SEARCH PROFILE:

VICE PRESIDENT FOR STUDENT AFFAIRS AND ACADEMIC SUPPORT
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>THE OPPORTUNITY</td>
<td>3</td>
</tr>
<tr>
<td>UNIVERSITY OF SOUTH CAROLINA</td>
<td>4</td>
</tr>
<tr>
<td>THE COLUMBIA CAMPUS</td>
<td>5</td>
</tr>
<tr>
<td>LIFE IN COLUMBIA, SOUTH CAROLINA</td>
<td>5</td>
</tr>
<tr>
<td>STUDENT LIFE</td>
<td>6</td>
</tr>
<tr>
<td>ATHLETICS</td>
<td>6</td>
</tr>
<tr>
<td>ALUMNI</td>
<td>6</td>
</tr>
<tr>
<td>DIVERSITY AT THE UNIVERSITY OF SOUTH CAROLINA</td>
<td>7</td>
</tr>
<tr>
<td>THE UofSC POINTS OF PRIDE</td>
<td>7</td>
</tr>
<tr>
<td>UNIVERSITY ACADEMIC PROGRAMS</td>
<td>7</td>
</tr>
<tr>
<td>LEADERSHIP AND GOVERNANCE</td>
<td>8</td>
</tr>
<tr>
<td>VICE PRESIDENT FOR STUDENT AFFAIRS AND ACADEMIC SUPPORT</td>
<td>9</td>
</tr>
<tr>
<td>LEADERSHIP AGENDA</td>
<td>11</td>
</tr>
<tr>
<td>QUALIFICATIONS AND DESIRED CHARACTERISTICS</td>
<td>12</td>
</tr>
<tr>
<td>APPLICATIONS, INQUIRIES AND NOMINATIONS</td>
<td>13</td>
</tr>
</tbody>
</table>
The University of South Carolina (UofSC) announces a nationwide search for a distinguished and accomplished administrator/scholar to serve as the next **Vice President for Student Affairs and Academic Support**. This is an exceptional student affairs leadership opportunity at one of the nation’s most respected and largest state comprehensive flagship universities. Reporting to and working in collaboration with a new president, the next Vice President for Student Affairs and Academic Support will bring a demonstrated ability to lead and manage the student affairs and academic support components of a complex administrative organization. The selected individual will possess an outstanding record as a student affairs leader and a scholar in their field.

The Vice President for Student Affairs and Academic Support (VPSA) is the chief student affairs officer at the UofSC and a standing member of the President’s Cabinet. The VPSA administers the budgets of all student affairs and academic support units and oversees student life policies and priorities. The VPSA is charged with overall leadership of student affairs at the UofSC and oversees all units within the Division of Student Affairs and Academic Support.

The UofSC seeks a student-centered, visionary, servant leader who is committed to cultivating an accessible, equitable, and diverse environment. The VPSA will be a leader who is creative, innovative, and collaborative in advancing the mission and vision of the UofSC Division of Student Affairs and Academic Support while further strengthening the University’s legendary service to its students. The new vice president is expected to assume office in August 2022.
The University of South Carolina has been preparing the nation’s future leaders and improving people’s lives for more than 200 years. Educating students from all 50 states and more than 100 countries, the university works hard to ensure high-quality, accessible, and flexible learning and research opportunities for South Carolinians, while maintaining far-reaching influence. Programs that are among the best in the world range from cutting-edge research to athletics.

Over the past decade the University of South Carolina has experienced remarkable growth and positive change. The UofSC Columbia’s first-year classes have grown while posting the highest average SAT scores in university history — a unique accomplishment. The Honors College has been named the top public honors college in the nation, and, as a Carnegie R1 research university, the UofSC is also home to 56 nationally ranked programs including the #1 ranked programs in international business, sport sciences and online nursing. In addition, South Carolina is one of only 40 public universities and the only one in the state to earn the Carnegie Foundation’s R1 designations in both research activity and community engagement.

