SAINT MARY’S UNIVERSITY OF MINNESOTA

A Confidential Search for President

January 2018
# TABLE OF CONTENTS

OVERVIEW ................................................................. 3
  MISSION STATEMENT, VISION STATEMENT

HISTORY ................................................................. 4

LASALLIAN HERITAGE .................................................. 4
  LASALLIAN CORE PRINCIPLES

LOCATIONS ............................................................. 5
  WINONA
  TWIN CITIES, ROCHESTER ........................................... 7

ACCREDITATION ......................................................... 8

FINANCIAL RESOURCES ............................................... 8

FACILITIES ............................................................. 9

RANKINGS .............................................................. 10

GOVERNANCE ........................................................ 10

ACADEMIC PROGRAMS .............................................. 11

FACULTY .............................................................. 12

SAINT MARY’S AT A GLANCE ....................................... 13

CENTERS AND INSTITUTES ......................................... 13

THE UNDERGRADUATE STUDENT EXPERIENCE ............. 14
  FAITH, COMMUNITY, SERVICE
  ATHLETICS
  STUDY ABROAD

OPPORTUNITIES AND CHALLENGES .............................. 15

THE LEADERSHIP AGENDA FOR THE NEXT PRESIDENT ...... 16

EXPECTATIONS AND HIGHLY VALUED QUALIFICATIONS .... 17

PROCEDURES FOR NOMINATION AND APPLICATION ........ 18
  ABOUT ACADEMIC SEARCH
OVERVIEW

Saint Mary’s University of Minnesota invites inquiries, nominations and applications for its 15th president, expected to begin June 1, 2018 or soon thereafter. Saint Mary’s is a Lasallian Catholic University offering undergraduate, bachelor’s completion, master’s and doctoral degrees. The University enrolls nearly 6,000 students at its residential undergraduate college in Winona and its Schools of Graduate and Professional Programs, based in Minneapolis with programs offered in Rochester, other locations in Minnesota and Wisconsin, as well as online.

A hallmark of a Lasallian education is individualized attention to students and accessible and relevant educations – the belief that everyone deserves the chance to make an impact, to achieve beyond expectations, and to be known. At Saint Mary’s, students discover how much they can grow. The University is renowned for its relationship-driven, person-centered education.

Saint Mary’s prepares graduates to lead and serve society by virtue of both their cutting-edge skills and ethical values.

MISSION STATEMENT

Enriched by the Lasallian Catholic heritage, Saint Mary’s University of Minnesota awakens, nurtures, and empowers learners to ethical lives of service and leadership.

VISION STATEMENT

Grounded in its Lasallian Catholic identity, Saint Mary’s is a nationally ranked transformational and innovative university with a global footprint. Saint Mary’s graduates gain the advanced knowledge, skills, and critical-thinking abilities necessary to be lifelong learners, successful workers, good neighbors, and ethical citizens that ensure Saint Mary’s standing as a well-known top-tier national university that prepares tomorrow’s leaders.
HISTORY

Bishop Patrick R. Heffron, the second bishop of Winona, founded Saint Mary’s College in 1912 to provide higher education for young men in southern Minnesota’s Diocese of Winona. In the early years, the University operated as an academy and junior college. Thereafter, Saint Mary’s obtained formal accreditation of its bachelor’s degree programs by the North Central Association of Colleges and Schools.

The Institute of the Brothers of the Christian Schools, an international Catholic teaching order founded in France in 1680 by Saint John Baptist de La Salle, purchased Saint Mary’s College from the Diocese of Winona in 1933. In Latin, the group’s name is “Fratres Scholarum Christianarum,” the familiar “FSC” after a Brother’s name.

Saint Mary’s College became a coeducational institution in 1969. The institution was renamed Saint Mary’s University of Minnesota in 1994. What was a local college providing education for young men in 1912 is today an international university serving women and men of every age, race, and nationality. Saint Mary’s remains true to its Lasallian heritage in meeting the needs of the people of the times.

LASALLIAN HERITAGE

Saint Mary’s is a Lasallian Catholic university that is a living expression of the vision of John Baptist de La Salle, an inspirational 17th century educational innovator, patron saint of teachers, and founder of the De La Salle Christian Brothers. The Lasallian charism represents excellent quality education; respect for the dignity of all individuals; an inclusive and participatory community; interiority; accessibility; civility; innovation; belief in the presence of a benevolent God; an ecumenical and inter-religious openness; solidarity with the poor; and advocacy for those suffering from injustices.

