distinction
- Goal III: Global, Community & First Gen Initiatives
- Goal IV: Research, Innovation, & Economic Impact
- Goal V: Institutional Prominence

### MISSION

Tarleton State University, a founding member of The Texas A&M University System, transforms generations by inspiring discovery, leadership, and inclusion through educational excellence.

### VALUES

#### Excellence

Tarleton State Texans pursue greatness in all efforts, promoting a spirit of leadership, adaptability, and innovation for exceptional outcomes and a better world.

#### Integrity

Tarleton State Texans hold to the highest ethical standards and commit to serving others through transparency and accountability.

#### Respect

Tarleton State Texans create an inclusive community by embracing diverse perspectives with civility, honoring tradition, and promoting teamwork so everyone thrives.





## FINANCIAL STABILITY

Tarleton State's comprehensive budget for fiscal 2025 is \$276 million, giving the university sound financial footing.

The university's largest-ever comprehensive capital campaign recently met its \$125 million target 18 months ahead of schedule. These dollars are strengthening student success, enhancing the academic experience, elevating Tarleton State's institutional profile, and fortifying the school's infrastructure. The current "Always,

Texan" comprehensive campaign has a new goal of raising \$250 million by 2030.

Tarleton State received a 13% increase in state appropriations in the 87th Legislature.

Tarleton State alumni have generated \$1.7 Billion in added income for the state economy in FY 2020-2021, equivalent to supporting almost 24,000 jobs.

## STUDENTS

More than half of Tarleton State students are first generation with no family tradition of seeking a post-secondary degree. Others are legacy students following their parents, grandparents and even great-grandparents as proud defenders of the purple and white. Some graduate from the only high school in their rural county, and some transfer from large urban community college districts.

Tarleton State students are a diverse group (almost 40 percent report an ethnicity other than white) from all parts of Texas, 47 states, and more than 40 countries. Nearly 80 percent receive some form of financial assistance, and about 40 percent are Pell Grant eligible. They love

the university — its people, its traditions, its commitment to student triumphs in and out of the classroom.

The university is fast approaching status as a Hispanic-Serving Institution with almost 23 percent of its student body in fall 2024 identifying as Hispanic.

Tarleton State works diligently to ensure student success, maintaining a retention rate of over 70 percent in recent years. More than 18 percent of students post a 4.0 GPA. Student-athletes are no exception, with the university enjoying unprecedented Academic Progress Rate success in its NCAA Division I reclassification. It has a 978 multiyear APR score and recorded a 974 single-year score in 2021-2022.







## DR. SAM PACK COLLEGE OF BUSINESS (COB)



All programs within the Dr. Sam Pack College of Business are fully accredited by [AACSB](#), the premier business school accrediting body. Fewer than 6% of the world's business schools are accredited by AACSB.

### FALL 2024 ENROLLMENT

Total College enrollment: 3327 students with 1701 students being "Stephenville-based", 883 Fort Worth, 402 Online, 341 Waco

Approximately 33,700 student credit hours generated (12,000 Lower Division, 17,300 Upper Division, 4,400 Graduate)

Courses taught by Full-time instructors for Fall 2024: 68% Undergraduate, 76% Graduate)

Average class size: 37 Undergraduate, 21 Graduate

The Dr. Sam Pack College of Business at Tarleton State University is a dynamic hub for business education, research, and community engagement, preparing students to excel in an ever-evolving global economy. With a commitment to academic excellence, innovation, and ethical leadership, the College offers a wide range of undergraduate and graduate programs designed to meet the needs of diverse learners.

The College is home to highly qualified faculty who bring both academic rigor and practical expertise to the classroom. Through personalized mentorship, hands-on learning opportunities, and strategic partnerships with

Dr. Sam Pack is the owner and operator of six Five Star dealerships (Pack Automotive Group) in the Dallas-Fort Worth market. In addition to his North Central Texas dealerships, Pack co-owns six more in Tulsa. In 2018 he cofounded Triton Automotive Group, a collection of like-minded dealers (16 shareholders, representing 200 dealerships). His business and community leadership earned him the national 1988 TIME Dealer of the Year tribute, one of the auto industry's most coveted honors. Only one other Texas dealer has received this award, and none since Pack.



