

# SEARCH PROFILE:

DEAN, COLLEGE OF HEALTH & HUMAN SCIENCES



**METROPOLITAN**  
**STATE UNIVERSITY**<sup>SM</sup>  
**OF DENVER**

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## LEADERSHIP OPPORTUNITY

Metropolitan State University of Denver (MSU Denver) invites inquiries, applications, and nominations for the position of Dean of the College of Health and Human Sciences. MSU Denver is conducting a national search and welcomes applications and nominations from qualified candidates across higher education and related professional fields. The University seeks a strategic, collaborative, student-centered, and community-engaged academic leader who will guide a college central to MSU Denver's mission into its next phase of impact, innovation, and growth.

The [College of Health and Human Sciences](#) (CHHS) serves as a nucleus for MSU Denver's public urban mission. Located in the heart of Denver on the Auraria Campus, the College prepares students for careers that directly improve the health, safety, well-being, and quality of life for communities in the Front Range of Colorado and beyond. Its programs are deeply connected to Colorado's workforce needs and to the University's commitment to access, equity, affordability, student success, and social mobility.

The Dean serves as the chief academic and administrative officer of the College and reports to [Dr. Matthew Makley](#), Provost and Executive Vice President for Academic Affairs. The Dean provides strategic, academic, operational, fiscal, and external leadership for a diverse portfolio of disciplines that span health professions, including nursing, social work, human services, counseling, nutrition, speech-language-hearing sciences, exercise and sport sciences, criminal justice and criminology, and related fields. At MSU Denver, each college and school serves the greater mission of "One University." The successful candidate will demonstrate an ability to ground the College in that purpose.

A defining opportunity for the next Dean is the continued development and elevation of the [Gina and Frank Day Health Institute](#). The Institute is designed to develop the next generation of healthcare professionals through an innovative approach to holistic education—one that recognizes that health does not exist in a vacuum and that professional preparation should be grounded in

the interdisciplinary, whole-person needs of today's healthcare industry. Spanning ten academic departments in two colleges, the Institute brings students together with experts inside and outside the classroom, connecting academic preparation with real-world practice, community partnerships, and urgent workforce needs.

At the center of the Institute's work is access: access for students to high-value educational pathways, access for communities to better health and wellness outcomes, and access for Colorado employers to a diverse, well-prepared healthcare workforce. With community partnerships and programs focused on healthcare interest exploration, health scholar development, peer health education, behavioral health workforce acceleration, and wellness innovation, the Institute provides the next Dean with a strong platform for advancing MSU Denver's mission and deepening the College's public impact.

Rising now on the Auraria Campus, the Gina and Frank Day Health Institute Tower represents a major physical and intellectual investment in the future of health education and one of the most significant academic initiatives in the University's history. Scheduled to open in fall 2027, the five-story, 70,000-square-foot, state-of-the-art facility will bring together academic departments in a hub for interdisciplinary teaching and interprofessional training, advanced simulation, clinical education, and community-engaged care. More than a new building, the Tower represents a clear vision for preparing Colorado's next generation of healthcare professionals through innovation, collaboration, and partnership. The next Dean of the College of Health and Human Sciences will have the opportunity to create conditions to leverage the considerable intellectual and innovative assets of the Institute and lead the College into this new era, guiding faculty, staff, and students as they open the facility, establish its culture, cultivate new partnerships, and shape an academic vision that will influence health education and the well-being of Colorado communities for decades to come.





## ABOUT METROPOLITAN STATE UNIVERSITY OF DENVER

MSU Denver is a public urban university dedicated to providing excellent, accessible, and affordable education to Colorado's diverse students. The University's location in downtown Denver creates a distinctive learning environment where academic programs connect directly with civic, nonprofit, healthcare, public-sector, and industry partners.

MSU Denver's identity is anchored in access and excellence. The University serves approximately 18,000 students who reflect the future of Colorado: first-generation students, transfer students, working adults, high-achieving and academically gifted students, veterans, multilingual learners, students from historically underserved communities, and students balancing complex family and professional responsibilities. MSU

Denver's mission is not simply to admit students, but to ensure they persist, graduate, and move into meaningful careers and lives of purpose.

