SEARCH PROSPECTUS:

Vice President for Enrollment Management
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Black Hills State University (BHSU) invites nominations for and applications from individuals interested in assuming a newly created position of Vice President for Enrollment Management. This cabinet level position will play a critical role in Black Hills State University’s success, as the University advances under the leadership of President Laurie Nichols. The Vice President for Enrollment Management will lead a dynamic team of professionals with a comprehensive portfolio that includes traditional enrollment management units as well as retention services. The successful candidate will possess strong management skills, a visionary and optimistic perspective, and a command of best practices for strategic enrollment planning.
Black Hills State University is a part of the South Dakota unified system of public higher education. The Board of Regents serves as the governing board and oversees the operations of all six of the state’s public institutions of higher education. Black Hills State University is the third largest higher education institution in the system and is the largest university in the “west river” region (west of the Missouri River). It is located in the beautiful Black Hills of South Dakota in Spearfish, with an additional campus in nearby Rapid City. It serves students from 66 counties throughout the state, 43 other states, and 29 countries.

The University was established in 1883 when it was chartered by the Dakota Territorial Legislature as the Dakota Territorial Normal School. It later became Black Hills State College (1964) before gaining university status. Today the school is known as Black Hills State University (1989). It has emerged and diversified into a comprehensive institution offering programs in the liberal arts, sciences, business, and education. Its mission includes a special emphasis on the preparation of elementary, middle level, and secondary teachers; human services; wellness/recreation; business; and health service professionals. Complementing these programs is a series of pre-professional one- and two-year certificates, and associate degree programs. Eighty-one degrees are offered at the associate, baccalaureate, and master's levels.

BHSU refers to itself as a campus “Where Anything is Possible.” BHSU offers unique opportunities for students and provides valuable personal relationships with faculty and staff. The mission statement of BHSU reflects the importance of students. The mission is to “be a dynamic learning environment that fosters critical thinking and creative expression.” The University Vision Statement reflects an even greater in-depth purpose: “Black Hills State University will be the region’s leading university in undergraduate research and sustainability whose graduates will enact global change through leadership, stewardship, and scholarship.”

The University’s 131 full-time and 86 adjunct faculty members are committed to teaching and learning and to student success. The faculty are joined in supporting the educational mission by 243 permanent staff members and 347 student employees. One member of the University faculty and staff said the unifying commitment for all at BHSU is to “help students find their path.” The efforts of faculty are complemented by equal commitment from staff, students, alumni, and community leaders in the region who are passionate about the University, its mission, and the region in which it is located. Its centers and outreach programs serve as an economic engine for the region, a base for faculty research projects, and a source of pride for the growing population in the region. Its cooperative education linkages with other educational providers, including public schools and technical colleges, as well as its role in bringing comprehensive university education to the greater Rapid City area at BHSU-Rapid City, indicate a growing responsibility as a proactive educational leader.

BHSU academic programs are delivered through three colleges: the College of Liberal Arts, the College of Business and Natural Sciences, and the College of Education and Behavioral Sciences. BHSU is accredited through The Higher Learning Commission.

FACTS AT A GLANCE

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<th>TOP 10 GRADUATING PROGRAMS*</th>
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<tr>
<td>• Business Accounting &amp; Management</td>
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<td>• Elementary Education</td>
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<td>• Biology/Biological Sciences</td>
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<td>• Psychology</td>
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<td>• General Studies</td>
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<td>• Exercise Science</td>
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<td>• Human Services</td>
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<td>• Mass Communications/Media Studies</td>
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<tr>
<td>• Curriculum &amp; Instruction</td>
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<tr>
<td>• Special Education</td>
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18:1 STUDENT/FACULTY RATIO*

3,858 HEADCOUNT ENROLLMENT*

3,684 Undergraduate
174 Graduate

62% FTFT RETENTION*
39% 6 YR GRAD RATE**

*FY 2020
**BHSU grads, 2013 cohort
Student enrollment totals 3,858 including the Spearfish campus, BHSU-Rapid City, and online. BHSU serves a diverse student population including non-traditional, veterans, international, as well as a broad cultural and racial representation. BHSU serves the largest percentage of Native American students among the state public universities in South Dakota.

