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Newman University invites inquiries, applications, and nominations for Vice President of Enrollment Management and Student Success (VPEMSS). Based in the vibrant city of Wichita, Kansas, Newman University is home to a diverse group of approximately 3,100 undergraduate and graduate students in a wide array of disciplines and degree levels. The legacy of its founders, the Adorers of the Blood of Christ (ASC), informs every facet of this private, Catholic university. The VPEMSS will play a critical leadership role in the future success and growth of Newman University, which is based on values inspired by the ASC Sisters, including those of community, spirituality, service, and social justice with the mission of empowering students to transform society.
HISTORY AND SPONSORSHIP

Newman University is a sponsored ministry of the Adorers of the Blood of Christ (ASC) congregation, United States Region, founded in 1834 in Italy by Saint Maria De Mattias, a transformational educator. The University is the only institution of higher education sponsored by the ASC. The community came to the United States in 1870; the first group of sisters arrived in Wichita and established a school for girls in 1902. In 1933, Sacred Heart Junior College was created for both religious and lay women.

The College reorganized in 1952 as Sacred Heart College, a four-year liberal arts institution. In 1958, an evening program, open to men, was initiated and then expanded in 1963 to permit degrees for men. In 1965, the College became coeducational with separate residential facilities for men and women. In 1973, the institution changed its name to Kansas Newman College, after John Henry Cardinal Newman, now Saint John Henry Newman (2019), an influential Catholic intellectual and philosopher of education. Starting in 1992, the College began offering master’s degrees. In 1998, the College’s name changed to Newman University.

The United States Adorers of the Blood of Christ, rooted in the Gospel of Jesus, are ecclesial women living in community, witnessing God’s love in mission to empower others, foster oneness, celebrate life, form right relationships, and walk as compassionate companions. In addition to Newman University, the Adorers sponsor several health and social service ministries. The sisters serve in approximately 40 dioceses across the country. The US region has approximately 200 sisters; its headquarters are located in St. Louis, Missouri. Internationally, the ASC have approximately 1,200 vowed members with more than 2,000 associates.
MISSION STATEMENT
Newman University is a Catholic university named for Saint John Henry Newman and founded by the Adorers of the Blood of Christ for the purpose of empowering graduates to transform society.

The primary focus of Newman University is education for life. The University seeks to instill knowledge and to develop the skills necessary for its students to succeed personally and professionally while nurturing a moral framework rooted in Judeo-Christian principles.

Newman University is committed to the belief that the spiritual nature of all persons can and should influence all aspects of life. Through its curriculum and overall educational environment, the university challenges students to become educated persons who will:

- Respect the dignity of every person;
- Engage thoughtfully the values of the Catholic tradition and the mission of the Adorers of the Blood of Christ – developing and empowering people;
- Grow holistically, following Saint John Henry Newman’s teaching that full human potential is realized through intellectual, spiritual and practical formation;
- Consider the disadvantaged with special regard; and
- Attain an interdependent global perspective formed by critical consciousness that hungers and thirsts for justice and peace.

THE NEWMAN CODE
Each member of the Newman community is expected to follow the Newman Code:

- To live in the spirit of critical consciousness by respecting the dignity of every person;
- To honor both personal and institutional integrity; and
- To embrace all humanity.

THE FOUR PILLARS
- Catholic Identity
- Academic Excellence
- Culture of Service
- Global Perspective
The University's 61-acre, park-like main campus is located in Wichita, Kansas, with outreach sites in Southeast Kansas, Western Kansas, Colorado Springs, Colorado, Tulsa, and Oklahoma City, Oklahoma. Newman currently partners with dioceses in Wichita, Kansas, and Arkansas to educate undergraduate students in seminary formation. The beautiful main campus consists of 15 buildings. The newest building is the Bishop Gerber Science Center (2017), a 51,200 square foot state-of-the-art bioscience center that features advanced classrooms, labs, and equipment. The science center includes the top teaching anatomy lab in the Midwest where Newman teaches its own Undergraduate students along with first-year University of Kansas-Wichita Medical School students through a unique private-public partnership.

