SEARCH PROSPECTUS:

Provost/Vice President for Academic Affairs
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Black Hills State University (BHSU) invites nominations for and inquiries and applications from individuals interested in assuming a transformational leadership opportunity as Provost and Vice President for Academic Affairs (VPAA). The new Provost/VPAA will have the opportunity to be part of the administrative team of the dynamic new President Dr. Laurie Nichols. It is a tremendous opportunity to work in collaboration with President Nichols as she begins the strategic planning process in the fall.

Black Hills State University is 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. Over the next two decades, the curriculum expanded with the purpose of training teachers for the public schools. By 1924 the college was authorized to adopt a four-year curriculum leading to a bachelor’s degree in education. Spearfish Normal School became informally known as Black Hills Teachers College.

During World War II, the college served as a training center for the U.S. Airforce. In the years following, the college achieved accreditation from the North Central Association, expanded its curriculum and began offering graduate work. On July 4, 1964, the South Dakota State Legislature officially changed the name to Black Hills State College.

Enrollment grew throughout the following decades. Construction of a new library and expansion of the academic program offerings established the college’s future direction. On July 1, 1989, the State Legislature authorized a bill granting the campus university status. Today the school is known as Black Hills State University. 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; 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.

While the focus of the campus is teaching, faculty have typical responsibilities of teaching, advising, scholarship and service. The University provides numerous opportunities for faculty to engage in research, oftentimes with undergraduates to give them insight and perspective as they move forward in their respective careers. Grants and contracts awarded to the University in recent years ranged between two to six million dollars. Its teacher education program prepares more teachers than any other institution in the state and is a primary provider of teachers in western South Dakota, eastern Wyoming, and the surrounding states. The University offers sixty-five bachelors, nine masters, and seven associate degree programs.

The student/faculty ratio at Black Hills State University is 18:1. Of the full-time faculty, 45% are tenured and 78% hold a terminal degree.

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. BHSU Education programs are accredited by The Council for the Accreditation of Educator Preparation. BHSU Business programs are accredited by AACSB International - The Association to Advance Collegiate Schools of Business. The BHSU Music Education program is accredited by the National Association of Schools of Music. BHSU’s Physical Education program is nationally recognized by the National Association for Sport and Physical Education.

BHSU serves the largest population of Native American students in South Dakota. By an act of the South Dakota legislature, the Center for Indian Studies at BHSU was established. The Center administers four academic programs and two student organizations. The major in Indian Studies was first offered in 1997 as a cooperative program between BHSU and the University of South Dakota.
Student enrollment totals 3,858 students 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. Over sixty percent of the students are female.

The University Honors Program enhances the university experience through diverse and thought-provoking classes, faculty mentorship, and a close-knit academic and social community.

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. Each year the student awards program recognizes student accomplishments and outstanding student organizations.

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 University has a legacy of championship rodeo teams and competes nationally. The Yellow Jacket Foundation works diligently to support athletic scholarships.

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

Five residence halls and an eight-building apartment complex accommodate 873 students. 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, 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 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 the creation of 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.

ACCREDITED BY:
• Higher Learning Commission (HLC)
• Association to Advance Collegiate Schools of Business (AACSB - top 5% of business schools worldwide)
• 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
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 FY20 budgeted funds while room and board make up another 7% of the budget. Other funds account for the remaining 14% of the operating budget.

About 81% of students at BHSU receive some form of financial aid. $9,054,023 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.

### FINANCIAL INFORMATION

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<th>Room &amp; Board</th>
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<td><strong>Undergraduate (30 Hours)</strong></td>
<td><strong>Graduate (24 Hours)</strong></td>
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<tr>
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<td>Non-Resident</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. 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 Provost/Vice President for Academic Affairs of BHSU will report directly to the new president, Dr. Laurie Nichols. (See her bio information) The Provost will join an administration of a new Vice President for Enrollment Management (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.

The Provost will oversee the three deans of the Colleges of Business and Natural Sciences, Education and Behavioral Sciences, and Liberal Arts. In addition, the Provost will be responsible for many other units on the campus. The President has been preparing an administrative structural chart (see chart below) for the Provost which illustrates the various colleges and academic support services that report to the provost. The next provost will have the opportunity to configure these offices into a more coherent organization structure, such as clustering various offices into “units” with a unit head who reports to the provost and staff who report to the unit head.

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.
It is an exciting time to make a difference for all constituents of Black Hills State University. A highly qualified Provost will be able to garner the trust and enthusiastic partnerships with the President, the dedicated community of administrators, faculty, staff, alumni, community members, and students in the years of growth and development ahead for BHSU.

The following leadership agenda summarizes the opportunities and expectations for the new provost. As the chief academic officer for BHSU, the provost will:

- Serve as a consistent positive voice for faculty, students, and the President to prioritize, develop, and implement academic priorities.