The Texas Automobile Dealers Association in 2005 recognized him as an industry Legend — only the second person in the association's 93-year history so named. And he was one of five dealers inducted into Ford's inaugural Top Volume Dealers Hall of Fame in 2016.

Pack supports more than 300 nonprofits, service organizations and community events through Sam Pack Cares, the charitable arm of Pack Automotive. In 2003 he received the Ford Motor Company Salute to Dealers Award, presented by Edsel Ford II, for his commitment to improve communities and the lives of individuals in them.

He has given liberally to Tarleton, too, donating to the university's food pantry, the President's Circle and the Dr. James and Kindall Hurley Scholarship Endowment. Then there is the Tarleton State University Pack Automotive Group Intern Program, providing Texans with learning opportunities that inspire career success.

The dedication ceremony for the Dr. Sam Pack College of Business can be viewed [here](#).



## DR. SAM PACK COLLEGE OF BUSINESS (CONT.)

businesses and organizations, the College empowers students to gain real-world experience and develop critical thinking and leadership skills.

The Dr. Sam Pack College of Business emphasizes interdisciplinary collaboration, entrepreneurial thinking, and a commitment to serving its local and regional communities. With a focus on cultivating socially responsible and globally aware leaders, the College plays a key role in advancing Tarleton State University's mission of providing transformative educational experiences.

Graduates of the College are well-prepared to make meaningful contributions in a variety of fields, from corporate and nonprofit management to entrepreneurial ventures and beyond. As a vital part of Tarleton State University, the Dr. Sam Pack College of Business exemplifies a forward-thinking approach to business education that aligns with the evolving demands of today's workforce.

The COB has seen increases in enrollment with the traditional undergraduate population despite national downward trends with this population. In addition, the COB has a decades long history of providing adult students/non-traditional students with opportunities to complete their baccalaureate degree with programs that include consideration and utilization of Credit for Prior Learning (workforce education courses from community colleges/technical schools), employer sponsored training, workforce/workplace certifications, and more.

### COLLEGE OF BUSINESS' MISSION

The Dr. Sam Pack College of Business empowers all learners with the knowledge, skills, and ethical principles to thrive in the global economy. Through faculty and student interactions we prepare leaders who positively impact organizations, foster economic growth, and contribute to their communities.

### ACADEMIC PROGRAMS

The Department of Accounting, Finance, and Economics offers degrees in the following areas:

- [Accounting \(BBA\)](#)
- [Economics \(BS\)](#)
- [Finance \(BBA\)](#)
- [Accounting \(MACC\)](#)
- [Management \(MSHRM\)](#)
- [Master of Science in Logistics and Supply Chain Management \(MS-LSCM\)](#)

The Department of Management offers degrees and programs in the following areas:

- [Management \(BBA\)](#)
- [Human Resources Management \(BBA\)](#)
- [General Business \(BBA\)](#)
- [International Business \(BBA\)](#)
- [Bachelor of Science in Applied Science \(BSAS\)](#)
- [Bachelor of Applied Arts and Science – Business \(BAAS\)](#)
- [Management \(MSM\)](#)
- [Business Administration \(MBA\)](#)
- [Human Resources](#)

The Department of Marketing and Computer Information Systems offers degrees in the following areas:

- [Computer Information Systems \(BS\)](#)
- [Information Technology \(BAAS\)](#)
- [Management Information Systems \(BBA\)](#)
- [Marketing \(BBA\)](#)
- [Information Systems \(MS\)](#)
- [Marketing \(MS\)](#)





# DR. SAM PACK COLLEGE OF BUSINESS (CONT.)

## VISION

To develop innovative, principled, and globally minded business leaders who succeed in a wide range of business environments. To provide a dynamic learning environment that includes practical experience, scholarship, and skills to prepare individuals for real-world challenges.