In conjunction with the construction of the Bishop Gerber Science Center, Nursing and Allied Health programs benefitted from 2016 renovations to labs in Eck Hall. The upgrades include state-of-the-art equipment, simulation mannequins and teaching technology.

Wichita is the largest city in Kansas (metro area population approximately 600,000), named All-American City four times since 1962 and consistently ranked among the top cities nationally for quality of life. It is a fun, safe place that boasts of affordability, short and easy commutes to work and support of a diverse business community.

Wichita is known for its aircraft industries (54% of general aviation aircraft produced in the US is manufactured in Kansas), strong healthcare and encouraging entrepreneurship and innovation - values confirmed by companies such as Spirit AeroSystems, Pizza Hut, Koch Industries, and Coleman Companies, which were established in Wichita.

Recent accolades Wichita has garnered include: “Top 10 City for First-Time Homebuyers” (2018), “Top City for Work-Life Balance” (Gallup, 2019) and “Number 10 Best City for New College Graduates” (2016). With nearly 3,000 acres of playgrounds, bike trails and parks, along with a revitalized and growing downtown, the city offers something for everyone. Wichita’s family-friendly community is enhanced by a highly regarded symphony, opera, national caliber summer music theatre, vibrant fine arts, numerous museums, outstanding restaurants and local brewpubs, arenas and venues which host front line entertainment and professional sports teams (Double-A baseball, hockey, soccer, and indoor football). Newman’s main campus is located less than 10 minutes from the Dwight D. Eisenhower National Airport.

Newman University finds a strong base of support in the Catholic Diocese of Wichita, a pioneer in making stewardship a central part of Catholic life. Approaching stewardship as a way of life has enabled the Diocese and its parishes to support a robust system of Catholic elementary and secondary schools, at which active parishioners pay no tuition charges. Bishop Carl Kemme was installed as Bishop of the Diocese in 2014 and currently serves as a member of Newman’s Board of Trustees. The bishop and his staff are staunch supporters of Newman University, the only Catholic university in the Diocese. The Diocese recently developed its St. Joseph House of Formation whose undergraduate pre-seminarians attend the University on a full-time basis.

Newman University has established lasting partnerships with many of the city’s largest employers such as Ascension Via Christi, Koch Industries, Spirit AeroSystems Inc., Textron Aviation, McConnell Air Force Base, and the Wichita public and private school systems. Many of these organizations, among others, support Newman’s cooperative education program and/or offer students internships, mentoring opportunities, or part-time and full-time jobs. In a recent Wichita Business Journal survey, local companies ranked Newman students as highly desirable candidates for employment. Area hospitals and clinics often offer students full-time positions in their organizations prior to graduation.
ACADEMICS AND FACULTY

Newman University features small class sizes (average 18 students) with personalized instruction (11:1 student-to-faculty ratio). The University meets the needs of traditional undergraduates, as well as nontraditional and returning adults, graduate students and students taking concurrent college credit while in high school through a variety of day, evening, weekend, and online class formats. The following degree programs are offered through five schools – School of Arts and Sciences, School of Business, School of Catholic Studies, School of Nursing, and School of Education and Social Work:

- Bachelor (B.A., B.B.A, B.S., B.S.N.): accounting, art, biochemistry, biology, biomedical science, business and strategic intelligence, business data analytics, chemistry, communication, criminal justice, education-early childhood unified, education-elementary, education-secondary, English, finance, healthcare science, history, information technology, interdisciplinary studies, international studies, liberal studies, management, management information systems, marketing, mathematics, mathematics applied, nursing, organizational leadership, pastoral ministry, philosophy, philosophy for theological studies, psychology, social work, sociology, sonography, sports communications, theatre, theology.
- Doctoral – Doctor of Business Administration and Doctor of Nurse Anesthesia Practice

The majority of Newman’s traditional undergraduate students major in a professional discipline. Additionally, all undergraduates are required to complete the core curriculum – the Newman Studies Program (NSP), an innovative educational experience that prepares students to adapt to a rapidly changing world. The curriculum is based on Saint John Henry Newman’s vision for a Catholic university education, which extolls the value of all disciplines, from literature to science to business, and values a deeply rooted liberal arts experience ultimately brought together in the pursuit of truth and goodness. NSP’s four pillars, based on Saint John Henry Newman’s educational philosophy, include active learning, critical thinking, interdisciplinary, and connectivity. A culture of service permeates the campus. From 2014-2018, Newman University students, faculty, and staff averaged more than 260,000 hours of community service per year.

