

SEARCH PROFILE:

DEAN OF THE LAW SCHOOL

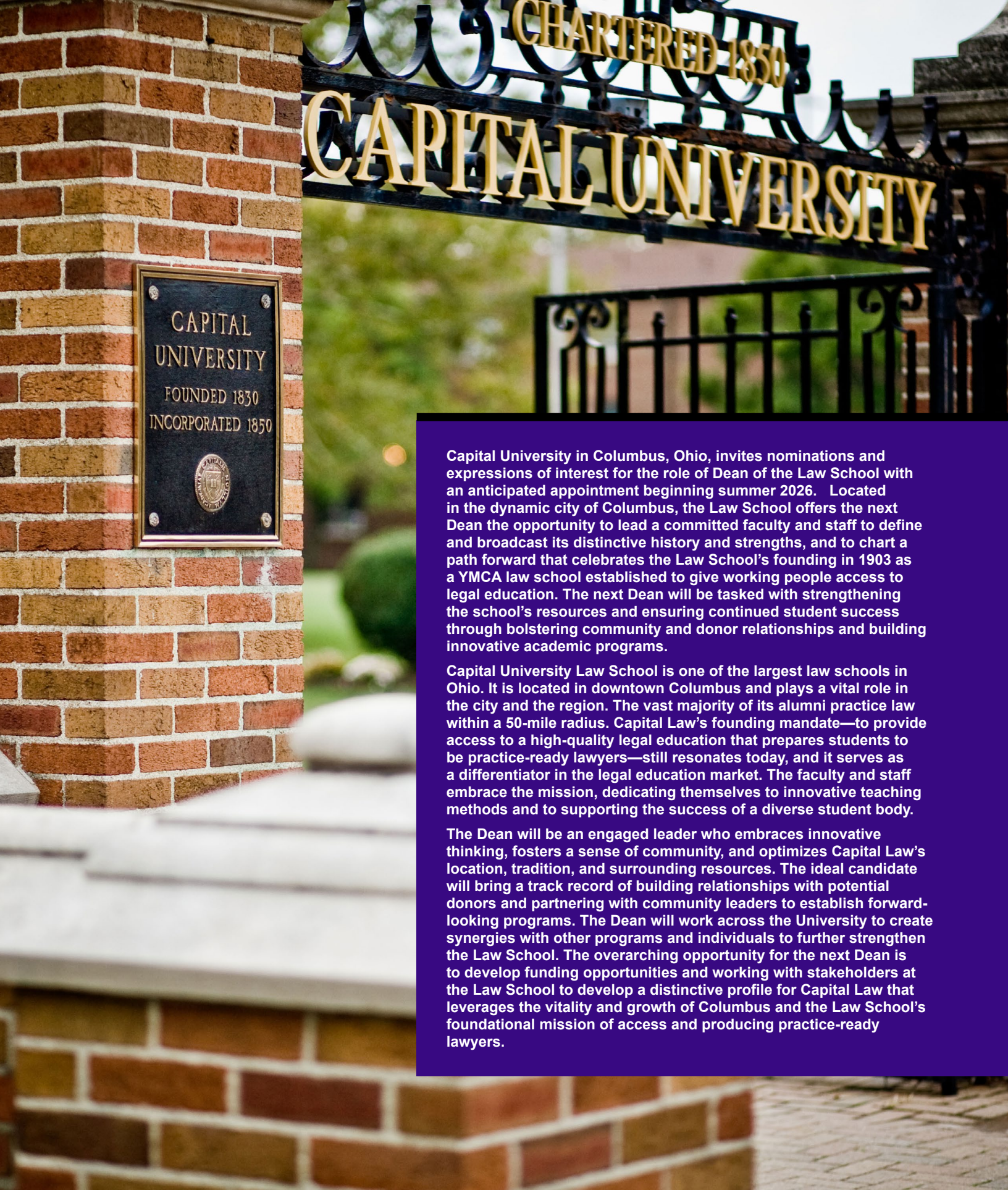


Capital University

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www.capital.edu



Capital University in Columbus, Ohio, invites nominations and expressions of interest for the role of Dean of the Law School with an anticipated appointment beginning summer 2026. Located in the dynamic city of Columbus, the Law School offers the next Dean the opportunity to lead a committed faculty and staff to define and broadcast its distinctive history and strengths, and to chart a path forward that celebrates the Law School's founding in 1903 as a YMCA law school established to give working people access to legal education. The next Dean will be tasked with strengthening the school's resources and ensuring continued student success through bolstering community and donor relationships and building innovative academic programs.