The University's [2030 Strategic Plan](#), under the leadership of [President Janine Davidson](#), provides the blueprint for this work. The plan emphasizes student access and success; student-centered academic excellence; civic and economic impact; diversity, equity, and inclusion; and organizational agility and sustainability. These priorities are especially relevant to the College of Health and Human Sciences, whose programs prepare graduates in fields where Colorado faces urgent needs for skilled, compassionate, culturally competent, and workforce-ready professionals. The College of Health and Human Sciences is committed to advancing the health





## ABOUT THE COLLEGE OF HEALTH AND HUMAN SCIENCES

and well-being of people and their communities. The College offers career-relevant and community-focused undergraduate and graduate education designed to prepare students for interculturally competent practice, research, leadership, and service.

The College's academic portfolio is broad, applied, and deeply connected to public need. Its programs prepare graduates to serve in healthcare systems, hospitals, clinics, schools, community agencies, public health organizations, criminal justice systems, public safety organizations, government agencies, nonprofit organizations, human services agencies, sport and wellness organizations, and other settings where professional preparation has direct human impact.

The College of Health and Human Sciences is a large and consequential academic unit, currently enrolling 4,528 students—nearly one-quarter of the University's total enrollment—and experiencing 4.4% growth from fall 2024 to fall 2025. The College includes eight academic departments offering 17 undergraduate majors, six graduate programs, and 16 certificates and other credentials, supported by 107 full-time faculty, 134 affiliate, adjunct, and clinical faculty, and 86 professional staff. CHHS serves a highly diverse and access-oriented

student population: 59% of its students are students of color, 64% of undergraduates are first-generation college students, 49% are Pell-eligible, and 44% entered as transfer students. Its students include learners of varying ages, with average ages of 25.4 for undergraduates and 32.1 for graduate students, and more than 80% participate in at least some online learning. With 96% of its students coming from Colorado and more than 1,000 graduates completing CHHS programs annually, the College plays an essential role in educating the health and human services professionals who strengthen communities, expand opportunity, and meet the evolving workforce needs of Denver, Colorado, and the region.

### ACADEMIC AND PROGRAMMATIC STRUCTURE IN CHHS

[Gina and Frank Day Health Institute](#): A signature hub connecting all departments through interdisciplinary and applied education, workforce development, whole-person approaches to health, and deep community partnerships.

Department of [Criminal Justice and Criminology](#): Prepares students to understand the justice system and pursue careers in public safety, legal systems, advocacy, policy, cybersecurity, government and intelligence agencies, and related fields.



## ABOUT THE COLLEGE OF HEALTH AND HUMAN SCIENCES (CONTINUED)

Department of [Exercise and Sport Sciences](#): Prepares students for careers in exercise science, sport management, wellness, and related fields connected to physical health, performance, and community well-being.

Department of [Health Professions](#): Focuses on healthcare management, integrative health and lifestyle medicine, and public health, aligning directly with evolving healthcare organizations and Colorado public health needs.

Department of [Human Services and Counseling](#): Prepares students to support individuals and communities through applied work in addiction studies, mental health counseling, nonprofit studies, trauma studies, high-risk youth studies, and related fields.

Department of [Nursing](#): Prepares future nurses and supports working nurses in advancing their education. Nursing is central to Colorado's healthcare workforce and to MSU Denver's commitment to applied, high-quality, career-relevant education.

Department of [Nutrition](#): Provides students with education and applied learning opportunities in nutrition and dietetics, preparing graduates to improve health outcomes through food, nutrition, wellness, and evidence-based practice.

Department of [Social Work](#): Offers graduate and undergraduate social work education that prepares social workers to engage in skillful, ethical, justice-oriented, and effective practice in their communities to enhance human well-being and promote social justice and social change.

Department of [Speech, Language, Hearing Sciences](#): Prepares students for careers in education, healthcare, rehabilitation, clinics, hospitals, and private practice, including graduate preparation in speech-language pathology.

Together, these programs make CHHS one of MSU Denver's most important engines of workforce preparation, community engagement, and applied professional education.







