

SEARCH PROSPECTUS:

Dean of the School of Management



Kettering
UNIVERSITY

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OVERVIEW OF THE SEARCH

Kettering University, a private (nonprofit) co-educational institution in Flint, Michigan, invites nominations for and inquiries and applications from individuals interested in a transformational leadership opportunity as Dean of the School of Management. This position carries with it an endowed chair title of Riopelle Endowed Chair of Engineering Management. The Dean is expected to be an effective collaborative partner with Provost Dr. James Z. Zhang; the deans of other colleges, and Kettering University Online (KUO)/Kettering Global; faculty within the School of Management; and students, community members and alumni in support of [President Dr. Robert McMahan's](#) vision for the University and for the School of Management.

It is an exciting time of energy, innovation, successes, challenges, and opportunities at Kettering University. The institution is a unique national leader in experiential STEM and business education, integrating an intense curriculum with applied professional experience. Students realize their potential and advance their ideas by combining theory and practice.

In June 2019 Kettering University announced a \$150 million fundraising campaign entitled “Boldly Forward.” In addition, funds are being raised for a new four-story, 105,000 square foot Learning Commons, a major academic hub. Ground has been broken and this \$65 million facility will be completed by Spring 2022. The purpose for this building is to enhance and cultivate opportunities for students and the Flint community. President McMahan suggests that “it speaks to Kettering’s prideful past but also to its future on the global stage.”

HISTORY OF KETTERING UNIVERSITY

***“Believe and act as if it
were impossible to fail.”***

CHARLES F. KETTERING

Kettering University is a unique institution with a fascinating history and a prestigious reputation because of its transformative and rigorous curriculum linked with unprecedented experiential learning opportunities. In 2019 Kettering celebrated its 100th year of success in producing many of the world’s most prominent and successful leaders, innovators, entrepreneurs, and philanthropists.

In 1919 a group of leading citizens of Flint founded the School of Automobile Trades as a night school for engineers, managers, designers, and technicians. These entrepreneurs were motivated by inventor and industrialist Charles Kettering (1876-1958) whose inspirational words--“Do the right thing at the right time”---became a basis for their successful plan.

In 1923 the institution became the Flint Institute of Technology offering a four-year cooperative educational program for over 600 students. In 1926 the General Motors Corporation (GMC) provided financial support and renamed the school General Motors Institute. Their purpose at that time was to utilize the facility to develop high-potential leaders, engineers, and managers. By 1945 the institution became a degree-granting college with a continuing commitment to cooperative education. The Institute added a fifth-year thesis requirement to provide even more rigor to the curriculum.

In 1982 General Motors divested itself from the ownership. The non-profit institution changed its name to GMI Engineering and Management

Institute and, in addition to its co-op programs, began to offer graduate programs to both on- and off-campus students.

On January 1, 1998, leaders of the Institute made the decision to change its name to Kettering University, in honor of Charles Kettering, holder of 186 patents, founder of Delco, and head of research at General Motors from 1920-1947. His inventions were transformational and included the first electric cash register and the first electric starter first introduced on Cadillacs in 1912.

What began as a night school in 1919 has grown into today’s highly regarded Kettering University with co-op employers in the automobile industry, aerospace, biotechnology, finance, logistics, consumer products, banking, health care and many others. Kettering continues its historic role of educating leaders for the businesses and industries of the world.



THE COMMUNITY OF FLINT AND REGION

Kettering University is located in Flint, Michigan in Genesee County. Located along the Flint River, 66 miles northeast of Detroit, it is a principal city within the region known as Mid-Michigan. Flint exceeds 100,000 in population and is home to seven additional institutions of higher education.

Founded in 1819 by fur trader Jacob Smith, Flint became a major lumber trade area on the historic Saginaw Trail during the 19th century. Flint was incorporated as a city in 1855 and later became a leading manufacturer of carriages and other vehicles, earning it the nickname “Vehicle City.”

In the early 20th century local entrepreneur William C. Durant was brought in to manage the Buick Motor Company which, at that time, was the largest manufacturer of automobiles. In 1908 Durant founded General Motors, with headquarters in Flint. The city ultimately became an automobile-manufacturing powerhouse as the home of GM’s Buick and Chevrolet divisions. Flint was also a major contributor of tanks and other war machines during World War II due to its extensive manufacturing facilities.

Although the economy of Flint has historically been tied to the automobile industry, it has seen significant diversification over the decades. The unfortunate water situation has been nearly successfully resolved and Flint entrepreneurs have provided new life and energy to the city.