Capital University Law School is one of the largest law schools in Ohio. It is located in downtown Columbus and plays a vital role in the city and the region. The vast majority of its alumni practice law within a 50-mile radius. Capital Law's founding mandate—to provide access to a high-quality legal education that prepares students to be practice-ready lawyers—still resonates today, and it serves as a differentiator in the legal education market. The faculty and staff embrace the mission, dedicating themselves to innovative teaching methods and to supporting the success of a diverse student body.

The Dean will be an engaged leader who embraces innovative thinking, fosters a sense of community, and optimizes Capital Law's location, tradition, and surrounding resources. The ideal candidate will bring a track record of building relationships with potential donors and partnering with community leaders to establish forward-looking programs. The Dean will work across the University to create synergies with other programs and individuals to further strengthen the Law School. The overarching opportunity for the next Dean is to develop funding opportunities and working with stakeholders at the Law School to develop a distinctive profile for Capital Law that leverages the vitality and growth of Columbus and the Law School's foundational mission of access and producing practice-ready lawyers.



ABOUT CAPITAL UNIVERSITY

Capital University is the oldest university in Central Ohio, with nearly 200 years of academic excellence. Affiliated with the Evangelical Lutheran Church in America, the picturesque Bexley campus, located less than five miles from the Law School, is situated on 54 acres in a community known for its tree-lined streets, historic homes, and excellent local school district. Through its undergraduate and graduate programs, including Trinity Lutheran Seminary and the Law School in downtown Columbus, Capital students, faculty, staff, and alumni are committed to making a positive impact in their communities and chosen industries.

The University's mission is rooted in its 1830 founding by the Lutheran Church and in the 1850 charter granted by the Ohio legislature. The mission seeks to transform lives and empower an inclusive community of learners through engaging academic, co-curricular, and professional experiences. Students leave Capital prepared to make meaningful contributions in their communities and advance the common good.

The University serves a diverse student body of over 2,300 students (1,642 undergraduate students; 678 graduate students), with 31.5% of students identifying as students of color. Capital offers 4 undergraduate degrees from 61 majors and 56 minors in the areas of music, art and communication, business and management, education, humanities, natural sciences, mathematics and computer science, nursing, and social sciences. Capital also offers multiple graduate degrees in areas such as law, business, education, music education, social work, and theology that are practical, purposeful, collaborative, and entrepreneurial. The University created Ohio's first combined 3+3 BA/JD program, an accelerated pathway for qualified and motivated students to complete their baccalaureate and law degrees in six years.

Capital employs 132 full-time faculty and 156 part-time faculty, supported by a \$155 million endowment with a \$63.5 million operating budget.



On August 1, 2025, Dr. Jared R. Tice began his tenure as the 18th President of Capital University. With nearly two decades of progressive leadership experience at small, independent institutions grounded in the liberal arts, Dr. Tice is known for his strategic vision, collaborative approach, and student-centered leadership.

As President, Dr. Tice oversees all aspects of the University's mission to transform lives through empowering academic, co-curricular, and professional experiences. He has launched a comprehensive annual priority plan to bridge the gap toward the development of a new University-wide strategic plan, created the Trustee Fellows Program to re-engage meritorious former trustees, and initiated new frameworks to strengthen institutional planning, community engagement, and mission alignment. His background spans student affairs, enrollment management, marketing, strategy, and campus planning—bringing a holistic understanding of how institutions thrive in today's evolving higher education landscape. President Tice's bio is available here: <https://www.capital.edu/about/leadership/president-jared-tice/>.

Capital University is currently engaged in a national search to fill the University Provost and Chief Academic Officer role. The Law School Dean currently reports to the Provost and will continue to do so.