Total enrollment at the Columbia campus for undergraduate and graduate students is over 35,000, with a record number of applications and deposits for the Fall 2022 semester. Students can choose from more than 350-degree programs, and the student body is constantly reaching new heights. In the past 20 years, students at the UofSC have earned more than $17.8 million in Fulbright Fellowships and prestigious national scholarships such as the Goldwater, Truman, Rhodes and NSF. The university’s faculty garnered more than $225 million in federal, state and private funding for research, outreach and training programs in FY2021. In the past four years, the UofSC has hired nearly 400 tenure-track faculty members, helping to lower our student to faculty ratio while still maintaining high academic standards.

The UofSC Columbia offers 100 health sciences degree programs in 50 areas of study, making it one of the Southeast’s best and most comprehensive universities for health sciences research and education. U.S. News & World Report ranks the School of Medicine at the UofSC Columbia as the #1 in Most Graduates Practicing in Medically Underserved Areas.

The University of South Carolina—home to complex minds, endless memories, unrelenting inquiry, bright conviction, and home to those who raise the bar, and raise it again.
THE COLUMBIA CAMPUS

Chartered in 1801, South Carolina began classes in 1805 with nine students and a single building, Rutledge College. As the campus grew and buildings were added during the next 50 years, a horseshoe-shaped layout was adopted. Today, the Horseshoe is on the National Register of Historic Places, with 10 of its 11 buildings dating to the 19th century.

Relatively recent construction, such as the Center for Health and Well-Being, the Strom Thurmond Wellness and Fitness Center, the Arnold School of Public Health Research Center, the Horizon and Discovery research buildings, the Science and Technology Building, and a new home for the School of Law, combines state-of-the-art functionality with timeless building and landscape design that is often inspired by the architecture of the historic Horseshoe quadrangle. Contemporary structures, including the recently completed Darla Moore School of Business designed by renown New York architect Rafael Viñoly, are built with sustainability in mind. An ambitious 1808-bed student residential district is under construction on the campus, and a new Health Sciences Campus that will include a new Medical Education Building and an Interdisciplinary Research Building located in the Columbia metropolitan area just two miles from the university campus is in the early planning stages. The UofSC Columbia has also been named a Tree Campus USA by the Arbor Day Foundation and a Bicycle Friendly University by the League of American Bicyclists.

Long range plans include renewal and construction of academic and research facilities, enhancements to transportation and parking infrastructure, and development of recreational opportunities to empower the University of South Carolina to propel a vibrant University community into the future.

LIFE IN COLUMBIA, SOUTH CAROLINA

Columbia is the capital of South Carolina and there are over 730,000 residents in the greater metro area. Columbia is the #3 College Town in America and the primary city of the Midlands region and the largest in the state. In the heart of South Carolina, tradition and tomorrow pair perfectly. As a creative hub that’s fed by university and capital city communities, a gritty spirit and vibrant energy can be felt all around. It is a city where stately buildings buzz with new businesses and centuries-old sites give rise to fresh perspectives – all this in the midst of surrounding natural beauty.
STUDENT LIFE

Guided by the principles of the Carolinian Creed, the University of South Carolina is dedicated to advancing leadership and academic excellence and providing an environment that is inclusive and welcoming of all students, faculty, and staff.

As a leading public institution and one of the fastest growing flagship universities in the nation, the University of South Carolina continues to thrive in providing an exceptional student experience. From its long-standing programs, such as the First-Year Experience, nationally recognized as the #1 public first-year experience in the nation, and its groundbreaking University 101 program to exciting new initiatives, such as the Division’s Diversity, Equity, Inclusion and Achievement Council, the UofSC Division of Student Affairs and Academic Support remains on the cutting edge of innovation in student success. This continued success is intricately connected to the leadership of the Vice President for Student Affairs and Academic Support, and thus is a critical position for the University of South Carolina.

In this role the University seeks an experienced leader who will serve as a trusted colleague on the University’s administrative cabinet and advisor to the President on all matters pertaining to student life and student success. The leader will work closely with the Board of Trustees, the governing body, to harness energy and community. The Vice President for Student Affairs and Academic Support will have strategic oversight and management over a comprehensive division consisting of seven units with approximately 500 permanent staff positions, 100 graduate assistants, 1,400 student employees and an annual budget exceeding $86 million.