The Flint Public Library will soon be undergoing a \$27.6 million upgrade including renovations and the addition of 16,000 additional square feet. A \$37.9 million Hilton Garden Inn is due to open in a historic downtown building this year. Lear, a company that makes vehicle seats, recently opened a new manufacturing facility in Buick City, a long vacant building once occupied by GM. The Flint Cultural Center is on a 30-acre campus east of downtown. It includes the Longway Planetarium, Sloan Museum, the Whiting Auditorium, the Flint Institute of Music (home to the Flint Symphony Orchestra and the Flint School of Performing Arts), the Flint Youth Theatre, and the Flint Institute of the Arts, a 90-year old museum and art school, that has just opened a new wing for contemporary crafts, a glass studio and hot shop. New restaurants and businesses have opened as well as the reopening of the Capitol Theatre. The Berston Field

House, a community athletics center, has also been revived. More than \$200 million dollars have been invested into the community.

The Genesee Valley Center offers interesting shopping experiences within its 65,000 square feet of boulevard-style shopping in over 125 retailers. The Flint Farmers’ Market is only a half mile northeast of downtown and is one of the state’s largest markets. It is widely regarded as one of the country’s most successful urban Farmers’ Markets.

Flint offers six golf courses, four of which are municipal. There are also another 28 courses within 20 miles of Flint, including 23 public. The oldest course in the area that opened in 1918 is the Flint Golf Club designed by Willie Park, Jr. Genesee County also provides athletic entertainment. The Flint Firebirds are a major junior ice hockey team based in Flint and the Flint Bucks, a USL Soccer team, play at Kettering’s Atwood Stadium.

Just east of Flint in Burton is the beautiful For-Mar Nature Preserve and Arboretum, which covers nearly 400 acres. Genesee County is also home of Historic Crossroads Village, which includes over 30 restored 19th century buildings, a 40-minute journey on the Huckleberry narrow-gauge railroad, and a 45-minute cruise on the Genesee Belle, a replica of the paddlewheel riverboats popular during Mark Twain’s life.

Flint has built on its natural beauty for residents and visitors. The Flint River is more than a stretch of water going through downtown. It is a freshwater site for fish and wildlife, kayaking, river races, canoeing, fishing tournaments, and cycling events.





ABOUT KETTERING UNIVERSITY AND ACADEMIC LIFE

No other institution in the world offers a co-operative program as robust and intentional as Kettering's. The approach to its entire academic program is grounded in the integration of theory and practice in unprecedented and demonstrably successful strategies.

"TRUE KETTERING" is focused on shaping its culture based on a shared commitment to its mission, vision, values, and pillars of success. By sharing in a singular sense of purpose, Kettering's many voices become one in pursuit of a higher goal.

PILLARS OF SUCCESS

Kettering University ties the mission, goals, and values together with its four pillars of success: 1) Optimized Growth in Enrollment and Programs; 2) Global Leadership in STEM Education, 3) Community Vitality, and 4) Engaged Stakeholders.



MISSION

The mission is a goal-oriented and defined statement: "Kettering University prepares students for lives of extraordinary leadership and service by linking transformative experiential learning opportunities to rigorous academic programs in engineering, science, mathematics, and business." Students invest four- and-one-half years applying the mission to their daily lives. Specifically, every undergraduate spends half of these years involved in experiential learning (either in a co-op setting off campus or an applied setting on or off campus) along with the other half of the academic experience exploring the theory behind the practice and reflecting upon the knowledge gained from the experiential learning settings.

In addition, every KU graduate must complete a senior thesis that combines faculty-led guidance, class and lab work, hands-on working experience, and a focused study topic relevant to the co-operative experience.

VISION

It will be the first choice for students and our partners seeking to make a better world through technological innovation, leadership, and service.

VALUES

The values that a Kettering University experience fosters include: 1) respect, 2) integrity, 3) creativity, 4) collaboration, and 5) excellence.

ABOUT KETTERING UNIVERSITY AND ACADEMIC LIFE (CONT.)

SCHOOL LEADERSHIP AND GOVERNANCE

The Dean for the School of Management reports directly to the Provost and Senior Vice President for Academic Affairs. Other direct reports include Associate Provost; Dean for the College of Engineering; Dean of Graduate Studies and Research; and Dean of the College of Sciences and Liberal Arts. The Regional Director of SBDC (Small Business Development Center) also reports (dotted-line) to the Dean. Please review the [Organizational Charts](#).