CAPITAL UNIVERSITY LAW SCHOOL

Capital Law School provides students with the intellectual, ethical, and practical foundation to become successful lawyers and leaders. The Law School has recently been nationally recognized as a top school in the areas of practical training, public service, and family law. Capital's extensive curriculum balances advanced courses in emerging areas of law such as A.I. and energy regulation, with meaningful experiential opportunities for its nearly 500 students as they pursue their Juris Doctor degrees and prepare to become practice-ready lawyers. In addition to offering a rigorous core J.D. curriculum, the Law School provides robust opportunities for practical training through an extensive externship program, a pro bono honors program, the General Litigation Clinic, the Volunteer Income Tax Assistance Clinic, the Mediation Clinic, simulation courses, and extensive moot court and mock trial programs.

The Law School is located just blocks from the Ohio Statehouse and Capitol Square, in the heart of Ohio's government and legal center. The Law School also sits in close proximity to numerous courts, government agencies, public service and non-profit organizations, law firms and corporate headquarters. The prime location offers access to more than 5,000 Law alumni in the central Ohio region, many of whom occupy prominent positions of leadership as federal and state judges, state and federal elected officials, and leaders of major law firms and corporations. This combination opens the doors to countless opportunities for networking, mentorship, externships, pro bono work, and employment for Capital students.

Capital remains steadfast in its founding commitment to expanding access to legal education for students whose pathways into the legal profession have historically been limited by structural or socioeconomic barriers. Capital's mission is reflected in the student body: in the Fall 2025 entering class, 82% are first-generation law students, 23% are first-generation college students, and more than half are women. Capital continues to honor its access-driven mission by offering the only in-person, part-time evening program in the state of Ohio, along with flexible part-time day program options that allow students to pursue a law degree while balancing work, family and community obligations.

The Law School enrolls approximately 485 students, with about 185 first year students, of which 150 are full time and 35 are part time. Full-time tuition and fees are \$45,200 annually, and part-time tuition and fees are \$32,290 annually. The ABA first-time weighted average bar pass rate for 2024 was 76.98%. For the July 2025 Ohio bar examination, Capital's pass rate for first time takers was 74%. Law School enrollments have increased yearly for the past four years. In FY25, Capital Law's operational expense budget was \$7.3 million, with 96% of the revenue budget from tuition and fees.

FACULTY AND STAFF

The heart of Capital Law is its faculty and staff. The Law School faculty includes 24 full-time professors and about 50 adjunct faculty members who are leaders of the bar, bench, and industry in Columbus's vibrant legal community.

The full-time faculty is committed to producing rigorous and meaningful scholarship. The faculty includes nationally recognized authorities in family law, election law, AI and technology law, criminal law, and constitutional law, as well as a promising cohort of recent faculty hires who are emerging as dynamic scholars and educators.

The faculty's highest priority is to uphold the expectation that all faculty members are teachers first, dedicated to experiential learning and to weaving theory and practice into the classroom experience. The faculty is committed to student success in all ways. The current student-to-faculty ratio is 20:1 based on full-time faculty, and 6:1 based on all faculty, which ensures students receive personalized attention and meaningful interactions with our faculty in and outside the classroom. The faculty maintains an open-door policy, offering regular office hours, teaching small seminar classes, and providing collaborative research opportunities for students. Faculty mentor and advise students throughout their academic careers and beyond.

Equally important is the dedicated staff who share a commitment to ensuring the success of students and alumni. Many of the administrators possess Juris Doctor degrees

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(including several proud graduates of Capital Law) or other master and doctoral-level degrees. Many of the staff are locally and nationally recognized professionals in their individual areas of higher education expertise.

Faculty and staff are committed to serving the Law School and the larger legal community. Both faculty and staff have long played an active role in shared governance through their work on committees and the Law School Council, which includes senior administrators, student representatives, and all full-time faculty. The Law School Council reviews and acts on matters involving the Law School's academic programs and other internal policies. It also provides the Dean with advice and assistance.

CURRICULUM

Capital's extensive curriculum balances advanced courses in emerging areas of law with meaningful experiential opportunities and skills training. Capital provides students with robust opportunities for experiential learning through its extensive externship program, pro bono honors program, general litigation clinic, and governmental policy offerings. Indeed, the Law School has recently been nationally recognized as a top school in the areas of practical training and public service, as well as in family law.

