SEARCH PROSPECTUS:

Vice President for Leadership Development and Partnerships

AASCU
American Association of State Colleges and Universities
Delivering America’s Promise
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THE SEARCH

President Mildred García and the Board of Directors of the American Association of State Colleges and Universities (AASCU) seek an innovative and forward-thinking leader to support, enhance, and promote a wide range of leadership development programs, meetings, and events to serve AASCU members. The Vice President for Leadership Development and Partnerships is responsible for the oversight and management of meeting and conference logistics, leadership development programs, sponsorships, and web-based programs. Under the direction of President García, the Vice President serves as a collaborative member of the Executive Leadership Team and directs the staff in the Leadership Development and Partnerships Division.

This search comes at a time of great change and uncertainty in higher education. Public trust and support for higher education have waned and the long-term impact of the COVID-19 pandemic is unknown. With these in mind, it is even more important that the AASCU team build upon the accomplishments of the past and boldly consider the ways in which the association can advance its advocacy, leadership, and service in support of member institutions and in the cause of advancing the distinctive mission of public higher education.
Based in Washington, D.C., AASCU is a higher education association of nearly 400 public colleges, universities, and systems whose member institutions advance social mobility for students of all backgrounds, positively impacting them, their families, and their communities for generations to come. Offering more than three million students each year an affordable, high-quality college education—particularly those from lower-income families, first-generation college students, and/or students of color—AASCU institutions are stewards of their communities, powering economic growth and preparing graduates to be informed and engaged citizens who live by the values of a democratic society.

HISTORY
For nearly 60 years, AASCU has worked with its member institutions to deliver on the American promise of access, affordability, and educational opportunity and on the commitment to serve as stewards of place in their communities.

Historically AASCU members have provided access to quality educational opportunities that have launched personal, societal, cultural, and economic enrichment across America. GIs returning from World War II turned to AASCU institutions to seek a better life for themselves and their families. The Civil Rights movement opened new pathways to higher education that many African-Americans pursued at AASCU colleges and universities. And countless women took advantage of the educational opportunities offered by AASCU members to ultimately enhance every field of endeavor. The 21st century finds that people of color, low-income, and/or underserved students are increasingly turning to AASCU colleges and universities to unlock new opportunities as first-generation students. Today more than 3 million students—almost half of all students who attend public, four-year colleges and universities—attend institutions that are members of AASCU.

AASCU institutions deliver student-centered education in a learning environment that promotes public service, research, and civic engagement. In communities both rural and urban, AASCU schools are Delivering America’s Promise, championing higher education, providing affordable access, and enhancing opportunities for students who may not otherwise have found higher education possible. And they are investing in their communities and regions, fostering regional stewardship and economic progress.

• With a membership of 373 institutions, including 23 system offices in the US and US territories, AASCU institutions comprise 51% of the nation’s 725 public 4-year institutions.
• AASCU institutions enroll 3.3 million undergraduate students, or 47% of the nation’s public, 4-year undergraduate enrollments.
• AASCU institutions award about 609,000 bachelor’s degrees, or 49% of all bachelor’s degrees awarded by public 4-year institutions.

MISSION AND GOALS
AASCU is the collective voice of nearly 400 public colleges, universities, and systems that hold students and community at the heart of their mission. The association works to expand student access, success and opportunity, promote world-class teaching and experiential learning tied to career advancement, and support applied research and service that advances economic development and quality of life in communities across the country.

AASCU focuses on five key action areas:
• Promote understanding of and support for public higher education and its unique role in providing affordable, high quality education and serving as stewards of place that empower regional economic development and help local communities thrive;
• Support innovation in teaching and learning through research and collaborative projects with the end goal of improving all students’ educational and career outcomes;
• Build partnerships with philanthropy, government, non-profit organizations, and business that leverage our collective power to promote economic and social mobility, student success, and build a dynamic, globally competent workforce;
• Develop and advocate for public policy that furthers academic quality and innovation, access, completion, equity and inclusion, and regional stewardship and economic progress; and
• Create professional development opportunities for member presidents and other leaders, with an unequaled investment in growing and diversifying the leadership pipeline.
VALUES
In fulfilling its mission, AASCU is committed to the following core values:

Social Mobility: Increasing social and economic mobility by promoting accessible, affordable, and high quality public higher education for students of all backgrounds in particular those who are non-traditional, from lower-income families, or from underrepresented groups.

Student Success: Committing to programs and policies that help our members position students at the heart of their institutions and that have real-world impact on students’ social and economic mobility.

Innovation: Fostering innovative strategies that help members think deeply and creatively about the nature of their work and encourage institutional achievement.

Service: Proactively working to understand and respond to the needs of our member institutions and the diverse students and communities they serve.

Leadership: Enhancing institutional leadership by supporting presidents, chancellors, and campus leaders with professional development opportunities that foster exemplary practices, innovative management, and promote a cadre of diverse future leaders.