The Dean also oversees the Dean's Student Advisory Board (DSAB) which consists of 11 faculty-selected students who provide student perspectives and serve as ambassadors for the School.

The Dean also works with the School of Management Industry Advisory Board that is comprised of highly accomplished business academicians, professionals, and executives. They assist the Dean in guiding, promoting, advising, and supporting academic programs and educational offerings.

UNIVERSITY FINANCES

Kettering University has an annual operating budget of approximately \$60 million with an endowment of approximately \$90 million. It has total debt of \$20 million in a single tax-exempt bond issue with favorable debt covenants. Kettering maintains balanced operating budgets and has accumulated cash reserves in excess of \$18 million.

ACADEMIC PROGRAMS

Kettering University offers bachelor's degrees, post bachelor's certificates, and master's degrees. Through the College of Engineering, the College of Sciences and Liberal Arts, the School of Management, the Graduate School and Kettering Global, the University offers 13 undergraduate degree programs and 11 graduate programs at the master's level including six fully online degrees and five fully online certificates. All of Kettering's undergraduate degree programs are completely integrated with the co-operative program, beginning in the first year.



ACCOLADES AND POINTS OF PRIDE AT KETTERING UNIVERSITY

- Kettering has long-lasting relationships with over 600 corporate partners, providing extraordinary placements for cooperative/applied experiences for current students and an array of opportunities for post-graduate education for the employees of these corporations.
- Kettering graduates earn advanced degrees from the best graduate and professional programs in the country and the world, including Harvard, Stanford, MIT Sloan School of Management and more.
- Kettering University is the largest real estate owner in Flint and works diligently to upgrade the community.
- Kettering Global reaches out online to corporations and individuals around the world.
- The School of Management (according to the US Department of Education) is ranked second nationally and first in Michigan among four-year business programs.
- The Innovation Center provides incubation space for companies and entrepreneurs looking to grow their business, perfect their technology, or explore potential collaborations.
- Kettering University was ranked 13th nationally in non-Ph.D. engineering programs in the 2020 *U.S. News and World Report* "Best Colleges" edition.
- In a study profiled in *The Economist*, Kettering University ranked fourth in the country in producing alumni who hold patents.
- Kettering University was ranked first in the country in career preparation in a 2017 survey conducted by *The Wall Street Journal*.
- Kettering University received a 2018 "Best in the Midwest" designation from the *Princeton Review*.
- *The Washington Monthly* ranked Kettering fifth in the Midwest in its 2017 "Best Bang for the Buck" college rankings.
- Kettering University was first in the Midwest and 19th nationally in PayScale.com's 2017 Return on Investment rankings.
- Kettering University received a "Military Friendly Schools" designation from Victory Media in 2017.
- Kettering University's Mechanical Engineering program was ranked sixth nationally by College Factual.

ABOUT KETTERING UNIVERSITY AND ACADEMIC LIFE (CONT.)

Each major is complemented by the general education curriculum, which is the responsibility of liberal studies. By focusing on essential skills such as communication, critical thinking, ethics, understanding culture, society, and the global economy, Kettering prepares its students for their roles as leaders of their professions and their communities.

Kettering also offers many minors that occur outside the major or specialties that take place within the major. Specifically, in the School of Management, students may select either a Business minor or the Innovation and Entrepreneurship minor. These two minors are the most popular choice of undergraduates across the University.

Kettering's curriculum require students to practice both written and oral communication skills. Because of the leadership opportunities provided by the co-op program, these skills are in immediate demand and continue to be refined through application in professional contexts. Each term, whether engaged within a classroom (guided by professors, advisers, and fellow students) or in an employer setting (aided by co-op managers and employer mentors), students follow a cyclic process to gain valuable experiences. More than 600 cooperative employers across the U.S. and the world are active participants and supporters for Kettering students.