With the support of talented and committed adjunct faculty, the Law School's strong curriculum not only addresses the fundamentals, but also allows students to learn about specialized areas and real-world applications of the law. The Law School is also known for its novel integration of academic skills and professionalism into the 1L coursework through its Foundational Lawyering Skills classes and for its excellent legal research and legal writing curriculum, which is a key focus of Capital's practice-ready mission.

STUDENT LIFE

Capital Law School offers a diverse array of student activities and organizations, many of which are geared toward helping students explore specialties within the legal profession, improve legal skills and develop social relationships. Affinity student organizations are available for African-American, Hispanic, female, and LGBTQ+ students and allies. The Christian Law Society, Jewish Law Student Association, First-Generation Law Student Society, and Military Law Society bring together students with similar backgrounds and interests. In addition, there are organizations for those interested in areas of the law related to sports and entertainment, the environment, corporate law, intellectual property, criminal law, and more. Opportunities for students include:

- Capital Law's expansive externship program that offers varied opportunities for students to earn academic credit for experience in the legal field. These site experiences with courts, government agencies, non-profits, in-house counsel, and private law firms offer practical experience helping attorneys perform real legal work. Alumni often serve as site supervisors and mentors for the externs.
- The Capital University Law Review enhances the legal education of participating students, who develop the critical skills of legal research, writing and analysis. In addition, each staff member of the Law Review writes an article on an important topic within the legal profession and submits it to the Review for possible publication. The Review is found in law libraries nationwide and is also available on Westlaw and Lexis. Recently, the Law Review created an annual symposium for participating students to present their topic and to receive feedback from faculty, industry experts and alumni. It also hosts the Law School's preeminent scholarly event, the annual Sullivan Lecture.



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- The Law School has a strong record of excellence in moot court and mock trial competitions, which offer students practical experience performing legal research and presenting in a courtroom. The moot court and mock trial program provides students with an intense learning experience in a small-group setting with strong faculty support. Alumni often serve as coaches for the teams and judges for practice rounds and competitions. The Moot Court program proudly hosts the National Child Welfare & Adoption Law Moot Court Competition each year.
- The [Office of Professional Development](#) supports professional development skill training, offers job search assistance and advice, runs intensive daylong career programs, and provides a variety of resources and events that prepare students for their careers. It has also helped to design and implement part of the innovative Foundational Lawyering Skills class.
- The Pro Bono Legal Honors Program encourages law student pro bono service by recognizing their successful completion of at least 50 hours of approved pro bono work. Pro bono legal services may include giving legal advice or resolving a legal problem through litigation, legislation, regulation, or alternative dispute resolution, consistent with the ethical constraints on the authorized practice of law. Almost 30% of each graduating class completes 50 hours of pro bono service.

CLINICS

Capital Law School was one of the first law schools in the country to establish a legal clinic for indigent clients, and it continues that vital work through its General Litigation Clinic, Mediation Clinic, and VITA Clinic.

The General Litigation Clinic represents clients in a broad range of areas, including general civil, criminal defense, wills and probate, domestic relations, and landlord-tenant. It

also places and oversees students working in local mayor's courts. Through this work, students develop and enhance their client counseling skills and professional ethics under the careful supervision of law professors and staff attorneys. Students also serve the community and directly experience the excitement of legal practice by engaging in actual client representation.

The Mediation Clinic is a clinical experience in which students mediate actual disputes in a variety of settings, including Small Claims Court, the Municipal Court, and the Prosecutor's Office while also observing actual mediations in a variety of settings, including the Domestic Relations Court.

The Volunteer Income Tax Assistance Clinic is sponsored by the ABA and the IRS. As VITA volunteers, students gain practical training in taxation and an opportunity to develop client counseling skills. VITA Clinic students provide free income tax services (preparation of tax returns) during the tax season for those who have low incomes, are disabled, or have limited English-speaking skills.