The campus has a robust student life program with over 90 student clubs and organizations, including residence hall councils, academic clubs, music groups, and social and recreational organizations. Many student organizations assist the community in service projects. There are also over 600 events and programs annually.

About ten percent of the students participate in varsity athletics (Yellow Jackets). BHSU transitioned to NCAA Division II athletics and the Rocky Mountain Athletic Conference in 2013. The University fields five men’s and nine women’s teams in ten sports, including football, basketball, cross country, volleyball, rodeo, softball, track & field, soccer, triathlon and golf. BHSU has a total of 22 Rocky Mountain Athletic Conference championships. The Yellow Jacket Foundation works diligently to support athletic scholarships.

There are also club sports, one of which (rodeo) has a legacy of championship rodeo teams and competes nationally, and intramural sports of basketball, flag football, soccer, softball, and volleyball.

On-campus living provides a vibrant campus life environment for 873 students in five residence halls and one apartment complex. The South Dakota Board of Regents requires students to live on campus for two years.
The BHSU campus is recognized as one of the most beautiful campuses in the state and the nation. The main campus in Spearfish consists of 123 acres and 23 major buildings in addition to Ida Henton Park, Lyle Hare Stadium, and the new Veteran’s Park.

The Kathryn Johnson Life Sciences Laboratory officially opened in 2011, providing space for classrooms, five teaching labs, five research labs, a conference room, and faculty offices. The building also houses the Center for the Conservation of Biological Resources (CCBR), a nationally recognized genomics research lab.

Clare and Josef Meier Hall, a state-of-the-art music and classroom building, was added in the center of campus in 2003. This magnificent building includes a 280-seat recital hall, choir and band rooms, classrooms, conference rooms, keyboard, listening and piano labs, and faculty offices.

The Joy Proctor Krautschun Alumni/Foundation Welcome Center (Joy Center) opened in November 2014 and is an official gateway to campus with state-of-the-art meeting facilities for alumni and friends. The facility was built and is maintained by support from alumni and friends. Guests take advantage of meeting rooms with large television screens to assist with presentations. In addition to business meetings, the Joy Center hosts wedding parties, community business meetings and fundraisers. An eight-member University Advancement team utilizes the center for office space and for hosting events for alumni and friends.

A majority of the University’s academic programs and offices are housed in Jonas Hall, Woodburn Hall, and the Donald E. Young Sports and Fitness Center.

The residential life offerings include traditional halls and apartment suites in five residence halls and one apartment complex. The newest building on campus, Bordeaux Residence Hall, accommodates 196 students. A two-story central great room serves as a residence life hub for students with a kitchen, fireplace, and multi-media study rooms. The living quarters are suite-style, and all new furniture and furnishings complement the LEED-certified and ADA compliant residence hall design. Bordeaux Hall was the first university building in the state of South Dakota to receive rooftop solar panels.

The remodeled David B. Miller Yellow Jacket Student Union serves the social and recreational needs of the students and was the first building in the state to become LEED-certified. The Donald E. Young Sports and Fitness Center, which was completed in 1990, provides an exceptional athletic and fitness center, gymnasium, aquatics center with a six lane 25-meter pool, indoor track, ROTC headquarters, as well as classrooms and faculty offices.
Black Hills State University collaborated with the Sanford Underground Research Facility in a $4.5 million project to convert the Jonas Science building on the BHSU campus into a facility to complement Sanford Lab’s education efforts in the town of Lead. This building houses four teaching labs and four research labs. The Sanford Science Education Center officially opened on campus in 2016. Also, in 2016, BHSU opened its Underground Campus nearly a mile beneath the earth’s surface at Sanford Lab. The BHSU Underground Campus is located 4,850 feet underground and includes a Class 1,000 square foot cleanroom and workspace for multidisciplinary research. The BHSU Underground Campus is open to graduate and undergraduate students in a variety of disciplines and partners with groups around the globe to create unique opportunities for collaborative research in physics, chemistry, biology and geophysics.

Fundraising is underway with the goal of breaking ground on renovation of the E.Y. Berry Library Learning Center in the Summer of 2021. Initial plans include creating a student success center, increasing access to technology, and adding a new west entrance off the main pedestrian corridor on campus.

BHSU-Rapid City campus offers educational opportunities for the state’s second largest city. The convenient location offers accessible options for working adults, military personnel, and high school graduates who prefer to stay in their hometown. The BHSU-RC location offers daytime and evening classes for certificate programs, associate degrees, bachelor’s degrees, and an MBA program.