## LEADERSHIP AGENDA FOR THE NEXT DEAN OF CHHS

### **ARTICULATE AND IMPLEMENT A CLEAR VISION FOR THE COLLEGE**

The Dean will work collaboratively with faculty, staff, students, alumni, community partners, healthcare systems, public agencies, and University leadership to develop and implement a clear strategic vision for the College. This vision will build on CHHS's existing strengths while identifying new opportunities for growth, distinction, and impact.

The next Dean will position CHHS for distinction among health and human sciences colleges in Colorado and the region. In addition to guiding the move into the new Tower and developing plans to maximize the Institute's role in the future of the College and University, the Dean will define and track measures of success for the Gina and Frank Day Health Institute.

In coordination with the Provost, the Dean will oversee the careful management and continued calibration of the academic portfolio. This work will include addressing questions such as: Which academic programs, certificates, credentials, and graduate offerings are most aligned with Colorado's workforce needs? How can CHHS strengthen interdisciplinary collaboration across its diverse departments? How can the College become more visible, coordinated, and influential as a partner in improving community health and well-being?

The Dean will be strategic and practical, with the ability to tell the College's story clearly, set priorities, make decisions, align resources, and build systems that support execution while advancing the "One University" philosophy that grounds Academic Affairs at MSU Denver.

### **ADVANCE ACADEMIC EXCELLENCE, INNOVATION, AND WORKFORCE RELEVANCE**

CHHS programs are grounded in applied, career-relevant education. The next Dean will sustain academic excellence while supporting curricular innovation that prepares students for rapidly changing professional fields.

The Dean will support faculty and departments as they review, refine, and strengthen academic programs; consider new certificates, micro-credentials, pathways, and graduate programs where appropriate; expand online, hybrid, evening, and flexible learning options; and ensure that curricula remain aligned with disciplinary expectations, employer needs, accreditation and licensure requirements, and community priorities.

The Dean will lead efforts to expand high-impact learning experiences, including clinical placements, internships, field education, simulations, undergraduate research, service learning, community-based projects, employer-connected learning, and interprofessional education. Building on the strong foundation established through the Gina and Frank Day Health Institute, the Dean will champion collaborative learning across disciplines and departments, fostering opportunities for interdisciplinary simulation, collaborative clinical education, research, community engagement, and innovative teaching that prepare students to learn with, from, and about one another. The goal is not only to help students complete degrees, but also to ensure that graduates leave MSU Denver with the skills, confidence, professional networks, and applied experience needed to succeed.



## LEADERSHIP AGENDA FOR THE NEXT DEAN OF CHHS (CONTINUED)

Academic quality will require sustained attention to assessment, accreditation, licensure, and continuous improvement. The Dean will work with faculty, chairs, program leaders, and University offices to ensure that CHHS programs meet or exceed professional standards while using data to strengthen learning outcomes and student success.

### **GROW ENROLLMENT BY RESPONDING TO REGIONAL HEALTHCARE WORKFORCE DEMAND**

The Denver metropolitan region and the broader Colorado Front Range present a significant enrollment growth opportunity for CHHS. Healthcare and Social Assistance is identified as Colorado's largest job sector, and independent economic analyses continue to describe healthcare as one of the state's most important and growing employment engines. CHHS houses the Master of Social Work program, the University's largest graduate program. In addition, Nursing is positioned to expand due in part to investments in simulation labs and approval already granted by the State Board of Nursing. At the same time, Colorado hospitals and health systems are stabilizing financially after pandemic-era volatility and are investing in new facilities, medical campuses, emergency departments, specialty towers, and outpatient capacity to serve growing communities. For CHHS, these trends create a significant opportunity: the College can grow enrollment by building clear, flexible, and workforce-aligned pathways into high-demand health and human sciences fields; strengthening relationships with hospitals and community providers that need talent; and communicating to prospective students that MSU Denver offers an affordable, academically excellent, urban pathway into careers that are expanding across Colorado.