The Faculty at Newman University are mission driven and innovative, as well as renowned for their personal attention and mentoring relationships with students. The full-time faculty number about 78, the majority of whom hold terminal degrees. Approximately one-third of the full-time faculty are tenured. They are collaborative and enjoy team teaching in the innovative Newman Studies Program. The Faculty Senate is the governing body of the faculty; its standing committees include Faculty Evaluation, Salary and Benefits, and Professional Development.
STUDENTS AND STUDENT LIFE

Newman University serves nearly 3,100 students. The Fall 2020 breakdown of the overall student body includes 1,058 undergraduates, 476 graduate, and 1,529 Advanced Standing Program (for high school students to receive college credit). The average ACT score for incoming first-year students is 22.4. The student-to-faculty ratio is 11:1.

In Newman’s most recent (2018) National Survey of Student Engagement (NSSE), 98% of first-time students rated their education experience as excellent or good. In addition, 96% of seniors reported taking part in one or more high-impact practices, including service-learning, research with faculty, culminating senior experiences, internships, and study abroad.

Outside the classroom students are supported, nurtured, and challenged by opportunities for personal growth and development through such programs as: residence life; academic support services; tutoring services; career services; international student services; service learning (including mission trips in the US and around the world in ASC mission locations in South America, Africa, and India); campus ministry; intramural and wellness activities; student government; student newspaper; interest-based student and service clubs; student life activities; and academic arts.

Newman is proud of the success of its graduates with 94% of alumni reported being employed or attending their desired graduate schools within a year of completing their undergraduate degrees. In 2018, 71% of alumni reported employment in their fields of study vs. the national average of 27%. In recent decades, between 90–95% of those Newman students “recommended with enthusiasm” by the premedical committee have gained admissions to medical school.

Newman ranks behind only the University of Kansas and Kansas State University in the number of its graduates admitted to the University of Kansas School of Medicine. Undergraduate and graduate nursing and allied health graduates consistently pass licensure tests at a high rate, positioning these programs near the top of state, regional, and national rankings.

Newman University is one of five Catholic institutions selected to participate in Credo’s and the Association of Catholic Colleges and Universities’ first cohort for the student success project entitled “Moving the Needle.” This work will place emphasis on supporting students from matriculation through graduation and, therefore, is expected to improve retention and graduation rates.

ATHLETICS

Newman is the only private NCAA Division II athletic program in Kansas and is an associate member of the Mid-America Intercollegiate Athletics Association (MIAA) conference, one of the nation’s top DII conferences. The Newman University “Jets” compete in women’s and men’s basketball, bowling, cheer and dance, cross country, golf, soccer, tennis, and triathlon. Varsity teams also include men’s baseball and wrestling, as well as women’s softball and volleyball.

Approximately one-third of undergraduates participate in varsity athletics. Women’s and men’s bowling teams have been consistently recognized in national polls and are both currently ranked.

Newman University has the only collegiate triathlon teams in the state of Kansas.
LEADERSHIP

Kathleen S. Jagger, Ph.D., is the second laywoman, and 12th person overall, to serve as Newman University president. She began her role on July 1, 2020.

Prior to arriving at Newman, Dr. Jagger had extensive higher education and leadership experience including acting as president, vice president, and dean at Thomas More University in Crestview Hills, Kentucky. She also taught at DePauw University in Indiana and Transylvania University in Kentucky.

Dr. Jagger earned her Ph.D. in microbiology from the University of Cincinnati College of Medicine. She also holds a master’s degree in public health from the Harvard School of Public Health and a B.A. in zoology from DePauw University.