ATHLETICS

The University of South Carolina competes in the Southeastern Conference (SEC) at the NCAA Division I level. Nicknamed the Gamecocks, student athletes complete in 19 varsity intercollegiate sports at the highest level in what is considered the toughest and most competitive athletic conference in the country.

The UofSC Gamecocks rank #1 in the SEC with 1,510 student athletes making the SEC Academic Honor Roll since 2015. They have won 11 national championships since 2010 and 395 Gamecocks have been named All-Americans and 784 All-SEC during that time.

ALUMNI

Generations of University of South Carolina alumni continue the institution’s legacy of leadership and success. Commitment and participation mark alumni engagement, as there are over 310,000 living alumni and more than 20,000 active members of the Alumni Association, affiliated with over 45 active local clubs, located throughout the country. The Alumni Association also supports Affinity and Interest Groups to connect alumni with unique backgrounds and experiences, including the Black Alumni Council, the Young Alumni Council, the Veteran’s Alumni Council and the LGBTQ+ Alumni Council. The UofSC Alumni Association offers: 1. Support for and connections to a global network and Gamecock alumni; 2. Support for and access to unique student scholarships; and 3. Exclusive access to campus services and events.
The University of South Carolina believes that diversity and inclusion are necessary to achieve academic and institutional excellence. Every student, faculty, and staff member not only matter, but their unique perspectives are the core of the University’s strength and success.

The UofSC strives to cultivate an inclusive environment that is open, welcoming, and supportive of individuals of all backgrounds and celebrates the diverse voices, perspectives, and experiences of its employees. It recognizes that diversity in its workforce is essential to providing academic excellence, and critical to its sustainability. The University is committed to eliminating barriers created by institutional discrimination through accountability and continuous process improvement.

As articulated in the University’s strategic plan (For South Carolina: A Path to Excellence), and the University’s values as articulated through The Carolinian Creed, the University is focused on creating and sustaining an inclusive learning, living, and working environment where all members of the University’s community feel that they are valued and supported. The University will be transformed by attracting and retaining a diverse population of students, faculty, and staff who enhance its teaching, learning, scholarship, and community outreach. Because diversity in the composition of its students, faculty, and staff is a key measure of the University’s long-term efforts, it seeks to create and sustain a University climate where all members of the community receive the support needed to be successful in their teaching, learning, research, scholarship, and work (achievement); engage in the learning, understanding and practice of diversity, inclusion, and equity as key drivers of University ethos and its preparation of student leaders (engagement); and feel that their presence and contributions are valued and affirmed (inclusion). As such, composition, achievement, engagement, and inclusion are key strategies for university success.

The Division of Student Affairs and Academic Support is in the midst of implementing the recommendations and action steps of the Division’s Diversity, Equity, Inclusion, and Achievement Council. Further implementation is planned for Fall 2022.
LEADERSHIP AND GOVERNANCE

THE UNIVERSITY OF SOUTH CAROLINA SYSTEM
The System is comprised of eight higher education institutions, including one research institution (UofSC Columbia); three regional comprehensive institutions (UofSC Aiken, UofSC Beaufort, and UofSC Upstate); and the four Palmetto College Campuses, which are associate degree granting and online bachelor’s degree completion institutions (UofSC Lancaster, UofSC Salkehatchie, UofSC Sumter, and UofSC Union).

THE BOARD OF TRUSTEES
Made up of some of the state’s most influential and knowledgeable leaders, including the governor and the state’s education superintendent, the UofSC Board of Trustees members represent each of the state’s 16 judicial circuits and the president of the UofSC Alumni Association. The governor has an appointee and usually designates someone to fill the governor’s seat on the board.

THE PRESIDENT
Harris Pastides, Interim President
Harris Pastides is Interim President at the University of South Carolina, having previously served as its 28th President (2008-2019). Since his arrival at the University in 1998, he has also held the positions of Vice President for Research and Health Sciences and Dean of the Arnold School of Public Health. As the University of South Carolina’s 26th president, Pastides led the University of South Carolina system of eight institutions in 20 geographic locations to higher achievements and unprecedented growth. Under Pastides’ tenure, the University witnessed the South Carolina Honors College rise to the No. 1 public honors college in the nation; celebrated continual top national academic program rankings, including over 60 current programs in undergraduate and graduate international business, public health, engineering, nursing, and others; procured record-levels of research funding; and surpassed a $1 billion capital campaign goal.