### **STRENGTHEN STUDENT SUCCESS AND CLOSE EQUITY GAPS**

Student success is at the center of MSU Denver's mission. The next Dean will demonstrate a deep commitment to helping students persist, graduate, and move into meaningful careers and will cultivate an inclusive college

culture where students from all backgrounds experience belonging, support and opportunities to thrive.

The Dean will be expected to use data to understand student progression, retention, completion, licensure outcomes, field placement experiences, career outcomes, and barriers to success to identify opportunities to improve student outcomes and advance equity. This work should include close collaboration with chairs, faculty, academic advisors, student affairs, career services, and community partners.

The Dean will recognize that excellence and access are not competing values. The College's work should reflect high expectations paired with effective support, clear pathways, effective teaching, flexible scheduling, career-connected advising, and intentional belonging.

### **BUILD AND DEEPEN EXTERNAL PARTNERSHIPS**

The College of Health and Human Sciences depends on effective external partnerships. Its students need clinical placements, field sites, internships, mentors, research opportunities, community projects, and employment pathways. Its faculty and staff benefit from meaningful connections with agencies, healthcare systems, schools, nonprofit organizations, public-sector partners, and professional communities.

The Dean will serve as the College's primary external representative and relationship builder. This work will include strengthening existing partnerships and developing new ones with healthcare providers, hospitals, community health organizations, behavioral health agencies, criminal justice and public safety organizations, human services providers, K-12 partners, city and state agencies, nonprofit organizations, employers, alumni, and donors.

The Dean will position CHHS as a trusted partner in solving community problems and preparing the workforce Colorado needs. This will require listening to external partners, convening stakeholders, identifying mutual priorities, and translating relationships into tangible opportunities for students, faculty, and communities.





## LEADERSHIP AGENDA FOR THE NEXT DEAN OF CHHS (CONTINUED)

### **SUPPORT FACULTY, STAFF, AND SHARED GOVERNANCE**

The next Dean will be an effective organizational leader who supports chairs, faculty, and staff while building a culture of trust, transparency, accountability, and shared purpose.

CHHS includes a diverse set of disciplines, professional cultures, accreditation environments, and community-facing obligations. The Dean will understand the complexity of leading across this breadth while grounding the College in service to the “One University” ethos. The successful candidate will listen carefully, communicate clearly, make decisions transparently, and work through appropriate shared governance structures while also providing timely, accountable leadership when needed.

The Dean will be responsible for supporting faculty excellence in teaching, scholarship, service, practice, and community-engaged work. This includes mentoring academic leaders, supporting department chairs, strengthening faculty development, promoting interdisciplinary collaboration, and helping faculty pursue grants, research, creative activity, and practice-based scholarship.

The Dean will also value and support staff, who are essential to student success, operations, advising, accreditation, field placement, administrative effectiveness, and the daily functioning of the College. The Dean will be expected to build an inclusive workplace culture where people understand priorities, see how their work matters, and have opportunities to contribute meaningfully.

### **ADVANCE RESEARCH, SCHOLARSHIP, GRANTS, AND COMMUNITY-ENGAGED WORK**

The College of Health and Human Sciences has significant potential to expand its research, scholarship, and externally funded activity in ways that align with MSU Denver’s mission. The Dean will support diverse forms of faculty work, including traditional scholarship, applied research, clinical and practice-based inquiry, community-engaged scholarship, program evaluation, public scholarship, and grant-funded initiatives.

The Dean will help identify areas of strength and opportunity across the College, including health equity, behavioral health, public health, aging, nutrition, lifestyle medicine, nursing workforce development, criminal justice reform, social work practice, speech-language-hearing services, sport and wellness, and community well-being.

The Dean will be expected to encourage external funding where appropriate, support faculty and staff in grant development, build partnerships with foundations and agencies, and align scholarly activity with student learning and community impact.

### **ENSURE FINANCIAL SUSTAINABILITY AND OPERATIONAL EXCELLENCE**

As the chief administrative officer of the College, the Dean is responsible for effective budget development, resource allocation, personnel management, and operational oversight. The next Dean will be able to manage complexity, set priorities, and align resources with strategy in an increasingly budget-constrained environment.