In addition to being an active volunteer and advocate for Habitat for Humanity, Dr. Jagger has served on the board of or volunteered for more than 20 community organizations.

ACCREDITATION

Newman is accredited by The Higher Learning Commission of the North Central Association of Colleges and Schools. The University’s next reaffirmation of accreditation is 2026-2027. Other accreditations are held from the Kansas State Department of Education, The Commission on Collegiate Nursing Education, the Kansas State Board of Nursing, the Accreditation Council for Occupational Therapy Education, the Joint Review Committee on Education in Radiology Technology, the Committee on Accreditation for Respiratory Care, the International Assembly for Business Education, the Council on Social Work Education, and the Council on Accreditation of Nurse Anesthesia Education Programs.
This position seeks to expand the traditional enrollment management position to encompass the continuum of student experience from initial recruitment through engagement in extracurricular activities to graduation. Its range will parallel, rather than encompass, the academic (curricular and co-curricular) student experience.

Reporting to the President, the VPEMSS is responsible for providing strategic and comprehensive leadership of all functions and services related to increasing net tuition revenue, strategically grow enrollment and improving student retention at Newman University for both new and continuing undergraduate and graduate students. The Enrollment Management and Student Success effort will be driven by the development and implementation of a strategic enrollment management plan that will be fully integrated into the University enterprise. The plan will include strategies for recruitment of all students interested in programs, from associates to doctoral level. In addition, the plan will encompass targeted enrollment marketing, streamlining admissions, tuition pricing, managing fee revenues, financial aid leveraging, and setting athletic discount rate goals, so that a diverse student body is identified, recruited, retained, supported through and beyond graduation, empowering students to make a difference in every aspect of their lives.

The VPEMSS position has six direct reports: 1) Director of Financial Aid, 2) Dean of Students, 3) Associate Director of Admission for Graduate Programs, 4) Associate Director of Admission for Undergraduate Programs, 5) Associate Director of Admission and Database Manager, 6) Director of Athletics (for enrollment, financial aid, and retention matters). Hiring a Director of Student Success is expected in the next year.

The VPEMSS must be both creative and data driven and well versed in current demographics and enrollment trends in higher education. In addition to leading and managing enrollment, retention and student engagement efforts, this vice president will serve on the President’s cabinet, advise the President on enrollment matters, and support all members of the President’s cabinet in their commitment to foster the institutional mission of Newman University. Primary goals will be growth in total enrollment, enhancement of student engagement and success, improvement in retention and increased diversity of the entire student body. Strong communications and establishing a collegial partnership with the Vice President for Academic Affairs are especially critical. This could involve collaborating on initiatives such as innovative approaches to student success, monitoring and identifying trends in academic program enrollments and evaluating program enrollment trends to help identify program viability. Based on interactions with Newman student applicants, the VEMSS could make recommendations for starting new programs and altering or discontinuing existing programs.

With the Vice President for Finance, the VPEMSS will assess risk and financial implications of enrollment strategy decisions, in order to help successfully implement the University’s strategic plan.

The VPEMSS will serve as a strong advocate and liaison with internal and external stakeholders for issues related to access, admissions policies, scholarships, and other financial aid, and cultivate a synergy with academic leadership on student success and retention. The VPEMSS will set the standards for cultivation of all employees as recruitment, retention, and graduation specialists in order to maximize student success.
ESSENTIAL POSITION FUNCTIONS

LEADERSHIP OF UNIVERSITY-WIDE STRATEGIC ENROLLMENT MANAGEMENT (SEM)