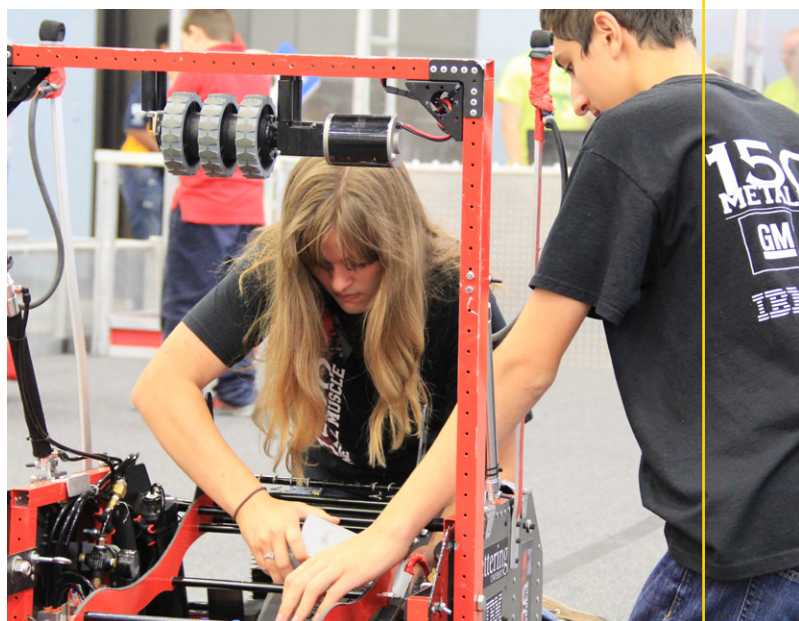
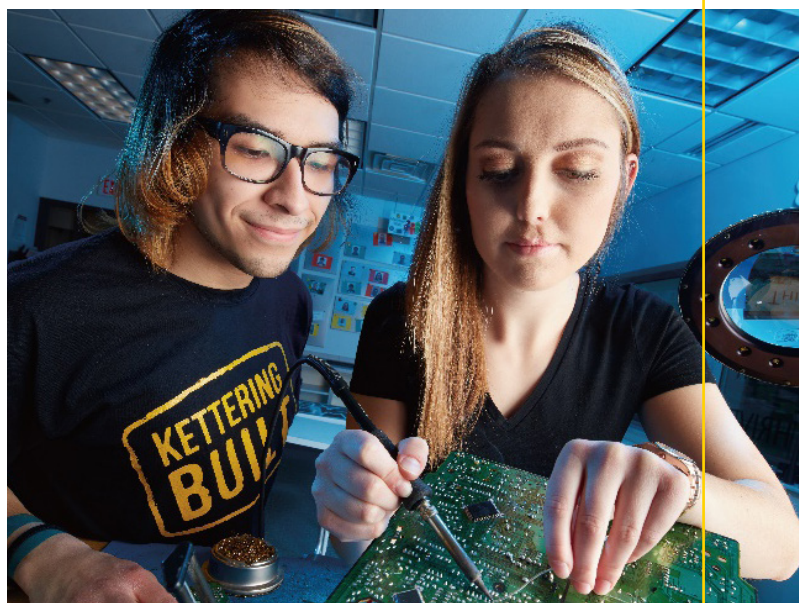
As the cognitive abilities throughout their four-and-one half years deepen, the benefits from core courses are realized. The capstone course allows seniors to discuss core issues of leadership and ethics, drawing upon both academic and work experiences.

The number of full-time instructional faculty is 110. Ninety-eight percent of these faculty have an earned doctoral degree. These talented faculty specialize in fields from cancer research to renewable energy to fuel cells and entrepreneurship. Since 2010, Kettering faculty members have received many MRI grants from the National Science Foundation, the most of any university in Michigan during this time and in the top five of U.S. universities. There are also 42 part-time faculty. The student-to-faculty ratio is 15:1.

INTERNATIONAL PROGRAMS AND OPPORTUNITIES

Kettering offers a variety of study abroad opportunities to prepare students for global leadership. These international experiences provide students with knowledge and experience that will give them a competitive edge to excel in the world market. To promote study abroad, Kettering provides a \$1,500 travel stipend to help offset travel and living expenses.

Business majors have exchange partner institutions in Germany at Reutlingen University during the fall term.



ABOUT KETTERING UNIVERSITY AND ACADEMIC LIFE (CONT.)

KETTERING UNIVERSITY ONLINE (KUO)/ KETTERING GLOBAL

Kettering University Online provides world-class degrees. Interactive courses using the latest teaching and learning technologies allow students to complete courses when they prefer. The online programs link transformative experiential learning opportunities to rigorous academic programs.

The 2020 Online MBA degree program currently enrolls 115 students. Faculty with academic credentials and business experience are paired with the practical application of the materials they teach. All e-text books make it easy for students to access materials. One hundred percent of students are already employed when they first enroll.