In recent years, BHSU has taken significant strides toward becoming a more sustainable university. The University has outpaced many of its peers in its commitment to sustainable activities and outcomes, in areas from water conservation to community gardening to renewable energy.

BHSU ACCOLADES

BHSU is an outstanding institution with many impressive features and points of distinction. Listed here are just a few examples to illustrate the quality of BHSU. These statistics are found in a variety of publications.

ACCRREDITED BY:
Higher Learning Commission (HLC)
Association to Advance Collegiate Schools of Business (AACSB)
Council for the Accreditation of Educator Preparation (CAEP)
National Association of Schools of Music (NASM)

RECOGNITION:
Named a Top 10 Military-Friendly School by Victory Media
Ranked Best Online Graduate Programs by U.S. News and World Report
Named Top 200 Colleges for Native Americans by Winds of Change magazine
Named Most Affordable Master’s Degree in Education by Grad School Hub
Photography students ranked top 5% nationwide by Photographer’s Forum

ACCOMPLISHMENTS:
3 national champions—National Intercollegiate Rodeo Association (NIRA)
Well-established Honors Program
3.0 average GPA for student-athletes
Tree Campus USA (3 years - 2016, 2017, 2018)
Bee Campus USA (1st year - 2019)
"Bicycle Friendly University" by the League of American Bicyclists
Alladin, the BHSU on-campus food service, is Green Restaurant Certified
STARS (Sustainability, Tracking, Assessment and Rating System) Silver Rating
Carbon Commitment – BHSU participating member with a goal of reducing greenhouse gas emissions
Resilience Commitment – BHSU participating member with a plan to build community capacity and preparedness for extreme weather events
FINANCIAL INFORMATION

BHSU offers in-state tuition for surrounding states: Colorado, Iowa, Montana, Nebraska, North Dakota, and Wyoming. Minnesota students can also take advantage of their current reciprocity agreement. The following chart outlines the current tuition and room and board rates for undergraduate and graduate students.

BHSU receives its funding from various sources, with the main ones being student tuition and fees and an annual appropriation from the State of South Dakota. For FY20, the total BHSU operating budget is $48.9 million. The state appropriation provides 21% of the budget, while tuition and fees account for 49% of the budget. Federal grants amount to 9% of the FY20 budgeted funds, while the room and board make up another 7% of the budget. Other funds account for the remaining 14% of the operating budget.

About 79% of students at BHSU receive some form of financial aid. $8,731,245 of the aid was non-obligation aid in the form of scholarships and grants. The remaining 67% of aid was in the form of loans and student employment. The total amount of aid received by BHSU students was $25,395,516 (18-19 term).

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<th>TUITION 2019-2020</th>
<th>ROOM &amp; BOARD</th>
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<tr>
<td>UNDERGRADUATE (30 HOURS)</td>
<td>GRADUATE (24 HOURS)</td>
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<tr>
<td>RESIDENT</td>
<td>NON-RESIDENT</td>
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<td>$9,009</td>
<td>$12,155</td>
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FUNDRAISING AND ALUMNI PARTICIPATION

The University has two foundations, the Black Hills State University Foundation and the Yellow Jacket Foundation. Each, a separate 501c3, supports the welfare and future development of the University’s educational goals. The BHSU Foundation raises money for academic scholarships and capital projects and is led by a 22-member board of directors with assets totaling $23.2 million. The Yellow Jacket Foundation raises money for athletic scholarships and is led by a 24-member board of directors with assets totaling $2.8 million.

The two foundations teamed up raising over $70 million in the last ten years. Two successful capital campaigns have taken place during this span with the most recent netting over $45 million. Annual fundraising revenue for 2019 exceeded $7.3 million with alumni participation of 12 percent.

The BHSU Alumni Association was established in 1894. The association hosts many events and programs each year that benefit students, alumni, and the University. Some of the events include the Alumni Awards Luncheon, Swarm Day events, Alumni Mile, Toast to the Graduates, Spirit of BH Award, 50 Year Club, Legacy Family Award and more. The BHSU Alumni Association is led by a 28-member board of directors. Graduates of the University automatically become members of the Association upon graduation joining a group of more than 17,000 former students.