- Lead University-wide, cross-departmental efforts to develop and execute a strategic enrollment management plan to meet goals for net revenue generation through the effective recruitment and retention of traditional undergraduate, post-traditional adult undergraduate, transfer, graduate, and international students;
- Develop and lead University-wide strategic plans to maximize retention and improve on-time graduation rates through collaboration with student affairs, athletics, and academic affairs functions. Convene and lead a cross-functional matrix of academic leaders, chairs and directors in key offices (including registrar, academic advising, student affairs, and student accounts) to continuously improve student retention;
- Maintain a strong enrollment analytics function that leverages tools and access to data to inform decision making;
- In partnership with the Vice President for Academic Affairs, analyze ongoing assessment of the market readiness of new programs and continuing demand for existing programs of study and co-curricular experiences. Provide input on the enrollment and net revenue impact of current curricular design and potential changes to curricula, core requirements, transfer-of-credit, residency, and other academic policies. Advocate, as needed, for changes to academic programs and policies to ensure competitiveness of academic programs and growth in net revenue. This could include communication of which programs have increasing or decreasing demand and recommendations for enrollment targets by program;
- Collaborate with the Vice President for Finance and Administration in leading the University’s annual and long-term tuition revenue projections, including revenue projections for annual budgets and medium- and long-term revenue forecasts;
- Monitor and communicate internal and external enrollment trends for all schools of the University and identify potential strengths, weaknesses, opportunities, and threats to current programs to ensure the University is meeting the current and future needs of students. Ensure close communication and collaboration with the Vice President for Academic Affairs and Vice President for Finance and Administration to prioritize and fund our most critical program development or enhancement;
- Promulgate among leadership, staff and faculty, a University culture that makes enrollment and the interests of prospective students a high priority and a responsibility of all;
- Facilitate establishment and revision of enrollment processes across the University, ensuring compliance with applicable federal, state, accreditation, system, and university policies and rules; and
- Provide ongoing staff support to the Board of Trustees and its committees as assigned and needed.

Oversight over Admissions, Retention, Student Success, and Student Affairs

- Support direct reports in their work to continually analyze, refine, and manage processes, policies, technologies, and resources dedicated to delivering admission, financial aid, recruitment activities, holistic review processes, admission strategies, and enrollment student services. Ensure direct reports’ responsibilities are structured effectively to attract and support motivated, high achieving, diverse students, including a high-level campus visitor experience and through the enrollment funnel to initial course registration to graduation in support of student success. Ensure a motivated and effective admissions team uses all the technology tools and innovative techniques to convert leads into enrollment;
- Support direct reports in their work to develop strategies for effective use of scholarship and other financial aid funds to recruit, retain, and graduate students;
ESSENTIAL POSITION FUNCTIONS (CONT.)

- Provide content expertise to Institutional Advancement to help secure additional scholarship funding; and
- Collaborate with University Relations and direct reports, determine and assist in leading the overall enrollment marketing strategy, implementation, and budget supervision of all lead-generation and enrollment marketing with the brand standards of the University. Engage with the University marketing team to ensure that signature programs have the necessary sub-branding and differentiated identity that directly appeals to the target prospective student pool and that the web site and other marketing efforts are driving enrollment appropriately.

OVERSIGHT OVER ATHLETICS

- With the Athletic Director as a direct report, provide guidance for the athletic department with respect to enrollment targets by team and practices for awarding talent-based aid to athletes in a manner which demonstrates good stewardship of institutional resources; and
- Ensure Athletics remains a strong part of the University enrollment plan in both recruitment and retention.

OVERSIGHT OVER FINANCIAL AID

- Provide oversight for development of a creative and data-driven comprehensive financial aid strategy that leverages the University’s available funding to support specific enrollment strategies for recruitment and retention for all student populations inclusive of short- and long-term financial goals. As a tuition-dependent institution, the need for a comprehensive financial aid strategy is essential; and
- Partner with the Vice President for Administration and Finance and Director of Financial Aid in the development of this critical strategy to ensure it is sustainable.

COMMITMENT TO INCLUSIVE EXCELLENCE

- Demonstrate a commitment to inclusive excellence for all students. This comprises a commitment to Newman’s mission, core values, and code that inspires community members to respect the dignity and humanity of all with an explicit emphasis on equity and excellence in student learning;
- Increase the diversity of the undergraduate and graduate student populations; and
- Increase the retention, persistence, and graduation rates of all student cohorts.