Michael Amiridis, President Elect
In January, the Board of Trustees named Michael Amiridis the 30th president of the University of South Carolina. He will officially begin July 1, 2022. Amiridis currently serves as Chancellor of the University of Illinois Chicago (UIC), which he has successfully led since 2015. Prior to his leadership at UIC, Amiridis spent more than two decades on the University of South Carolina’s Columbia campus, serving as a professor, Dean of the College of Engineering and Computing, and the University’s Executive Vice President for Academic Affairs and Provost before leaving for Chicago in 2015. During his tenure at UIC, Amiridis focused efforts on enhancing the student experience, engaging with diverse communities, raising UIC’s national and international reputation, and creating a culture of entrepreneurship. Under his leadership, UIC saw six years of enrollment growth, surpassing 34,000 students in fall 2021, while winning national accolades for attracting an increasingly diverse student population. UIC achieved record sponsored research awards, exceeding $440 million in FY21. Amiridis also is successfully completing a capital campaign this spring to raise more $750 million in donations for UIC. Amiridis, 59, is a native of Greece and a U.S. citizen. He earned his undergraduate degree in chemical engineering from Aristotelian University of Thessaloniki in Greece in 1985 and his Ph.D. in chemical engineering from the University of Wisconsin-Madison in 1991. He and his wife, Ero Aggelopoulou- Amiridis (MS, ’97, PhD, ’11), have two children, Aspasia (BS, ’19) and Dimitri (class of 2022).

University Leadership and Governance
Reporting directly to the President are the Executive Vice President for Academic Affairs and Provost; Executive Vice President for Administration and Chief Financial Officer; Vice President for Communications; Vice President for Development; Vice President for Diversity, Equity and Inclusion; Vice President for Information Technology and Chief Information Officer; Vice President for Research; Vice President for Student Affairs and Academic Support; Executive Director for Innovation, Partnership, and Economic Engagement; General Counsel and Executive director of Compliance Programs and Director of Athletics.
VICE PRESIDENT FOR STUDENT AFFAIRS
AND ACADEMIC SUPPORT

Reporting directly to the university president and serving as a member of the president's cabinet, the vice president for student affairs and academic support (VPSA) is responsible for the leadership, management and administration of the division’s human resources, programs, and finances which provide a wide range of student development and support services to a diverse student population exceeding 36,000. The VPSA leads the following units comprising the division and is responsible for the management and leadership of all units and departments of the Division of Student Affairs and Academic Support, including:

1. Office of the Vice President for Student Affairs
   - Communications
   - Finance
   - Human Resources
   - Information Technology
   - Undergraduate Student Ombuds Services

2. Student Success
   - Career Center
   - National Resource Center for The First-Year Experience and Students in Transition
   - Student Success Center
   - University 101 Programs
   - Student Affairs - EAB Navigate Coordinated Care

3. Student Housing and Sustainability
   - Housing
   - Faculty Principal Learning Communities
   - Sustainability

4. Student Life
   - Campus Recreation
   - Fraternity and Sorority Life
   - Leadership and Service Center
   - Multicultural Student Affairs
   - Parent and Family Programs
   - Russell House University Union
   - Student Media
   - Student Ticketing

5. Office of the Dean of Students and Deputy Title IX Coordinator
   - Student Conduct and Academic Integrity
   - Student Disability Resource Center
   - Substance Abuse Prevention and Education

6. Planning, Assessment, and Innovation

7. Development

8. Student Health Services

The Vice President is responsible for integrating administrative, academic support, beyond-the-classroom education and campus services components of the university, while working collaboratively across internal and external boundaries to provide a superior student experience as stated in the university strategic plan. The VPSA acts as a primary advisor to the president and other university officers on issues, opportunities, and situations that relate to students and student life at the university. The VPSA is a key leader in campus crisis management efforts.
The work of Student Affairs and Academic Support enables the university to provide an optimal learning environment where members of the greater University community, including students, faculty and staff experience a safe, civil, equitable and non-discriminatory environment. The VPSA is the institutional expert on the needs, wants, wishes and expectations students have related to their college and educational experiences, and monitors cultural and educational trends to provide best practices in the service and program arenas. The VPSA maintains a visible presence both on campus and in the community and collaborates with academic units to facilitate the persistence, graduation, and placement of students in graduate study or first-time employment. The VPSA leads professional development efforts to train and develop Student Affairs and Academic Support employees through a wide array of programs and services. The VPSA supports the division’s Diversity, Equity, Inclusion and Achievement Advisory Council and stewards the accomplishment of the university’s strategic plan.