Accountability: Fostering responsible and accountable stewardship of the public trust.

DISTINCTIVENESS AND COMPETITIVE ADVANTAGE
AASCU competes in the higher education association marketplace by adopting best practices in association leadership to achieve operational excellence.

AASCU’s distinction resides in the following work on behalf of its members:

- Ensuring a primary focus on and support for the president or chancellor, with complementary programs and services for the presidential leadership team and for women and people of color who aspire to leadership roles;
- Advocating for a student-focused federal public policy agenda and demonstrating a unique capacity in state policy information and analysis;
- Strengthening the role of state colleges and universities as “Stewards of Place” through support of their teaching-learning, research, and service missions;
- Sustaining a cohesive network of presidents and chancellors as an important component of an effective, member-driven association; and
- Spanning over 30 years of existence, the AASCU Spouse/Partner Program serves the unique needs of spouses/partners of public colleges and university presidents and chancellors through networking opportunities, professional education, information, and guidance.
A DISTINGUISHED NATIONAL LEADER: DR. MILDRED GARCÍA

Dr. Mildred García assumed the presidency of the American Association of State Colleges and Universities (AASCU) on January 22, 2018.

As AASCU’s president, Dr. García is an advocate for public higher education at the national level, working to influence federal policy and regulations on behalf of member colleges and universities. She is the first Latina to lead one of the six presidentially based higher education associations in Washington, D.C.

Prior to joining AASCU, Dr. García served as the president of California State University, Fullerton—the largest university in the CSU and the third largest university in the state. President García previously served as president of CSU Dominguez Hills where she was the first Latina president in the largest system of public higher education in the country. Before her arrival in the CSU, President García served as the CEO of Berkeley College where she was the first system-wide president for all six campuses.

She has held both academic and senior-level positions at Arizona State University; Montclair State University; Pennsylvania State University; Teachers College, Columbia University; and the Hostos, LaGuardia, and City Colleges of the City University of New York.

A first-generation college student, Dr. García earned a Doctor of Education degree and a M.A. in Higher Education Administration from Teachers College, Columbia University; a M.A. in Business Education/Higher Education from New York University; a B.S. in Business Education from Baruch College, City University of New York; and an A.A.S. from New York City Community College.

She actively promotes partnerships between U.S. higher education institutions and societal, cultural and higher education systems of other countries. She has participated with the Fulbright- Hays Seminar for Presidents in 2011, in Jordan and Oman, as well as attended the Fulbright IEA Seminar in 2017, in France. She has also participated in the Fulbright Scholar Program in 2018, including speaking at the 70th anniversary of the Fulbright Commission Franco-Américaine, in France.

Dr. García’s complete bio is available at: https://aascu.org/presidents-bio/
ABOUT THE POSITION: VICE PRESIDENT FOR LEADERSHIP DEVELOPMENT AND PARTNERSHIPS

The Vice President for Leadership Development and Partnerships is responsible for the management and delivery of the broad portfolio of high-quality, cutting-edge programming that serves the leadership and professional development needs of AASCU members. These programs have a primary focus on support for the president or chancellor with complementary offerings for the presidential leadership team and for women and racial and ethnic minorities who aspire to leadership roles. Working collaboratively across the organization, the Vice President provides thought leadership and executive oversight for the delivery of all AASCU professional meetings and events. The Vice President leads an outstanding and experienced staff to ensure seamless planning, communication, implementation, and logistical support for conferences, meetings, programs and webinars. The Vice President oversees the leadership of the corporate partnership program to identify and develop relationships and new revenue sources that advance AASCU’s mission and increase the visibility of its programs. The Vice President also provides counsel and support to coordinate the activities of affinity groups, committees, and other groups that further AASCU’s mission and goals.

As a senior leader in AASCU, the Vice President has responsibility for:

**Leadership Development Programs:** Working collaboratively with the other members of the Executive Leadership Team, the Vice President will make data-informed decisions to develop relevant and timely programming for the Leadership Development portfolio of programs. They will seek to identify, meet, and exceed the needs of AASCU member presidents and chancellors and campus leadership teams. The current portfolio includes Becoming a Provost Academy, Academy of New Provosts, Emerging Leaders Program, Executive Leadership Academy, Millennium Leadership Initiative, New Presidents Academy, Experienced Presidents Retreat, and the Spouse/Partner Program. The Vice President will consistently evaluate the program content to ensure superior quality, and conceptualize, design and organize a variety of new and/or revised programs. It will be imperative that the new Vice President utilize a variety of strategies and mediums to prepare qualified individuals to move into middle-management, provost, and presidential positions at AASCU institutions, with particular emphasis on preparing people of color and women. The Vice President will need to stay current on the latest technologies and delivery systems for professional conferences, workshops, and trainings.