One of six Lasallian colleges and universities in the United States and one of 61 within the world, Saint Mary’s is an active partner within the Lasallian network, the ongoing home of De La Salle’s tradition and spirit. The network is alive and functioning in 79 countries and in more than 1,000 educational institutions.
LOCATIONS

Saint Mary’s University is currently comprised of its four-year residential undergraduate college in Winona, where it was founded in 1912; its Twin Cities location which is home to graduate and professional programs; and its Rochester location which is home to an exceptional environmental science center and host of a planned Physician Assistant program in collaboration with Mayo Clinic School of Health Sciences. Courses are delivered at more than 100 on-and off-campus locations in the metropolitan area of the Twin Cities, greater Minnesota and Wisconsin, Jamaica, and Nairobi, Kenya. Program levels include bachelor, bachelor's completion, certificate, specialist, master, and doctoral degrees.

WINONA: The undergraduate college is located in Winona, Minnesota, which has enjoyed a stable population of 28,000 for many years. The campus is the heart of a four-year residential liberal arts college experience, conveniently located 25 miles from La Crosse, Wisconsin, 50 miles from Rochester, and two hours from the Twin Cities of St. Paul and Minneapolis. Expedia online travel services named Winona the most beautiful town in Minnesota. Sculpted bluffs frame the banks of the mighty Mississippi River. The area is overflowing with outdoor recreation opportunities: hiking, running, canoeing and kayaking, fishing, biking, golfing, cross-country skiing, and snowshoeing. The 400-acre campus includes 16.5 kilometers of walking and hiking trails. Safewise called Winona the safest college town in the U.S.
Saint Mary’s students in Winona are blessed to live and learn in a vast and diverse natural environment (including the wooded bluffs that surround the campus, the trout stream that runs through campus, and the nearby Mississippi River). They benefit greatly from experiences provided by the area's strong engineering, medical, and technology sector.

The city of Winona hosts three institutions of higher education: Saint Mary’s University, Winona State University, and Minnesota State College Southeast. The city is rich in its heritage, culture and the arts. The Minnesota Marine Art Museum, Great River Shakespeare Festival, and the Minnesota Beethoven Festival attract visitors from throughout the region and country. Among Winona's corporate brand leaders are Fastenal, Hal Leonard, Peerless, Watkins, Wenonah Canoe, and WinCraft Sports.

The Immaculate Heart of Mary Seminary (IHMS) is located adjacent to the Saint Mary’s campus and partners with the University to prepare new generations of priests for leadership and service. The seminary, established in 1948, hosts students from 12 dioceses. Over the decades, the principle of mutuality has served as the foundation for mutual respect and cooperation between the Diocese of Winona and Saint Mary’s University. Bishop John Quinn was appointed the eighth bishop of the Diocese of Winona in 2008. He serves as an adjunct faculty member in the department of theology and received an honorary doctorate of education from Saint Mary’s in 2012.
TWIN CITIES: Situated in mid-town Minneapolis, the Twin Cities Campus is centrally located and easily accessible. The campus, consisting of seven buildings, is the hub of programs and services offered through the Schools of Graduate and Professional Programs (SGPP). Minneapolis provides its residents with a quality of life that is regularly listed as among the very best in the United States. It also has a strong, diversified economy, focused on business innovation, workforce development and corporate community involvement.

ROCHESTER: The City of Rochester, less than a one-hour drive from Winona and 90 minutes from the Twin Cities, is experiencing dynamic growth, fueled by dramatic expansion plans for the downtown and by the international reputation of the Mayo Clinic. Mayo and IBM are the largest employers in Rochester.

Cascade Meadow Wetlands and Environmental Science Center of Saint Mary’s University is located on 100 acres along the Cascade Creek in northwest Rochester. The Center features formal and informal learning and event spaces, indoors and outdoors. Its mission is to serve as a regional resource for environmental education with an initial focus on energy, water, and wetlands. The facility is LEED Platinum-certified and is undergoing a 10,000-square foot expansion for housing a 3+2 Physician Assistant program, a collaborative effort between the University and the Mayo Clinic School of Health Sciences.
ACCREDITATION

Saint Mary’s is accredited by the Higher Learning Commission (HLC). Its most recent reaffirmation of accreditation was in 2016-2017 and the next reaffirmation is scheduled for 2026-2027.