The Provost will engage faculty in formal and informal ways to understand, value, and support their expertise, dedication, and commitment to students and to BHSU. The Provost will model transparency, communicating decisions made and reasons why, and serve as an important bridge between the President and the faculty.

Articulate the BHSU mission and vision and implement effective strategic planning. Determine and define an identity for BHSU and articulate this identity with all constituents: Historically, BHSU has had its niche as an exemplar in teacher education and it continues to have a strong reputation for preparing outstanding teachers. While there are other distinctive programs such as biology, exercise science, psychology, photography, and an AACSB-accredited business program, it is evident that the new Provost will need to work with faculty and staff to determine relevant niches for the next decade to meet the needs of the region and the students it serves. Attending to emergent technology will need to be a priority as the identity, information technology infrastructure, and ways to deliver curriculum evolve.

- Coordinate effective collaboration among the three colleges, community members, multiple campus settings, operational units of BHSU, regional universities, community colleges, and the Board of Regents.
LEADERSHIP AGENDA FOR THE PROVOST/VICE PRESIDENT OF BHSU (CONT.)

Provide active leadership within the campus, system, and community which extends beyond Spearfish to Rapid City and other towns within the Black Hills area: The next Provost will need to have an appreciation of BHSU as an integral part of the region and exhibit a positive presence within the community. It is expected that the provost be visible for events on campus (athletic competitions, lectures, musical performances, theater productions, community and alumni events, etc.), be available as a listener and supporter of faculty and staff.

- Demonstrate commitment to diversity, inclusion, and social justice.

BHSU has the highest diversity of the six South Dakota universities. The racial-ethnic diversity of students choosing BHSU continues to increase with an overall 20 percent population this fall. It is a goal of President Nichols to provide open doors for inclusivity and social justice and it will be important for the Provost to embrace and nurture an inclusive environment for all students, faculty and staff. It will be important to nurture and support international students as well.

- Provide strategic visioning and implementation within a challenging financial environment.

Build an effective management team: The Provost must hold all administrators accountable for the implementation of action plans and goals. It is important to build and sustain excellence in all areas of the University through the collaborative leadership of an effective team.

The Provost must have experience with budget management, fund-raising and grant opportunities, and partnerships that will allow resources to be utilized in the most productive ways.

- Alignment of academic program to regional workforce needs

It is important to embrace an on-going program review process to analyze the employer and workforce needs of the Black Hills and western SD region. The next Provost should have an understanding of, or experience with, starting or growing academic programs which align with regional workforce needs and directly address severe workforce shortages.

REQUIRED QUALIFICATIONS

- An earned terminal degree from an accredited institution.
- Successful higher education teaching experience, having earned tenure or its equivalent.
- Relevant and successful higher education administrative experience with progressively increasing responsibility.

DESIRED EXPERIENCE, KNOWLEDGE, AND LEADERSHIP CHARACTERISTICS

There is a clear desire among all constituents for a passionate, engaged, dynamic, thoughtful, and caring leader who has the capacity for bringing people together, inspiring and moving them to action in advancing the mission of Black Hills State University. Preferred qualities include the following:

- Demonstrated love of the surrounding rural communities.
- Commitment to and experience with shared governance.
- Experience with implementing and overseeing innovative academic program development and delivery, including traditional, off-site, virtual, online, dual credit, feeder schools, and partnered initiatives.
- Demonstrated commitment to authentic listening, communicating and rationalizing in a transparent format.
- Experience in utilizing data and research to make informed decisions.
• Effectiveness in working with diversity and inclusion.
• A multi-tasker with organizational skills, deadlines, and assessment of outcomes.
• History of success with change—how to navigate and be willing to make tough decisions.
• Ability to establish the trust and confidence of the president and other campus personnel.
• Strong skills set to pursue needed changes at the board level when appropriate.
• Respect for the value of the liberal arts as well as professional programs.
• Understanding of the climate of a state-comprehensive campus.
• Awareness of issues and trends in higher education nationally.
• Experience with assessment and institutional and program accreditation procedures and processes.
• Ability to develop and implement ideas for the Rapid City campus.
• Comfort level to navigate within a political higher education state structure.
• Motivation to enhance a welcoming campus for students with disabilities, first-generation students, minority and diverse students, and those with mental health and other related problems.
• Familiarity with best practices in enhancing student success, retention, and graduation.
• Demonstrated scholarly or creative work in higher education.
• Ability to collate ideas, synthesize, and determine best solutions.
• Role model as a motivator, with an approachable style and a sense of humor.
• A public servant with the philosophy that education is a common good.
• Energized leader who earns respect due to hard work and positive outcomes.
Black Hills State University is being assisted by Academic Search. Confidential discussions may be arranged by contacting Dr. Pamela Balch (pam.balch@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 BHSUProvost@academicsearch.org.

The position is open until filled, but 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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