The University Advancement Office serves Black Hills State University by creating awareness and building and strengthening relationships that encourage and generate investment in and support of the university, its mission, programs, research, and initiatives. The office works closely with the BHSU Foundation, Yellow Jacket Foundation, and BHSU Alumni Association to ensure success. The office has a professional staff of eight team members.
THE PICTURESQUE LOCATION

BHSU is located in one of the most beautiful areas in the United States. Eight peaks exceed 7,000 feet in elevation and one can climb to the summit of each mountain. There are over 2,000 rock and ice climbing routes, two ski areas, and 416 miles of snowmobile trails. There are also 450 miles of hiking and biking trails. Black Hills gorges and canyons are spectacular and accessible. The Black Hills National Forest is 1.2 million acres with some of the best camping and outdoor living in the country. The Hills are an island of mountains in a sea of prairies and rangelands. The Black Hills’ 6,000 square miles are vastly different from the flatlands that surround them.

Fishing for trout, bass, and walleyes abounds everywhere. Hunting turkey, elk, and deer, exploring ghost towns and historic trails, rock hunting in one of the top five mineral localities in the world, unique geology, and exploring caverns - both wild and public - all capture the interest of residents and visitors. Water sports of every kind abound in the summer, and ice fishing, snowmobiling, and both alpine and Nordic skiing are popular in the winter. One can kayak, canoe, or paddleboard in one of the 18 lakes or 500 miles of rivers and streams. It is unusual to find a region that offers such diverse fresh air fun.

Spearfish Canyon is a natural beauty with its 19 miles of towering limestone cliffs, the rushing mountain stream, a rich landscape of pines, spruce, aspen, and birch trees, as well as the impressive Bridal Veil Falls.

There are also incredible man-made places to visit. America’s most famous monument, Mount Rushmore National Memorial, is breathtaking; and nearby Korczak Ziolkowski’s Crazy Horse Memorial, an epic mountain carving of the Sioux leader, is also memorable. State and national parks, forests, wildlife preserves, and nature areas have been established to keep pristine forever certain parts of the Black Hills. The historic Old West town of Deadwood, revived into a major tourist attraction, is but a short drive from the campus. Belle Fourche is home to one of the oldest continuously held rodeos in the U.S. - The Black Hills Roundup. The town of Sturgis, situated between the picturesque canyons, is known for its motorcycle rally held in early August.

The Black Hills area also enjoys an unmatched brand of Old West history. Legendary names lived here: Crazy Horse, Sitting Bull, General George A. Custer, Wild Bill Hickok, Calamity Jane, Jim Bridger, Red Cloud, and Jedediah Smith.
The City of Spearfish is a headquarters for art aficionados, hunters, fishermen, bicyclists, and snowmobilers. Spearfish has been recognized as one of the top three “Best Home Base Cities for Adventure Enthusiasts” by Livability.com and is an outdoor enthusiast’s dream. Architectural Digest also included Spearfish in its list of “The 25 Best Small Towns in America.” Residents and tourists alike enjoy world-class, blue-ribbon trout fishing, pristine golf courses, and hundreds of miles of mountain biking and snowmobiling trails. Once coined as the “fastest growing town in the Mid-west,” Spearfish is a spectacular community where friendliness and courtesy are a way of life. With blue sky, forested hills, and vast prairies, it offers an appreciation of nature and beauty not often seen.

The City offers one of the most broad-based economies in western South Dakota. With its roots in education, health care, tourism, mining, and timber, the economy has grown and diversified over the past 25 years. Abundant natural resources, a well-educated workforce, access to major transportation routes, and its ideal location have helped fuel the economic growth of the City. The annual growth rate for the Greater Spearfish area has remained at 3% annually.

Rapid City is but a short drive on Interstate 90, and it is the economic and cultural hub of the region. Its airport serves western South Dakota with 14 nonstop destinations, including Charlotte, Dallas, Denver, Minneapolis-St. Paul, Phoenix, Salt Lake City, and San Francisco.

It is apparent the Black Hills of South Dakota are gems and most importantly, BHSU is the “heart and soul” of this amazing region.
The Vice President for Enrollment Management is a newly created position. A member of the Cabinet, the Vice President will report directly to the new President, Dr. Laurie Nichols. The Vice President will join a team of talented leaders, including the Provost (who is being recruited on the same timeline), Vice President for Finance and Administration, Vice President for University Advancement, Executive Director of the BHSU Rapid City campus, Director of University and Community Relations, and the Athletic Director.