**PRIMARY JOB DUTIES:**

1. Ensures that the academic mission and strategic plan of the university are incorporated in every aspect of student support services, as well as plans and implements opportunities for student growth and development to ensure a quality campus life.

2. Develops policies and procedures for student services and student life programs to encourage student engagement and development. Ensures systems, structures and processes are designed to foster student success, including retention, graduation, and career outcomes.

3. Engages in crisis management, compliance management and best practice implementation and maintains expert knowledge of national trends with a focus on prevention and education for the advancement of student learning.

4. Provides leadership to achieve the outcomes stated in the university strategic plan.

5. Collaborates and works collegially with key stakeholders, specifically in the Office of the Provost, the academic colleges and schools and the president’s cabinet to achieve the outcomes stated in the Division of Student Affairs and Academic Support strategic plan.

6. Leads efforts to acquire and retain a high quality, diverse staff, including but not limited to recruiting, onboarding, training, professional development, coaching, mentoring, performance management and career development for all levels of employees.

7. Works with the Office of Institutional Research, Assessment and Analytics and other key stakeholders to determine outcome measures and evidential data sources to confirm desired outcomes. Designs dashboard and other visual representations to present results.

8. Works with the Board of Trustees to ensure the mission, goals, values, and strategic plan of the university are achieved.
LEADERSHIP AGENDA

The University of South Carolina seeks a nationally-recognized and visionary leader with the experience, student affairs knowledge, and interpersonal skills to guide the Division of Student Affairs in a time of institutional transition. The position will be responsible for cultivating an integrated, comprehensive, and intentional student experience by creating an inclusive and student-centered environment that ensures all students who start here can finish here. The University seeks an entrepreneurial, collaborative and student-centered Vice President for Student Affairs and Academic Support who will serve as a key partner and subject matter expert for the university’s senior leadership team to champion student success initiatives. Key priorities for the new VPSA include:

Sustain a focus on diversity, equity, inclusion and belonging initiatives for all students and staff. Diversity, equity, inclusion and belonging are a campus priority and must continue to evolve in support of a strong sense of community for all the UofSC students under the leadership of the VPSA. Therefore, the new Vice President will be someone with a strong understanding of diversity, equity, inclusion and belonging frameworks and demonstrable experience implementing campus-based initiatives informed by this body of knowledge. A main focus will be partnering with others in the campus community to make meaningful and measurable progress toward a campus culture of inclusion and belonging, including the oversite and implementation of the Division’s Diversity, Equity, Inclusion and Achievement Task Force Action Plan.

Apply strategic planning, research, assessment, and communication skills to evaluate and promote divisional needs and goals. The incoming VPSA is expected to provide vision in the leadership of all Student Affairs functions. A top priority will be implementing a shared vision for the future direction of the Division, including the development of seamless student services. The successful candidate will have the expertise and communication skills to plan strategically, use assessment data, and organize the Division to best utilize resources that are available. The successful candidate will have the experience and judgement to be an innovative and creative change agent who can move the Division to new levels of excellence from day one.

Participate on the President’s Senior Leadership team as a strong, knowledgeable, and collaborative leader who is prepared to advocate for the interests of the students and the Division of Student Affairs while also being an active contributor to discussions and collaborations with institution-wide priorities. Amidst new leadership and institutional change, the University is seeking an experienced senior leader with strong communication and management skills, knowledge, experience, and energy capable of elevating the University and the Division of Student Affairs to new integrated levels while serving the needs of present and future students.