Kettering has partnered with General Motors to offer GM employees a customized Master of Science Lean Manufacturing degree with a focus on the process knowledge and Six Sigma skills needed to improve quality output, streamline processes and reduce waste. This customized degree is only available to GM employees enrolled through GM's Technical Education Program (TEP).

ACCREDITATION

Kettering University has been accredited since 1962 by the Higher Learning Commission. In July 2014, the HLC continued KU accreditation through 2023-24. Numerous programs have relevant accreditations. The Management Program was accredited in 1995 by the Association of Collegiate Business Schools and Programs (ACBSP) and remains current with this accreditation.



THE SCHOOL OF MANAGEMENT

The School has four endowed chairs, reflecting the generosity of donors within the business communities. The programs offered by the School develop business leaders through management education. The School of Management offers an undergraduate degree in management and a variety of master's programs, including MS Operations Management; MS Engineering Management; MS in Supply Chain Management; Master of Business Administration (MBA), and TECH-MBA.

The undergraduate Bachelor of Science in Management (BSMG) is a unique combination of management and business-related courses with a substantial amount of technical and quantitative analysis.





STUDENTS AND ALUMNI

STUDENTS AND STUDENT LIFE

The total enrollment as of census date (10-15-19) was 2,221 students. The number of male students is quite high compared with female students. Of the total undergraduate full-time students 1,353 are male and 367 are female. Similarly, of the 79 part-time students, 71 are male. Graduate students include 112 full-time males and 25 females. Part-time graduate students are comprised of 206 males and 79 females.

Greek life is an important option for students. Fifty percent of men join fraternities and 37 percent of women join sororities. Only 3 percent of undergraduates are older than 25. Other student activities offered include campus ministries, choral groups, concert band, dance, international student organization, Model UN, radio station, student government, and student newspaper. Kettering does not participate in varsity athletics.

ALUMNI AND ALUMNI ACCOLADES

Kettering University is proud of its over 25,000 alumni who live in more than 50 countries. They are recognized for their leadership in the sciences, industry, and finance as well as for their continuing involvement in higher education. Over 1,000 alumni are currently CEOs, presidents, or C-level executives.

ALUMNI ACCOLADES

Many incredibly successful alumni gained their early experiences in business and industry at Kettering.

- **Henio Arcangeli, Jr. '86**, Former Senior Vice President - Automobile Division, American Honda Motor Co.
- **Mary Barra '85**, Chairman & Chief Executive Officer, General Motors; she is the first female head of an automobile manufacturer. Her first experience with General Motors came at age 18 with her first co-op experience.
- **Jacquelyn "Jackie" Birdsall '07, Employment:** Senior Engineer, Toyota North America
- **Matthew Cheng '94**, Chief Executive Officer, Towel Tracker, LLC
- **Troy Clarke '78**, President & Chief Executive Officer, Navistar
- **Melany Gavulic '91**, President & Chief Executive Officer, Hurley Medical Center
- **Denise Gray '86**, President & Chief Executive Officer, LG Chem Power
- **Elizabeth Griffith '77**, Retired Director of Engineering - GM Global, Faurecia Interiors
- **Marie Johnson '90**, Chief Executive Officer & President, AUM Cardiovascular, Inc.
- **Sean McBurney '03**, General Manager - Caesars Palace, Caesars Entertainment Corporation
- **Latondra Newton '91**, Senior Vice President & Chief Diversity Officer, The Walt Disney Company
- **Derica Rice '88**, Executive Vice President, CVS Health and President, CVS Caremark, CVS (retired March 1, 2020)
- **Walter Rosebrough, Jr. '77**, President & Chief Executive Officer, Steris Corporation
- **Eugene Stefanyshyn '81**, Senior Vice President & Chief International Officer, NASCAR
- **Sonali Syngal '93**, President & Chief Executive Officer, Old Navy
- **Kristin Warren, Ph.D. '11**, Associate Engineer, RAND Corporation
- **Qasar Younis '04**, Founder & Chief Executive Officer, Applied Intuition



SENIOR VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST

Dr. James Zhang, Senior Vice President for Academic Affairs and Provost, began his tenure as the chief academic officer at Kettering University in June 2014. He previously had served as Dean of The Kimmel School at Western Carolina. He earned a bachelor's degree in Electrical Engineering from Hunan University, a master's degree from Indiana University in Telecommunications and a master's degree and Ph.D. from Purdue University, both in Electrical Engineering. He has authored or co-authored more than 50 publications and holds seven U.S. and international patents.