ALUMNI

Capital Law's more than 7,000 living alumni provide an extensive network of experienced and accomplished professionals. They include federal and state judges, elected officials and leaders of law firms and corporations, and form the core of the Columbus Bar. Capital's alumni live and work within steps of the Law School, across the Midwest and the United States, and in places as distant as China, Europe and the Middle East. They stand ready to mentor and support students throughout their legal education and as they prepare for the bar examination and transition into practice and other career paths. In addition, the Law School Board of Counselors, an important body of alumni and community members, helps inform and provide counsel to the Dean on emerging issues in legal education and within the practice of law.





UNIVERSITY GOVERNANCE

The University is governed by a Board of Trustees. The Board of Trustees, which currently has 21 members, is the governing body for all units and divisions of the University, including the College, the Law School, and Trinity Lutheran Seminary.

Faculty governance operates at two levels: the University faculty as a whole and the individual faculties of the three

academic units. Each faculty participates in University-level governance, while also overseeing its own academic and operational matters through committees organized at the school level. At the University level, the University Faculty Executive Committee represents all faculty in discussions with the administration and the Board of Trustees on issues that span the entire institution.

FINANCES AND FUNDRAISING

Capital University operates with a \$63.5 million annual budget, including \$2.3 million of debt service, with a \$3.7 million deficit projected for FY26. Investments total \$169 million, of which \$23 million is unrestricted and \$146 million supports the \$155 million endowment, which produces \$5.9 million in annual support for Capital. Debt currently totals \$37 million, with most principle payments deferred until FY28.

The University secured more than \$9.5 million in cash and pledges for FY24, nearly tripling philanthropic support over the past decade. This remarkable growth has been fueled by a surge in major gifts, strategic emphasis on leadership annual giving, and increased corporate philanthropy. Key advancement efforts span the Bexley campus, Law School,

and Trinity Lutheran Seminary, reflecting a unified and coordinated approach across all campuses.

Driving toward continuous improvement, new alumni engagement and giving programs have been launched, including volunteer programs with career services and enrollment, advisory councils working with select academic programs, philanthropy day challenges and activities, and the Memorial Gateway Society formed to recognize annual support at leadership levels.

In addition to having the full support of the University Advancement Office, the Law School has a designated development officer specifically focused on Law School fundraising and development.

THE LARGER COLUMBUS COMMUNITY

As the fastest growing city in the Midwest and the 15th largest city in the U.S., Columbus serves as a vibrant extension of the Bexley and Law School Campuses. Capital is within easy reach of a dynamic arts and cultural scene, beautiful natural surroundings including abundant rivers, lakes, parks, and extensive trails for hiking and cycling. The Columbus region is the corporate headquarters of some of the world's largest companies, including several Fortune 500 corporations. Ohio's capital city ranked first in emerging cities for startups; is among the top 30 of Forbes' Best Places for Business and Careers; the top five for new college graduates; the top 10 large metro areas in the U.S. for concentration of young professionals; and the top three for women-owned businesses.

Capital greatly enriches the intellectual, creative and cultural life of the community by creating avenues of public access to figures whose commentary nurtures thought, debate, and social dialogue. For example, every January, the Capital University community celebrates the life and legacy of the Rev. Dr. Martin Luther King Jr. during the annual Martin Luther King Jr. Day of Learning. Citizens of Central Ohio delight in an opportunity to be challenged by the keynote speaker, engage in meaningful dialogue with students, staff and faculty during the workshops and enjoy the hospitality of the campus. Throughout the year, Capital hosts performing arts events, journalists, authors, political figures, and recreational and athletic activities to involve and enrich the larger community.





DEAN'S LEADERSHIP AGENDA AND KEY RESPONSIBILITIES

The next Dean of Capital University Law School will be instrumental in shaping the future of Capital. The Law School is an essential entry point into the University community, a historic engine of access and mobility in Central Ohio, and a deeply rooted partner in the legal, governmental, corporate, and nonprofit ecosystems of Columbus. The next Dean must build on these strengths while steering Capital Law through rapidly evolving regulatory, financial and professional landscapes.

The leadership agenda below outlines the priorities that will guide the Dean's first years and shape the Law School's trajectory for the next decade.