Enhance strategic partnerships with the Provost’s office and faculty to promote student success. The new VPSA must possess the collaborative skills, credibility, and knowledge to build connections between faculty and student affairs professionals to maximize the potential for all students at the UofSC to engage and thrive. The VPSA must develop a shared understanding of the academic mission and the contributing role of student affairs and academic support. The VPSA will be expected to work closely with the President and Provost to strengthen the ties between the curricular and co-curricular areas of the University with the ultimate objective to maximize the success for all students. Demonstrated experience of successful collaborations with academic affairs, particularly as it relates to enhancing measures of student success and retention, is essential.

Provide vision, innovation, and advocacy to strengthen the support of the professional staff of the Division of Student Affairs. The new Vice President will have exemplary management skills that harness potential, build trust, set high expectations and boost morale of an experienced and talented staff. The VPSA will have the skills and attributes to develop and manage a skillful and highly functioning team with a clearly articulated vision and mission. The new VPSA must be adept at displaying the understanding, empathy, and vision to recruit, motivate, mobilize and engage the professional staff to stay and thrive.
QUALIFICATIONS AND DESIRED CHARACTERISTICS

REQUIRED QUALIFICATIONS
The successful candidate for this role will have a commitment to the profession, a strong working knowledge of multiple student affairs functions and an understanding of the specific areas represented in the Vice President for Student Affairs and Academic Support portfolio, as evidenced by:

- A terminal degree
- A demonstrated record of leading and partnering to influence positive change in the pursuit of an organization’s mission and outcomes including extensive experience (10 years or more) in student affairs administration in higher education.

PREFERRED QUALIFICATIONS:
- Doctorate in higher education or a related field.
- Proven effectiveness in developing and delivering broad initiatives that advance equity, access and belonging.
- Strong communication and public presentation skills.
- Evidence of personal and professional characteristics that include integrity, creativity, and flexibility.
- A proven record of leading institutional outcomes demonstrating, with evidence, planned goals and initiatives.
- Ability to forge connection with diverse community members and foster productive ties.
- A proven record of cultivating donors and fundraising, specifically among parents, families, and friends of enrolled students.
- Demonstrated understanding of the challenges, needs, and unique capabilities that a diverse population of first-generation, historically underrepresented, and Pell-eligible students, as well as commuter, graduate, international, non-traditional, residential and student-veterans bring to the University of South Carolina and demonstrated ability to advocate for their success.

KNOWLEDGE/SKILLS/ATTRIBUTES:
- A genuine care, curiosity, and willingness to actively engage with students
- Knowledge of current trends and practices in higher education administration.
- Evidence of leadership and coaching skills.
- Demonstrated success in facilitating fiscal, human resources, strategic planning, facilities, and administrative management outcomes; demonstrated advanced knowledge of diversity, equity, and inclusion principles and practices in an educational setting or other multifaceted organization.
- Expertise in at least one specialized area of student affairs.
- Experience working in a state-supported university.
- Experience with crisis management, demonstrating the ability to apply sound judgement in emergency situations and act decisively with the best interests of the University and students in mind.
- Knowledge of financial planning.
- Knowledge of federal, state, and institutional compliance regulations related to higher education.
APPLICATIONS, INQUIRIES AND NOMINATIONS

The search for Vice President for Student Affairs and Academic Support at the University of South Carolina is being assisted by Academic Search. Applications should consist of

- A substantive cover letter addressing the leadership agenda of the position of Vice President for Student Affairs and Academic Support;
- A written statement regarding the candidate’s knowledge about, track record in promoting, and plans for advancing equity, inclusion, diversity, and belonging;
- A current curriculum vitae (CV);
- A list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate.
- All documents should be in PDF format.

Applications, nominations, and expressions of interest can be submitted in confidence to USCVPSA@academicsearch.org. Although the position is open until filled, to ensure full consideration by the Search Committee, applications should be received by June 6, 2022. Confidential discussions about this opportunity may be arranged by contacting Dr. Tom Shandley, Senior Consultant, at thomas.shandley@academicsearch.org or Dr. Bill Kibler, Senior Consultant, at bill.kibler@academicsearch.org.

The University of South Carolina does not discriminate in educational or employment opportunities on the basis of race, sex, gender, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth or related medical conditions.
ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of South Carolina 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. For more information, visit www.academicsearch.org.

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