Individual programs hold specialty accreditation from professional associations in the U.S. in counseling psychology, marriage and family therapy, nursing, nurse anesthesia, project management, business education, nuclear medical technology, and music. In addition, the M.Ed. in teaching and learning is accredited by the University Council of Jamaica.

FINANCIAL RESOURCES

The financial health of the University is sound. Saint Mary’s has an annual operating budget of approximately $88 million and has operated with a balanced budget. It has an enviable long-term debt level of $12 million. The physical plant has an approximate value of $76.9 million, net of accumulated depreciation of $59.5 million. Saint Mary’s is in the final stages of a $57 million capital campaign, Discover, Inspire, Lead, which will be exceeded when the campaign closes in June 2018. The value of the University’s endowment is $65 million, of which about $29 million is permanently restricted. Deferred maintenance is manageable. Annual giving averages $9-10 million and continues to grow through a strong commitment from members of the Board of Trustees (100% giving), as well as support from alumni, foundations, and friends of the University.
FACILITIES

The University features beautiful and well-maintained facilities. The Science and Learning Center opened on the Winona Campus in May 2017. This 50,000-sq. ft. building was the centerpiece of the most recent Capital Campaign; gifts and pledges fully funded the construction of the $20 million center. A new residence hall is planned to open in Fall 2019.

Classroom and meeting facilities in the Twin Cities are welcoming and designed specifically for students seeking graduate and professional degrees. The seven buildings on the Twin Cities Campus include the Saint Mary’s University Center, a multiple-space event center. In Rochester, ground has broken for a fully-funded 10,000-sq. ft. addition to the stunning Cascade Meadow Wetlands and Environmental Science Center.

In 2012, Brother Leopold Hall opened on the Winona Campus. This four-story building houses 139 sophomore through senior students in apartment-style and suite-style housing. In 2008, the Winona Campus athletic fields were transformed by a new track and soccer complex. The Regan Lobby of the ice arena was added in 2004. In 2002, Saint Mary’s purchased the campus of the former College of Saint Teresa in Winona. Several buildings were subsequently sold to Winona State University and Cotter High School. Saint Mary’s retains ownership of the Chapel of Saint Mary of the Angels, the Alverna Center, and the Valéncia Arts Center. In the 1990s, the Winona campus saw the construction of the Recreation and Athletic Center, featuring the Gostomski Fieldhouse and Jul Gernes Pool, McEnery Center library addition, Pines Hall Residence, Hendrickson Center addition to Saint Mary’s Hall, The Heights academic building, and Hillside Hall Residence. Constructed during the 1980s were the Ice Arena, Performance Center, including Figliulo Recital Hall and Joseph Page Theatre, Brother Charles Hall science addition, Gilmore Creek Residence, and Christian Brothers Residence.
RANKINGS

The University is rated among the “Best Regional Universities, Midwest” and “Best Value” in the 2017 U.S. News and World Report. The 2017 Princeton Review listed the University among its Best Colleges within the “Best Midwestern Category.” In 2016, Forbes Magazine ranked Saint Mary’s among the top 100 American colleges in the Midwest and Money Magazine listed the University among the top 400 Best Colleges nationwide in educational quality, affordability, and alumni success.

GOVERNANCE

BOARD OF TRUSTEES:

Members of the Board of Trustees are highly accomplished, dedicated, enthusiastic, and committed to the success and viability of Saint Mary’s University. Presently, there are 30 trustees, of whom eight are Christian Brothers; the number cannot exceed 39. The president is the chief executive officer and is a voting ex officio member of the Board, as is the Provincial of the Midwest District of the Brothers of the Christian Schools. Trustees serve a five-year term and can serve one additional consecutive term. They are eligible for reelection after one year has elapsed. The trustees hold meetings at least three times a year.

COUNCIL OF REGENTS:

The Council of Regents assists the University in advancing the mission of the SGPP in the areas of visioning, strategic planning, and financial performance. The regents also serve as ambassadors for the SGPP.
ACADEMIC PROGRAMS

Enriched by the Lasallian Catholic heritage, Saint Mary’s proudly awakens, nurtures, and empowers learners to ethical lives of service and leadership, striving to transform society one learner at a time.