CHAMPION A BOLD AGENDA FOR PHILANTHROPY AND EXTERNAL ENGAGEMENT

The next Dean must be a highly visible fundraiser, cultivating a culture of philanthropy among alumni, the bench and bar, corporate partners, and regional foundations. The top institutional priorities include:

- Funding critical renovations to the Law School facility to support modern pedagogy, technology, accessibility, and student experience.
- Building endowed scholarships and student-organization support funds to reduce debt burdens and enhance belonging, academic engagement, and leadership development.
- Securing endowed professorships and faculty development funds to recruit and retain exceptional teacher-scholars.
- Expanding programmatic support for clinics, externships, co-curricular learning, and bar preparation.

ELEVATE OUTCOMES FOR ACADEMIC EXCELLENCE, BAR PASSAGE, AND CAREER INITIATIVES THROUGH TARGETED, DATA-INFORMED INITIATIVES

As a Law School of access, Capital must pair opportunity with intensive academic, professional, and bar-readiness support. The Dean will be expected to:

- Lead a comprehensive strategy to improve first-time and ultimate bar passage rates.
- Strengthen legal writing, academic success programming, and bar-preparation investments.
- Advance integrated student support and advising, from admissions through the bar exam.
- Deepen and diversify experiential learning pathways in Columbus's courts, agencies, law firms, and corporate sector.
- Align curricular innovation with regional demand, especially in areas such as A.I., energy law, rural legal support, compliance, and regulatory affairs.

CULTIVATE A SIGNATURE CAPITAL LAW IDENTITY AS COLUMBUS'S PRACTICE-READY, PROFESSIONALLY CENTERED LEGAL EDUCATION PROGRAM

Capital Law's history, rooted in practice, community engagement, and evening/part-time access, is a market differentiator. The new Dean must:

- Articulate and elevate a compelling identity that is grounded in Capital's heritage of practical training and its deep ties to Ohio's legal community.
- Embrace the "Columbus way" of collaboration by strengthening institutional partnerships with industry, government, nonprofit, civic, and entrepreneurial organizations, to steward the Law School and build opportunities.

DEAN'S LEADERSHIP AGENDA AND KEY RESPONSIBILITIES

- Position the law school to engage with the region's dynamic growth in finance, technology, healthcare, logistics, and public-sector leadership. Expand the Law School's visibility and its presence across the capital city's legal ecosystem.

REVITALIZE AND MODERNIZE THE LAW SCHOOL'S PHYSICAL AND DIGITAL LEARNING SPACES

Capital Law's facilities must reflect the expectations of today's students and the demands of modern legal practice. This work is essential to Capital Law's competitiveness and to student confidence in the return on their investment. The Dean will:

- Lead planning and fundraising for facility modernization and accessibility upgrades.
- Strengthen the technological backbone of the curriculum by incorporating generative A.I. and other legal technology into existing courses and expanding simulation and hybrid modality course offerings.
- Ensure that space design supports collaboration, experiential education, legal clinics, academic support, and student organizations.

DEVELOP AND IMPLEMENT SUSTAINABLE SOLUTIONS TO STRENGTHEN STUDENT ACCESS AND FINANCIAL WELL-BEING

Capital Law's founding mission—access to high-quality, practice-ready legal education—must remain central. But with significant shifts in graduate and professional lending programs nationally and the competitive law school marketplace, the next Dean must be a strategic partner in:

- Evaluating tuition levels relative to market position and outcomes.
- Deploying scholarships and aid in ways that advance the institutional mission while strengthening financial sustainability.
- Balancing access with the financial realities of a tuition-dependent law school.
- Shaping an integrated enrollment, pricing, and value strategy that ensures Capital Law thrives in an era of increased accountability and cost sensitivity.
- Managing admissions to ensure admitted students can meet the demands of the law curriculum and the Law School can provide the resources necessary to support all law students.

EXPAND CAPITAL LAW'S ENROLLMENT PIPELINE THROUGH STRATEGIC PARTNERSHIPS AND INSIGHT-DRIVEN RECRUITMENT

With admissions, marketing, and recruitment shifting nationally, the Dean must partner closely with the University's Strategic Enrollment & Marketing teams to:

- Strengthen the recruitment pipeline while maintaining standards aligned with student success.
- Expand Capital Law School's presence in Central Ohio undergraduate institutions and among nontraditional and career-changing adult learners.
- Seize opportunities created by Columbus's growth in technology, corporate functions, and public-sector innovation.
- Ensure that the Law School's enrollment strategy reflects the realities of bar passage, academic preparation, and long-term financial sustainability.