**Meetings Management:** The Vice President will lead the Division of Leadership Development and Partnerships team who coordinates the logistics and delivery of all AASCU professional meetings and programs. The Division works closely with staff from across the organization to provide logistical support needed for high-quality and efficient implementation of all meetings, conferences, webinars, and events. The Vice President will be responsible for the execution of AASCU presidential meetings and provide support for the Presidential Affinity Groups, develop and deliver webinars, and oversee delivery of other events, as needed.

**Corporate Partnerships and Sponsorships:** The Vice President will provide support to the Director of Sponsorships and Corporate Partner Engagement. As a team, they will enhance current partnerships and cultivate new relationships, ensuring they are in alignment with AASCU’s mission and goals.
ABOUT THE POSITION: VICE PRESIDENT FOR LEADERSHIP DEVELOPMENT AND PARTNERSHIPS (CONT.)

**Thought Leadership:** It will be expected that the Vice President will provide sound, thoughtful, and astute counsel to the President and Executive Leadership Team on major AASCU initiatives and decisions, particularly in the areas of leadership and professional development for current and aspiring senior leaders. The Vice President will serve as a well-respected voice nationally, making presentations and moderating panels in national meetings, workshops, and webinars. It will be important that the Vice President participate in social media and other forms of outreach to promote and increase the visibility of AASCU’s programs. The Vice President will need to maintain a keen understanding of higher education trends and issues affecting AASCU member institutions.

**Administrative Management:** The Vice President will work to ensure collaborative relationships within the Division of Leadership Development and Partnerships and across the organization. The Vice President will recruit, train, develop, and supervise a highly diverse professional staff. The Vice President will manage the financial resources of the Division to carry out initiatives and program goals in the most cost-effective manner.

**DESIRED ATTRIBUTES AND QUALIFICATIONS**

The Vice President for Leadership Development and Partnerships must have a Master’s degree in a related field; a doctorate is preferred. Other certifications (e.g., CAE) may be considered as alternate equivalents.

In addition, it is expected that the Vice President will bring the following skills and attributes:

- A deep regard for the mission and role of AASCU and its constituencies
- Demonstrated success navigating a complex setting and developing cooperative working relationships with other individuals, groups, and organizations, including member presidents and provosts
- Demonstration of transformational leadership in a fast-paced environment – being proactive, collaborative, innovative, creative, and entrepreneurial
- Proven abilities in personnel management and supervision including selection, evaluation, team building and coordination
- Strong project management abilities with evidence of creativity and problem solving
- Exceptional oral and written communication skills
- Effective budget development and administration that includes experience in diversifying revenue streams
- Success in advancing equity and inclusion, including creating advancement opportunities for persons of color, women, those with disabilities, or those who are socio-economically disadvantaged
- Willingness and ability to travel, with seasonal and/or occasional intensity

**DESIRED EXPERIENCE**

- Leadership experience as a senior campus official at an AASCU member college or university; association experience is a plus
- Experience in leadership development programming and/or conference and events management
- Experience in fundraising or sponsorships, diversifying revenue, and stewarding gifts/sponsorships
- Understanding of grants process and grants administration
- Ability to navigate multiple levels of an organization to expedite processes to increase efficiencies
- In-depth knowledge of the higher education landscape
- Recognition as collegial, confidence-inspiring, equity minded, forward thinking and reflective, with the ability to build trust
INQUIRIES, NOMINATIONS, AND APPLICATIONS

To apply, a candidate should prepare a thoughtful letter of interest addressing, as appropriate, the expectations and highly valued qualifications outlined in this profile. Also required are a current CV including showing relevant responsibilities and accomplishments as well as the names and email addresses of at least five professional references and the candidate’s relationship to each reference. References will be called at a later stage and only with the candidate’s permission.

To ensure full consideration by the search committee, applications should be submitted by October 15, 2020. Materials should be sent to: AASCUVPLDP@academicsearch.org.

Additional information about AASCU can be found at www.AASCU.org. AASCU is being assisted by Academic Search. Confidential discussions about this opportunity can be arranged by contacting Jay Lemons (jay.lemons@academicsearch.org), Shawn Hartman (shawn.hartman@academicsearch.org), or Jennifer Kookan (jennifer.kookan@academicsearch.org).

AASCU is committed to providing a work environment that is free of all forms of harassment and discrimination. The association considers harassment and discrimination unacceptable behaviors and does not tolerate harassment or discrimination under any circumstances.
ABOUT ACADEMIC SEARCH

Academic Search is assisting the American Association of State Colleges and Universities (AASCU) in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit [www.academicsearch.org](http://www.academicsearch.org/).

Committed to identifying and DEVELOPING LEADERSHIP by providing the highest level of search to our clients and assisting in ENRICHING THE PIPELINE of potential leaders in higher education.