UNDERGRADUATE RESIDENTIAL: The residential undergraduate college unit, nestled in the extraordinarily beautiful natural environment of Winona, is comprised of the schools of arts and humanities, sciences, education, and business. The academic program is rooted in the liberal arts and is complemented by a dynamic residential community experience that allows learners to cultivate and refine their intellectual, spiritual, and professional capacities for mature leadership.

The undergraduate college offers more than 60 majors, minors, and pre-professional programs. A student-faculty ratio of 13:1 provides students with small classes and supportive professors who take an active interest in the learning and success of each student. The college is nearing completion of a reform of its general education program.

UNDERGRADUATE BACHELOR’S COMPLETION: The undergraduate bachelor’s completion unit of the SGPP recognizes and honors prior educational and life experiences; assures an engaging, affordable, and accessible learning delivery model; and opens for students’ successful pathways for career advancement, career transitions, and graduate education. It is based on the Twin Cities Campus.

GRADUATE PROGRAMS: Also based on the Twin Cities Campus, the master’s and doctoral programs are offered under the SGPP. The University is recognized as an established leader in flexible and adaptable scheduling and delivery models in each of its schools: business and technology, education, and health and human services. Saint Mary’s is committed to accessible and affordable quality private graduate education, offering courses in the Twin Cities and throughout Minnesota and Wisconsin.

ONLINE PROGRAMS: A hallmark of Saint Mary’s University is meeting students where they are. Thus, a myriad of fully online programs to obtain bachelor and master degrees are available. Enrollment in the online programs has accelerated in recent years, now serving more than 1,400 students. The University partners with a third party to assist with the recruitment and other services for online students. Saint Mary’s recently earned a top spot on the Minneapolis/St. Paul Business Journal list of largest online Master of Business Administration (MBA) programs in Minnesota.
FACULTY

Saint Mary's University employs 99 full-time faculty and 319 part-time faculty. The full-time faculty are located at the College on the Winona Campus and in the Doctorate in Educational Leadership, Doctorate of Business Administration, and Doctorate of Psychology programs in the SGPP on the Twin Cities Campus. Part-time faculty are concentrated in the bachelor’s completion and master's programs in the SGPP on the Twin Cities Campus. They are primarily practitioners in their fields who see teaching as a way to give back to their professions.

Faculty at Saint Mary’s University serve as open-minded mentors to students, being honest with them, pushing them and supporting them. Students and alumni report that the caring and supportive faculty at Saint Mary’s helped them to not only discover what they wanted to do, but also helped them to uncover their potential, preparing them to be successful in their academic or career goals after graduation.
SAINT MARY’S AT A GLANCE

- Total Enrollment: 5,754
- Full-Time Undergraduate Enrollment: 1,129, 51% female (College and SGPP); 1,034, 50% female (College only)
- Undergraduates receiving financial aid: 95%
- First-time, first-year ACT Composite Average: 23
- Full-Time Faculty: 99 (College and SGPP)
- Third Semester Retention Rate for first-time, first-year students: 77%
- 6-year graduation rate for first-time, first-year students: 61%
- Placement: 95% employed, continuing education, or volunteer service
- Ethnicity: Students of Color 17%, White 66%, unreported 14% (College and SGPP)
- Alumni: 43,000

CENTERS AND INSTITUTES

- Hendrickson Institute for Ethical Leadership – sponsors special events, speakers, and provides a forum for the exploration of ethical issues
- Institute for Lasallian Studies – provides Lasallian Catholic formation and accompaniment, as well as graduate-level degree programs and certificates
- Kabara Institute for Entrepreneurial Studies – aims to incite a passion for entrepreneurial spirit in students across the University
- Minnesota Conservatory for the Arts – a residential performing arts academy in Winona, offering programming and performance opportunities for youth and adults
- De La Salle Language Institute – offers an intensive program for students from non-English speaking countries who are studying on the Winona campus
- Maryknoll Institute of African Studies – located in Nairobi, Kenya, the institute offers an intensive enculturation experience for those wishing to learn more about African cultures. The institute offers a Master of Arts in African Studies and a Master of African Studies
- GeoSpatial Services – integrates graduate studies and training with consulting for public agencies and private companies in spatial data analysis using geographic information science
THE UNDERGRADUATE STUDENT EXPERIENCE

More than 90% of the full-time undergraduate students live in a variety of residential units on the Winona Campus, creating a robust environment for teaching and learning experiences, as well as the availability of numerous support services. A wide variety of student activities, organizations, clubs, fraternities and sororities, and student government bodies offer opportunities for enormous personal, social, physical, and career growth. Surveys and student testimonials confirm the feeling of community is one of the most significant factors affecting student satisfaction and retention.