BUILD A VIBRANT, COLLABORATIVE FACULTY CULTURE THROUGH STRATEGIC RECRUITMENT, PURPOSEFUL PROFESSIONAL DEVELOPMENT, AND EMPOWERED INNOVATION

The next Dean will inherit a deeply committed faculty and staff. The Dean must:

- Champion a culture of communication, transparency, and collegial governance at both the Law and Bexley campuses.
- Recruit mission-aligned, practice-oriented, and academically distinguished faculty who thrive in Capital's environment.
- Support faculty development through endowed resources, pedagogical innovation, and scholarship support.
- Foster a climate where administrators and staff members are empowered, student-facing work is valued, and the entire community feels connected to the Law School's purpose.

DEEPEN THE LAW SCHOOL'S INTEGRATION INTO THE UNIVERSITY'S EMERGING STRATEGIC PLAN

The Law School plays a unique role within Capital University's identity and mission. The Dean will ensure that Capital Law:

- Contributes to shared key performance indicators and operational improvements within the University's strategic plan.
- Collaborates across schools and divisions, particularly in areas such as ethics, leadership, public service, A.I., and business.
- Embraces Capital's Lutheran heritage of purpose, justice, and service, framing legal education as preparation for both professional life and meaningful societal impact.



QUALIFICATIONS

QUALIFICATIONS

- A J.D., or other terminal degree in law.
- Leadership experience in legal education or similar experience (e.g., law firm leadership).
- An established record of university teaching, scholarship, and distinguished service to the university, profession, and community sufficient to merit appointment as a full professor of law with tenure. (This qualification applies only to academic applicants, not non-academic applicants. Applications from non-academics are also welcome).

PREFERRED QUALIFICATIONS

- Experience with, and a commitment to, a legal education that combines theory and practice and blends experiential learning across the curriculum, including innovative programs.
- Proactive leadership and a willingness to take the initiative to educate and advocate for the Law School's special needs and requirements, such as maintaining accreditation, updating its facilities and technology, and assuring bar passage.
- Vision and strategic leadership skills to advance the Law School toward its aspirations and goals, in collaboration with the University president and administration.
- Demonstrated ability to provide decisive and innovative leadership, integrity and vision, and to foster a collaborative, collegial, and productive work environment.

- Experience raising new revenue, including through fundraising and grants.
- An astute understanding of higher education finances, insight about the interrelationship of academic priorities, and experience in planning and managing complex budgets.
- An understanding of the special responsibilities and contributions of a professional school within a comprehensive university that is committed to excellence in teaching, research, and service.
- Knowledge of the market and anticipation of opportunities for innovative and relevant programs.
- Experience with decision making areas of academic planning, program prioritization, and faculty promotion and tenure.
- A deep commitment to the educational value of a diverse community of learners, consistent with Capital's Lutheran heritage and values.
- Strong communication skills, with a proven ability to lead diverse teams and build collaborative, cross-divisional partnerships.
- A commitment to data-informed decision-making.
- Experience with and an understanding of ABA accreditation processes and standards.



APPLICATIONS, NOMINATIONS, AND EXPRESSIONS OF INTEREST

Academic Search is partnering with Capital University in this search. Confidential discussions about the position are encouraged and may be arranged by contacting Dr. Pam Balch: pam.balch@academicsearch.org

Applications, nominations, and inquiries should be sent to CapitalDeanLaw@academicsearch.org.

To apply, candidates should prepare a letter of interest addressing the leadership agenda and desired qualities, characteristics, and experiences outlined in this prospectus. Also required is a current curriculum vitae or resume.

References will be requested later in the search. The position is open until filled, but only applications received by **February 13, 2026**, will be guaranteed full consideration.

Capital University is an equal opportunity employer and supports a diverse and inclusive campus community.

Capital University does not discriminate on the basis of race, color, national or ethnic origin, sexual orientation, religion, sex, gender, age, disability, veteran status, or other characteristics protected by the law.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Capital 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.