The Dean will need demonstrated financial acumen and the ability to make resource decisions that support academic quality, student success, faculty and staff effectiveness, accreditation, facilities, and long-term sustainability. This includes careful attention to enrollment trends, program costs, staffing needs, revenue opportunities, philanthropy, grants, partnerships, and operational efficiencies.

The Dean will also be expected to contribute as a senior University leader, participating in institutional planning, shared governance, cross-college collaboration, and University-wide initiatives.







## EXPECTATIONS FOR THE SUCCESSFUL CANDIDATE

MSU Denver seeks an experienced, collaborative, and mission-driven academic leader who understands the distinctive role of an urban public university and the value of applied, accessible, career-relevant education.

The successful candidate will demonstrate many of the following qualities:

- A clear commitment to MSU Denver's mission of access, affordability, equity, student success, and social mobility.
- A record of academic leadership in higher education, with experience managing complex programs, budgets, personnel, accreditation, and strategic initiatives.
- The ability to develop and implement a clear, practical, and inclusive vision for a diverse college.
- Experience supporting faculty excellence in teaching, scholarship, service, practice, and community engagement.
- Demonstrated success in improving student outcomes, supporting diverse learners, and closing equity gaps.
- Demonstrated understanding of health, human services, public-sector, nonprofit, healthcare, behavioral health, or related workforce needs.
- Experience with accreditation, licensure, compliance, assessment, or regulatory expectations in professional programs.
- Effective communication skills and the ability to represent the College to internal and external audiences.
- A collaborative leadership style grounded in transparency, shared governance, accountability, and respect.

- A commitment to the "One University" ethos that grounds Academic Affairs at MSU Denver.
- Experience building partnerships with healthcare systems, community organizations, public agencies, employers, donors, alumni, and other external stakeholders.
- Evidence of financial and operational leadership, including budget development, resource allocation, and data-informed decision-making.
- A record of supporting innovation in curriculum, delivery models, interdisciplinary collaboration, and experiential learning.
- The ability to lead organizational change while building trust and sustaining morale.
- Commitment to cultivating an inclusive workplace where faculty and staff feel valued, supported, and accountable to shared goals.

### COMMITMENT TO CADRE VALUES

MSU Denver is guided by its [CADRE values](#): Community, Access, Diversity, Respect, and Excellence. The next Dean of the College of Health and Human Sciences will model these values in daily leadership and embed them into the College's strategy, culture, decision-making, and accountability systems.

The Dean will be expected to foster a College environment where students, faculty, staff, and community partners experience belonging, purpose, and shared commitment. This includes advancing inclusive excellence, supporting open dialogue, addressing barriers to student success, and ensuring that the College's work reflects the dignity and needs of the diverse communities it serves.



## REQUIRED QUALIFICATIONS

Candidates for the position of Dean of CHHS must demonstrate all of these required qualifications:

- An earned doctorate or terminal degree in a discipline housed within or closely related to the College of Health and Human Sciences from an accredited institution.
- A record of scholarship, teaching, and service commensurate with appointment as a tenured full professor.

- A minimum of five years of demonstrated academic leadership experience in higher education, such as dean, associate dean, department chair, school director, or a comparable administrative role.
- Experience managing complex operations, including budgets, personnel, and academic programs, with evidence of effective decision-making and accountability.
- Demonstrated commitment to student success, including experience working with diverse and historically underrepresented populations.

## PREFERRED QUALIFICATIONS

The successful candidate for the Dean of CHHS may also demonstrate some of these preferred qualifications:

- Prior experience serving as a Dean or chief academic officer within a college or school of health, human sciences, or a related academic unit.
- Demonstrated success overseeing accreditation, licensure, or regulatory compliance in health-related or professionally accredited academic programs.
- Demonstrated experience with fundraising, donor engagement, and external relationship development in partnership with advancement professionals.
- Experience supporting or securing external research funding, grants, or sponsored programs.

- Demonstrated ability to lead organizational change, strategic growth initiatives, or new academic program development.
- Experience advancing interdisciplinary or interprofessional education.
- Evidence of successful partnership development with healthcare providers, public agencies, nonprofit organizations, schools, employers, or community organizations.
- Demonstrated ability to support faculty and staff development, build leadership teams, and foster a positive organizational culture.