Units in Enrollment Management have recently been aligned from different divisions in order to create a thoughtful and integrated set of programs and student support services. Departments include Admissions, Registrar, Financial Aid, Veterans Resource Office, Student Support Services (TRIO), and the Student Success Center (a multi-function unit that includes academic advising, retention programming, tutoring, dual enrollment, career services, and orientation). Also critical to the overall enrollment management function, the Strategic Enrollment Management Committee involves numerous campus partners in planning and assessment.

A native of Colman, S.D., Nichols received her undergraduate degree in home economics education from South Dakota State University. She holds a master of education degree in vocational and adult education from Colorado State University and a Ph.D. in family and consumer sciences education/family studies from The Ohio State University.

Prior to coming to BHSU, Nichols was president at the University of Wyoming from 2016 to 2019. She served as provost and vice president for Academic Affairs at South Dakota State University from 2009 to 2016. She previously served as dean of family and consumer sciences at SDSU. In 2008 she was tapped to be the interim president at Northern State University. Earlier in her career she taught at secondary and post-secondary levels in South Dakota, Colorado, Nebraska, Ohio, Idaho, and Iowa.
LEADERSHIP AGENDA FOR THE VICE PRESIDENT FOR ENROLLMENT MANAGEMENT

The purpose of the enrollment management division is to identify, recruit, enroll, retain, and graduate a diverse student population in keeping with the University’s mission while ensuring fiscal sustainability.

The Vice President for Enrollment Management is a new position, created out of the realization that better coordination and focus on outreach, retention and graduation would provide a strong foundation for excellence in student success. The new division draws together departments from different areas across campus to create a synergistic organization responsive to enrollment management. The inaugural Vice President of this new division will invest in the new team and create the identity of the division as one focused on student success, data-informed decision making, campus-wide engagement, and excellent customer service.

Like many other regional comprehensive universities, Black Hills State University has experienced enrollment declines, with two of the last ten years showing positive enrollment gains over the previous years. The reasons for these declines nationally relate to changing demographics, the pull of a robust economy, changing public perception of the value of a college degree, increasing student debt, and a host of variable campus-specific factors.

At Black Hills State University, campus leaders appreciate that the role of retention and efficient pathways to degrees has as much of an impact on overall enrollment as gains through new student admissions. The campus is concluding a yearlong Strategic Enrollment Planning (SEP) effort with the assistance of Ruffalo Noel Levitz. This effort highlights a thoughtful enrollment plan and engages the campus across divisions, promoting a shared commitment to student success. Below are specific opportunities for leadership engagement for the Vice President for Enrollment Management.

Enrollment Planning
Recognizing the critical role enrollment plays in shaping the culture of campus, the student experience, and the financial sustainability of the institution, the Vice President for Enrollment Management is the primary implementor of the newly created strategic enrollment plan in partnership
with the Provost. The Vice President for Enrollment Management will lead an enrollment planning effort that brings together all campus partners to accomplish the following:

- understand and evaluate enrollment trends and data, taking into consideration student demographic data, college/department enrollment performance, and all viable enrollment markets
- identify and implement best practices for admissions, marketing, on-boarding, and financial aid administration, including removing barriers to increase new student enrollment and persistence
- create meaningful data assessment tools and reporting models
- establish multi-year goals for enrollment (for different categories of students) with fiscal projections for future opportunities/activities

**Retention Support**
Consistent with the planning above, the Vice President will engage with academic partners and colleagues across campus to do the following:

- coordinate a web of retention services in a thoughtful and efficient manner to ensure student support
- assess current programs for effectiveness, recognizing excellence, redirecting programs for optimal performance, and implementing additional high-impact-practices that enhance student success
- lead the development of retention goals and metrics for a variety of student cohorts and academic and other support programs
- communicate with students to gauge satisfaction and to share critical student success opportunities
- explore and engage extramural support for student success efforts through grants and contracts
- support and sustain a culture that puts students first

**Support for the Academic Mission**
Coordinating and supporting the work of the colleges through policy administration, faculty support, data management, and streamlined processes, the enrollment management unit plays a critical role in ensuring the academic experience is clear, timely and relevant from a student and faculty perspective. The Vice President provides direction and ensures functions in the division can accomplish the following:

- coordinate, communicate, implement, and assist in evaluating academic policies
- deliver reports to academic partners to assist them in promoting excellence and planning for future opportunities
- respond promptly to requests; process and post actions accurately to the student record; ensure accuracy and efficiency for other curricular matters
- assist students in a proactive manner to resolve concerns with the goal toward creating seamless pathways to the degree
- ensure efficient registration processes and academic scheduling to facilitate an academic experience for students and faculty that is understandable and accessible
LEADERSHIP AGENDA FOR THE VICE PRESIDENT FOR ENROLLMENT MANAGEMENT (CONT.)

Outreach and Messaging
As one of the primary forward-facing representatives of Black Hills State University, the enrollment management unit works collaboratively with Advancement and all campus constituents to tell the University’s story. This effort involves a coordinated effort to execute the following activities:

- engage with colleagues to craft the University’s key brand messages
- attend to and provide reflection about the public persona of the University through web, social media, collateral print materials, and other avenues
- assist in creating and sharing compelling narratives about the University
- engage with local, regional, national, and international audiences as appropriate to advance the brand of Black Hills State University
- identify key markets and discrete programmatic opportunities for enrollment growth
- respond to public, regental and legislative requests for data and reflection, becoming an insightful and trusted resource

REQUIRED QUALIFICATIONS

- Master’s degree (bachelor’s degree may be considered upon evaluation of significant enrollment management experience and success)
- Progressively responsible experience in one or more areas of enrollment management in higher education at the director level or above
- Familiarity with enrollment data administration, data informed decision making, recruitment methodologies/analytics, and high impact programs for student retention
- Strong management skills to include empowering staff and ensuring accountability
- A commitment to serving BHSU students, coupled with a sincere dedication to the mission of BHSU. In short, embrace this unique and special place, advocate for BHSU students and become part of the community.

DESIRED EXPERIENCE, KNOWLEDGE AND LEADERSHIP CHARACTERISTICS

- Doctorate degree
- Excellent communication skills, including written/verbal/interpersonal
- Experience implementing successful high impact practices
- Excellent project management skills
- A record of engagement with faculty and colleagues in different organizational units
- Experience creating successful enrollment plans
- Experience with CRM implementation and management
- Experience with social media marketing
- Experience serving diverse student populations
- Understanding of the technology and processes involved with all the various enrollment management functions, such as admissions, registration, financial aid, graduation evaluation, etc.
- Understanding of financial aid leveraging with the ability to engage others in collaborative analysis
- Analytical abilities to inform activities and practices for continuous improvement
- An orientation toward entrepreneurial activities with the ability to apply practical evaluation
- Trustworthy, transparent and collaborative leadership style
- Willingness to pursue an agenda for change while honoring the contributions of all team members
PROCEDURE FOR NOMINATIONS AND APPLICATIONS

Black Hills State University is being assisted by Academic Search. Confidential discussions may be arranged by contacting Stacey Morgan Foster, JD, Senior Consultant (stacey.foster@academicsearch.org).

Applications should include 1) a detailed cover letter addressing the priorities and desired qualities for the position, 2) a current curriculum vitae (CV) and 3) a list of five professional references with contact information and an explanation of the working relationship. References will not be contacted without explicit permission from the candidate. Inquiries, nominations, and applications should be sent to BHSUEnrollment@academicsearch.org.

The position is open until filled, but only applications received by March 31, 2020 will be given full consideration.

Black Hills State is committed to following the Federal law, Title IX of the Education Amendment, and its policy prohibiting discrimination and harassment in educational programs, activities and its employment practices. It ensures equal access to its educational programs and employment opportunities without regard to sex, gender, race, color, national origin, religion, age, disability, pregnancy, gender identity, sexual orientation, predisposing genetic characteristics, marital status, veteran status, military status, domestic violence victim status, or ex-offender status. Black Hills state is committed to providing an environment not impaired by sex and gender-based misconduct, including sex discrimination and sexual harassment. This includes, without limitation, sexual harassing, violent intimidating or discriminatory conduct by its students, employees or any other member or visitor to the University community.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Black Hills State University 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 http://www.academicsearch.org/.

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