The Values of the COB align with [United Nations \(U.N.\) Sustainable Development](#) goals 4: Quality Education; 8: Decent Work and Economic Environment; and 9: Industry, Innovation, & Infrastructure

- **Collaboration:** The value of collaboration refers to respect, support network, mentorship, teamwork, service, and involvement. It signifies a focus on considering and meeting the needs and interests of various stakeholders, including students, faculty, staff, and the wider community.
- **Leadership:** The value of leadership includes integrity, courage, vision, innovation, and objective decision-making. It reflects an aspiration to develop and equip individuals as effective leaders who positively impact the business world and beyond.
- **Diligence and Persistence:** We encourage our students to approach challenges with determination and unwavering persistence. Through hard work and dedication, they learn that overcoming obstacles is not just a part of the journey but a critical component of personal and professional growth.

The Dr. Sam Pack College of Business benefits from a highly engaged and dedicated [Executive Advisory Board](#) that plays a pivotal role in advancing the College's mission. The Board enhances the College's visibility and reputation through strategic guidance and support for academic program development, faculty and staff growth, and student success, including recruitment, retention, and placement. Additionally, the Board contributes to fundraising initiatives, internationalization efforts, mentorship opportunities, and other key activities that strengthen the College's impact and competitiveness.

The College also boasts an active and enthusiastic Student Advisory Board, which participates in program planning, assists with College events, and serves as ambassadors for both the College and Tarleton State University. Students frequently highlight the University's welcoming campus, strong sense of tradition, and family-oriented atmosphere as reasons they value their Tarleton experience. Small class sizes and meaningful relationships with faculty are particularly important to them.

Students seek a Dean who is approachable, present, and invested in their success. They value a leader who can inspire and support faculty while also building strong relationships with local businesses and industries to expand opportunities for internships, mentorships, and career pathways. This collaborative and visionary leadership will

ensure the College of Business continues to thrive and provide transformative educational experiences.

The faculty of the Dr. Sam Pack College of Business take pride in the collegial and collaborative environment within the College, their dedication to shared governance, and their steadfast commitment to supporting students throughout their academic journeys. They seek a Dean who will serve as a strong advocate for the College, effectively bridging the gap between faculty and administration to facilitate change and drive progress. The ideal candidate will possess exceptional communication skills and the ability to engage seamlessly with diverse audiences, representing the interests of the College, faculty, and students alike.

This position offers an exciting opportunity for a creative and strategic leader with an innovative vision for the future of business education. The successful candidate will have the chance to play a pivotal role in shaping the continued growth and success of the Dr. Sam Pack College of Business within Tarleton State University, one of the fastest-growing institutions in Texas and the nation.







## LEADERSHIP AGENDA FOR THE DEAN OF THE COLLEGE OF BUSINESS

Tarleton State University invites nominations and applications for the position of Dean of the Dr. Sam Pack College of Business. The Dean serves as the academic officer responsible for executive management of the college and its full range of programs and initiatives; exercises leadership responsibility in advising the college regarding administrative, curriculum and budgetary matters; and provides a vision that contributes to achieving the goals of the institutional strategic plan Tarleton Forward 2030. The ideal candidate will be an experienced, collegial, visionary, and entrepreneurial leader who thinks creatively about the challenges of the changing demographics in higher education. The position reports to the Provost and Executive Vice President for Academic Affairs.

Responsibilities of the dean include, but are not limited to:

**Vision and Planning:** create a vision and strategic plan for the College of Business that aligns with the institutional goals and strategic plan.

**Fiduciary Decisions:** manage the budget and other resources.

**Accreditation:** demonstrate effective administration and stewardship of the AACSB accreditation.

**College Administration:** appoint department heads and college administrators; and conduct performance reviews in concert with the provost.

**Personnel:** oversee hiring; establish job titles and salaries; make decisions and review procedures regarding renewal, tenure, promotion, and dismissal; authorize faculty leave; review faculty annual evaluations; promote departmental mentoring and development opportunities; and support professional development of faculty and staff.

**Educational Leadership:** provide leadership and vision for new and continuing academic programs, considering innovation, cost effectiveness, market demand, fidelity to standards and accreditation; establish and maintain high academic standards; ensure effective student quality, recruitment, and retention.

**Development:** contribute to development and fulfillment of fundraising priorities; participate in comprehensive capital campaign initiatives.