FAITH, SERVICE, COMMUNITY

With more than 20 student-led groups and programs, the Office of Campus Ministry is dedicated to developing student leadership and campus-wide involvement. Campus Ministry promotes an inclusive campus through events, retreats, immersion trips, and engagement opportunities that build relationships and community, foster a culture of community service, explore conversations of faith, and allow students to worship at daily Mass. The office recently initiated a peer ministry program led by student volunteers that is designed to expand the outreach of Campus Ministry and foster community.

ATHLETICS

The Saint Mary’s Cardinals compete within NCAA Division III and the University is a member of the Minnesota Intercollegiate Athletics Conference (MIAC). The 21 varsity teams include: women’s and men’s basketball, women’s and men’s hockey, baseball, softball, women’s and men’s indoor track and field, women’s and men’s outdoor track and field, women’s and men’s tennis, women’s and men’s soccer, women’s and men’s cross country, women’s volleyball, women’s and men’s golf, and women’s and men’s swimming and diving. In addition, a number of club sports and intramural opportunities are offered.

STUDY ABROAD

Saint Mary’s University offers numerous faculty-led, short-term study-abroad programs, as well as semester long programs in London and Rome. The Study Abroad Office coordinates a variety of international study and experiences through affiliated programs and the Lasallian International Programs.
OPPORTUNITIES AND CHALLENGES

The next president of Saint Mary’s University will follow the exceptional leadership of two presidents who have shaped today’s University. Brother Louis DeThomasis, FSC served as president from 1984-2005. During Brother Louis’ tenure, the University experienced dramatic development of the Winona Campus and the establishment of the graduate programs in the Twin Cities. Brother William Mann, FSC began his presidency in 2008 and will retire on May 31, 2018. Under Brother William’s leadership, the Lasallian identity, heritage, and values were inculcated university-wide, the University experienced the most successful capital campaign in its history, and the 2012-2017 Strategic Plan was effectively implemented. The themes for that plan were threefold: Strengthen and Preserve Core Mission and Identity, Innovate and Grow – Three Centers of Excellence, and Steward and Strengthen Resources. Thus, the next president will find an institution well situated for a positive transition in leadership. These factors will, however, demand the attention of Brother William’s successor to advance and further leverage the Lasallian charism, sustain the fundraising momentum, and frame the development of a new strategic plan through an inclusive planning process.

During the past decade, the University diversified its academic programs and grew enrollment in graduate and professional programs on the Twin Cities Campus and online. As a tuition-dependent institution, Saint Mary’s benefits from these multiple sources of revenue. In more recent years, full-time undergraduate enrollment on the Winona Campus has become less stable, while the number of non-traditional students in the graduate and professional programs increased. The distinct differences in student populations and in the cultures of the two campuses, plus the expansion in Rochester, add to the complexity of leading and managing their respective programs and faculty. These factors will require the next president to address the organizational effectiveness and efficiencies of a multifaceted enterprise.

Saint Mary’s University is a community blessed with talented and dedicated faculty, staff, and administration. The President’s Cabinet and Board of Trustees are unified and ready to support the next president, who will face the challenges confronting most colleges and universities today, especially small, independent, tuition-dependent institutions. The strengths and distinctiveness of Saint Mary’s present opportunities for a skillful leader to address the contemporary issues in higher education both strategically and tactically.
THE LEADERSHIP AGENDA FOR THE NEXT PRESIDENT

- **Focus attention on full-time undergraduate enrollment.** Enrollment management of all student populations – full-time, first-year students, transfer students, working adults, on-ground and online graduate and professional – is a very high priority for the University. Because the residential undergraduate program on the Winona Campus is central to the University’s foundation as a liberal arts institution, and is below capacity, it is essential the next president focus on fortifying the full-time undergraduate population.