BUILDING EXTERNAL AND INTERNAL RELATIONSHIPS

- Engage external and internal constituents, fostering open communication and develop partnerships with other educational institutions (K-12, community colleges, and other universities), businesses, government and nonprofit agencies, applicable community and higher education organizations, and advance the University reputation through enrollment efforts; and
- Represent the University, both on and off campus, as an exemplar of sound enrollment management committed to a multi-dimensional vision for student success and provide leadership within the state and nation, as needed.
IDEAL QUALITIES AND PROFESSIONAL EXPERIENCE

- Outstanding communication and interpersonal skills, including a demonstrated ability to build relationships with external and internal constituents at the most senior level;
- Evidence of exceptional ability to recruit, hire, lead, and manage effective and diverse teams, especially with respect to establishing and implementing a shared, innovative vision, and strategies for achievement of institutional goals;
- Consummate collaborator and team player with a results orientation; demonstrated commitment to fostering an inclusive climate for students, faculty, and staff;
- Proven project management and change management skills with record of achieving results across a broad portfolio; strong conceptual problem-solving skills, with experience in using analysis to develop strategies and drive change within an organization;
- Strong analytical skills, including the ability to digest and apply relevant research and data, leveraging analytics, and effectively employing technological tools;
- Proven ability in growing and sustaining racial, ethnic, geographic and economic diversity in a student body and a deep understanding of the value of a diverse community;
- Demonstrated success in evaluating and improving practices of the student enrollment experience, including timely, effective, and positive engagement with students and families throughout their experiences with the admissions and financial aid process;
- Well-developed fiscal and budget management skills; demonstrated skills in program assessment and evaluation; and
- Ability to articulate the breadth and value of the private, Catholic liberal arts experience.

REQUIRED PROFESSIONAL QUALIFICATIONS

- Earned master’s degree along with significant, progressive senior-level experience in enrollment management and financial aid;
- A minimum five years of experience working in enrollment management developing and executing successful enrollment management strategies with traditional, adult, and graduate student populations, preferably in a comprehensive institution with a liberal arts emphasis; and
- Leadership experience in one of the areas that report to this position with regard to student success (e.g., athletics, student affairs, and/or retention).

PREFERRED QUALIFICATIONS

- Doctoral degree;
- 10+ years of progressive experience in enrollment management and student success related fields;
- Experience in community and civic engagement with knowledge of higher education trends;
- Experience in directing a unit within a higher education context (ideally in a liberal arts institution); good working knowledge of higher education administration and education policies; and
- Experience with fundraising, grant writing, and/or cultivation of donors.
Academic Search is assisting Newman University with this search. Nominators and prospective candidates may direct inquiries to Senior Consultant Dr. Pamela Balch at pam.balch@academicsearch.org.

Although the application deadline is Monday, July 12, the search committee will begin reviewing applications immediately and encourages early submissions. Please submit the following application materials, in three separate documents, to NewmanVPEMSS@academicsearch.org: 1) a thoughtful letter of interest, specifically addressing relevant experience and responsibilities and qualifications outlined in this profile, 2) a current CV highlighting responsibilities and accomplishments, and 3) the names and contact information of five professional references, including email address and a brief note of the candidate’s working relationship with each. References will not be contacted without the permission of the candidate and at a later stage of the search.

To submit a nomination, please send the nominee’s full name, title, institution, and email address to NewmanVPEMSS@academicsearch.org. For more information about Newman University, please visit www.newmanu.edu.

Newman University is committed to hiring faculty and staff members that reflect the diversity of our region and to providing equal opportunities to all applicants and employees, according to all applicable equal opportunity and affirmative action laws, directives, and regulations of federal, state, and local governing bodies and agencies. In keeping this commitment, it is the policy of Newman University to base all employment decisions only on valid job requirements without regard to race, color, creed, religion, sex, national origin, genetic information, marital status, familial status, public assistance status, local human rights commission activity, disability, age, sexual orientation, gender identity, or status as a qualified protected veteran.

In compliance with the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973 and the ADA Amendments Act of 2008, Newman University will provide reasonable accommodation to applicants with a disability in completing the application form or in the interview process. Please notify the Human Resources Office at (316) 942-4291, ext. 2202 or email hr@newmanu.edu in advance so necessary arrangements can be made.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Newman University 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.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.