**Collaborative Governance:** create ad hoc committees of the collegiate faculty; hear faculty grievances; promote academic freedom and responsibility; ensure that the college provides an inclusive, opportunity, and perspective-rich environment; promote and support shared governance.

**Communities of Connection and Belonging:** foster appreciation for intercultural experiences, commitment to systemic accessibility, and the elimination of barriers that impact success for all students, faculty, and staff.

**Outreach:** participate in various councils, commissions, and committees as set forth in university policy; represent the college within state and national boards and organizations, corporate partners, and other appropriate groups; effectively demonstrate a commitment to Tarleton State University core values and engage the college in the campus, state, and national communities.

**External Relationships:** strengthen the college's ability to develop and sustain effective relationships with corporate and/or non-profit organizations.



## REQUIRED QUALIFICATIONS

The Dean of the Dr. Sam Pack College of Business must possess:

- Earned doctorate from an accredited institution that is aligned with one of the disciplines of the college;
- Distinguished record of teaching, scholarship, and leadership at a level that warrants a tenured faculty appointment at the rank of Full Professor;
- Progressive experience in a college of business, demonstrating growth and/or advancement in complexity, difficulty, or level of responsibility, through titles that may include director, department head or chair, associate dean, or dean.

## PREFERRED QUALIFICATIONS

The Dean of the Dr. Sam Pack College of Business may also possess:

- Experience with the unique mission of a public research university with multiple campuses and distinctive academic and economic regional impact.
- Experience working in an institution with AACSB accreditation.
- A proven record of successful leadership in change management displaying a mindset of continual improvement.
- Knowledge of a wide range of academic policies and the ability to interpret and administer them with reasoned judgment.
- Proficiency in innovative instructional delivery including knowledge of effective distance learning practices.
- Ability to effectively manage diverse academic programs, administer budgets, and manage personnel.
- Record of successful research scholarship demonstrated through external funding, national impact, or professional recognition.
- Outstanding written and verbal communication skills and meticulous record keeping.
- Ability to multitask and work cooperatively with others.
- Ability to prioritize.
- Ability to lead large groups.

## DESIRED QUALITIES AND CHARACTERISTICS

- Student centered
- Diplomatic
- High emotional intelligence
- Business acumen, including ability to make and successfully implement decisions
- Displays comfort and confidence “in the classroom or in the board room”
- Builder, innovator
- A bold, confident leader who is the “Face of Tarleton” in the business community
- Strategic and visionary







## NOMINATION AND APPLICATION PROCESS

The search for Tarleton State University's next Dean of the Dr. Sam Pack College of Business is being assisted by Nancy Crimmin and Thomas Shandley at Academic Search. Applications, nominations, and expressions of interest can be submitted in confidence to [Tarleton\\_DeanCOB@academicsearch.org](mailto:Tarleton_DeanCOB@academicsearch.org).

To apply, a candidate should electronically submit three separate pdf documents:

- A detailed letter of interest addressing the Dean of the Dr. Sam Pack College of Business leadership agenda, personal leadership philosophy, and qualifications as outlined in this profile,
- A full *curriculum vitae* with relevant administrative and scholarly accomplishments and responsibilities, and
- A list of five professional references, including names, titles, organizations, phone numbers, and email addresses, noting the candidate's relationship for each reference.

References will not be contacted until later in the process and only with the candidate's permission. A background check (including identity, degree verification, and criminal records scan) must be completed satisfactorily before any candidate can be offered this position.

Please send materials in three separate attachments to [Tarleton\\_DeanCOB@academicsearch.org](mailto:Tarleton_DeanCOB@academicsearch.org). Applications will be accepted until the position is filled, however, full consideration will be given to material submitted by **February 21, 2025**. Finalists will participate in campus interviews that may include a public presentation.

Confidential nominations may be sent to [Tarleton\\_DeanCOB@academicsearch.org](mailto:Tarleton_DeanCOB@academicsearch.org). Be sure to include the nominee's full name, position, institution/organization, and email address.

*Tarleton State University provides equal opportunity to all employees, students, applicants for employment, and the public regardless of race, color, religion, sex, national origin, disability, age, genetic information, or veteran status.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Tarleton State University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