- **Strengthen organizational effectiveness.** The physical expansion of the University and resulting organizational restructuring have increased the complexity of leading and managing the institution, resulting in a growing strain on human resources, governance systems, technology, and capital. A priority for the next president is to build a shared vision university-wide, finding synergies and efficiencies that bridge the people and cultures in distant locations.

- **Frame and shape the next Strategic Plan.** With the completion of significant goals in the 2012-2017 Strategic Plan, the Board of Trustees welcomes the vision of the next president in shaping the University’s future aspirations and goals. The academic community, likewise, looks forward to participating in an inclusive process under its new leader.

- **Advance Lasallian identity and leverage Lasallian networks.** A strong foundation and ample momentum await the next president’s passionate, visible direction and support of the University’s Lasallian heritage. Lasallian values bind all campuses and have significant ownership among all constituents. New initiatives that build on Lasallian principles and values will resonate and be generously accepted by the University community.

- **Build a more diverse and inclusive community of scholars, learners, and supporters.** The First Generation Initiative is primed for growth and the community expects its next president to be a public champion for Lasallian principles and committed to increase the ethnic diversity of faculty, staff, and students.

- **Engage enthusiastically current and new benefactors.** The overwhelming success of the Capital Campaign and the advancement of a new strategic plan provide a timely opportunity to meet and thank benefactors and to invite them and others to support scholarships, endowment, and new institutional priorities. A generous Board of Trustees, an engaged alumni base, and a professional senior team in institutional advancement are eager to introduce the new president and continue the momentum from the campaign.
EXPECTATIONS AND HIGHLY VALUED QUALIFICATIONS

As a Lasallian Catholic University, Saint Mary’s University expects its next president to be a Catholic who will be passionate about the University’s Lasallian identity, and who will embody, model, and foster Lasallian values and principles. If the next president comes from a tradition other than Lasallian, it is expected s/he will commit to a program in Lasallian history, heritage, and values. A number of faculty, staff, students, and trustees have participated in various Lasallian formation programs and are eager to share their excitement and passion for the Lasallian charism with the next president.

The next president is expected to be an authentic, servant leader, able to lead and manage a complex, multi-campus enterprise, to be approachable and present to multiple constituencies on campuses and in their respective communities, to engage benefactors throughout the country, and to embrace with enthusiasm a rigorous schedule of activities. Therefore, the appointee must have successful leadership experiences demonstrating high energy and stamina.

The Board of Trustees and the presidential search committee will highly value applicants who possess the following qualifications and attributes:

- Demonstrated success in leading and managing complex organizations
- Progressive administrative experience within higher education and evidence of success in addressing contemporary issues, especially those faced by independent colleges and universities
- Financial acumen and a working familiarity with such topics as enrollment management, net tuition revenue, pricing and discounting, branding and positioning, collaborative partnerships, consortia, and entrepreneurial ventures
- Successful experience in resource development, particularly fundraising
- Proven skillsets that include listening, public speaking, interpersonal relationships, and collaborative leadership
- The ability to articulate the importance of liberal education in today’s marketplace
PROCEDURES FOR NOMINATION AND APPLICATION

The Board of Trustees has determined that a confidential process is critical to ensure the widest possible range of candidates. This confidential search is being assisted by Academic Search, Inc. Applications should consist of:

1. a detailed cover letter addressing the expectations of the position;
2. a current curriculum vitae (CV); and
3. a list of five professional references with contact information and a note explaining the candidate's working relationship with each.

References will not be contacted without explicit permission from the candidate, and candidacy will remain confidential from application through appointment. Nominations and applications should be sent electronically to SMUMN-President@academic-search.com.

The position will remain open until filled, but only applications received by Sunday, February 25, 2018, can be assured full consideration. Nominators and prospective candidates may also arrange a confidential discussion about this opportunity with Senior Consultants Richard B. Artman, (rba@academic-search.com) or Andrea Warren Hamos (awh@academic-search.com).

Saint Mary’s University of Minnesota adheres to the principle that all persons have equal opportunity and access to admissions, employment, facilities, and all programs and activities of the university, regardless of race, color, creed, religion, national origin, gender, sexual orientation, disability, age, marital status, familial status, or status with regard to public assistance.
ABOUT ACADEMIC SEARCH

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 [www.academic-search.com](http://www.academic-search.com).