LEADERSHIP AGENDA FOR THE DEAN OF THE SCHOOL OF MANAGEMENT

As the chief academic officer for the School of Management at Kettering University, the successful candidate will become part of the transformational leadership team working with Provost James Z. Zhang and President Robert K. McMahan. Kettering has experienced extraordinary success with the leadership of the President and Provost, assisted by dedicated administrators, faculty, and staff members. The campus community expects the new Dean to be an innovative, entrepreneurial, persuasive, collaborative, tech-savvy leader who is comfortable promoting the School of Management, raising funds, and enhancing enrollment growth.

It will be critical for the new Dean to bring stable leadership and continuity. The School of Management desires to be a leader who will realize new initiatives and provide new opportunities.

S/he must work cooperatively with the administrative leaders, fellow deans, School of Management faculty, team members of KUO/ Kettering Global, the School of Management Student Advisory Board, and the leaders within the local and distant businesses.

REQUIRED QUALIFICATIONS

The Kettering University School of Management is not the typical business unit that comprises most campuses. The program is unique, the student experience is reflective of the Kettering mission and vision, and the expectations for the Dean of the School are to be innovative and to bring pride to Kettering and the co-op participants. Therefore, two essential requirements are key to the selection of the new dean.

1.) The next Dean of the School of Management must be a transformative leader with successful experience in change management. There will be opportunities to build a faculty team who will be encouraged to understand how rapidly the business and industry worlds are changing. This team cannot do the typical teaching of business theory in isolation from the real world. The Dean must be a catalyst for innovation, a leader on leadership, a co-creator of knowledge in collaboration with the national and international co-op partners, a life-long learner of change, and an enabler of global prosperity.

LEADERSHIP AGENDA FOR THE DEAN OF THE SCHOOL OF MANAGEMENT (CONT.)

The successful candidate must be able to articulate examples of transformative steps designed and implemented to improve situations within his/her leadership. There are endless opportunities within the School of Management and the Provost and President are looking forward to working with an innovative change agent to put this School “on the map” nationally and internationally.

2.) The next Dean of the School of Management must have successful industry leadership experience. Because of the unique nature of Kettering’s co-op curricular partnerships, the Dean must have a clear understanding of industry including revenue generation, economic factors affecting the business world, market competitiveness, technology and its implications, and managerial/leadership skills. The new Dean must provide examples of his/her connectivity to areas such as design, product improvement, communication, providing efficiency, and establishing a respected work environment.

DESIRED EXPERIENCE, KNOWLEDGE, AND ATTRIBUTES

In addition to the two requirements, Kettering University would welcome the following preferred qualities, education, and skill sets for its next Dean.

- Terminal degree in a relevant field
- An engaged scholar with the ability to solve real-world business problems
- Accreditation experience
- Fund-raising success
- Experience with and support of mixed modalities and support new technology
- Comfort level with community outreach and a desire to be an active member of Flint
- Motivational, charismatic, respectful and inspiring communicator
- A transparent, organized leader who is willing to value ideas from faculty and students
- A mentor who is committed to student success
- A supporter of inclusion, diversity, equity, access, and social justice
- Experience in financial management and budget planning with a goal of contributing to the bottom-line University budget
- Success with implementation of measurable goals with key performance indicators and accountability
- A strong voice for faculty, students, co-op partners, and community supporters in advocating for innovative academic priorities
- Ability to engage alumni, friends, foundations, and industry for support of the School of Management



LEADERSHIP AGENDA FOR THE DEAN OF THE SCHOOL OF MANAGEMENT (CONT.)

PROCEDURES FOR NOMINATIONS AND APPLICATIONS

Academic Search is assisting Kettering University in this search. Nominators and prospective candidates may arrange a confidential conversation about this exciting opportunity with the senior consultant leading the search. Dr. Pam Balch may be reached at pam.balch@academicsearch.org.

To apply, a candidate should submit: 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/ resume; and 3) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search.

Please send materials in an email with 3 separate attachments to: KetteringDean@academicsearch.org. For full consideration by the search committee, applicant materials should be submitted by **Wednesday, April 22, 2020**. Additional information about the institution can be found at <https://www.kettering.edu/>.

Kettering University, as an equal opportunity/ affirmative action employer, complies with all applicable federal and state laws regarding nondiscrimination and affirmative action.

Kettering University is deeply committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation including gender identity or expression, disability, religion, height, weight, genetic information, or veteran status in employment, educational programs and activities, and admissions except where religion, sex, or age are bona fide job related employment requirements.



ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Kettering 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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