## APPLICATIONS, NOMINATIONS, SEARCH TIMELINE, AND COMPENSATION

Academic Search is assisting Metropolitan State University of Denver in this search. The University welcomes applications from qualified candidates nationwide. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity and discuss your qualifications and interest, potential applicants are welcome to inquire by sending an email to [MSUDenverDeanCHHS@academicsearch.org](mailto:MSUDenverDeanCHHS@academicsearch.org). The Senior Consultant for this search, Dr. Ginny Horvath, will be glad to speak with prospective candidates.

### APPLICATIONS

A complete application requires three separate documents (each in PDF format) submitted to Academic Search at [academicsearch.org/MSUDenverDeanCHHSApply](https://academicsearch.org/MSUDenverDeanCHHSApply):

- A detailed **cover letter** expressing your interest in this position and addressing how you meet the qualifications and expectations outlined in this profile;
- A current **full resume or curriculum vitae** that includes relevant responsibilities and accomplishments;
- A **list of five professional references**, including names, titles, organizations, phone numbers, and email addresses, noting your relationship with each reference.

References will not be contacted until later in the search process and only with the candidate's permission. A full background check (including identity, degree verification, criminal records check, credit check, and sexual misconduct check) must be completed satisfactorily before any candidate can be offered this position.

### NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to [MSUDenverDeanCHHS@academicsearch.org](mailto:MSUDenverDeanCHHS@academicsearch.org). Be sure to include the nominee's full name, position, institution/organization, and email address. Academic Search will notify individuals of their nomination, provide details about the position, and encourage them to apply.

### SEARCH TIMELINE

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit application materials by **October 5, 2026**. Finalists for the position will participate in campus interviews that will include a public presentation.



## APPLICATIONS, NOMINATIONS, SEARCH TIMELINE, AND COMPENSATION (CONTINUED)

The preferred start date for the successful candidate is **January 1, 2027**. Recognizing that the selected candidate may need to fulfill existing institutional or contractual obligations, the University is prepared to negotiate a later start date, with the expectation that the new Dean will begin no later than the start of the fall 2027 semester. MSU Denver is an equal opportunity employer and is committed to fostering a diverse, inclusive, and respectful working and learning environment. The University encourages applications from candidates whose experience, leadership, and commitments align with MSU Denver's mission and its role as a public urban institution serving Colorado's diverse communities.

### COMPENSATION

This is a full-time administrative position. The anticipated hiring range that the university reasonably expects to pay for this position is \$200,000-\$230,000. This salary range represents the University's good faith and reasonable estimate of the range of possible compensation at the time of posting. The salary of the appointee selected for this role will be set based on a variety of factors, including but not limited to, internal equity, experience, education, specialty and training. In order to ensure internal equity and to align with our compensation philosophy, the offer to the finalist cannot exceed the top of the Pay Grade.

*Metropolitan State University of Denver offers excellent benefits, including medical, vision, dental, flexible spending accounts, retirement, life insurance, and a wellness program. Additional benefits include 13 paid holidays, paid time off, multiple forms of leave (such as 6-week Parental Leave, Bereavement Leave), an undergraduate tuition benefit, and discounts.*

*Metropolitan State University of Denver is a unique, access-oriented campus community that values diversity, equity, and inclusion in all its forms. Our student population consists of 57.8% first-generation students and 57.9% students of color. We are a designated Hispanic-Serving Institution located in downtown Denver.*

*We create an equitable learning and working environment in concert with individuals who consistently demonstrate commitment to equity and inclusion. We greatly value the diverse identities and perspectives of our students, faculty, and staff and recognize that in order to achieve a just and equitable society, diversity must go beyond simple representation. It requires critical inquiry and dialogue and a commitment to action. We strive to provide a culture of belonging for all community members to achieve personal and professional success.*

*MSU Denver is committed to creating and fostering a work environment and culture of belonging; we are proud of the work our employee affinity groups contribute to our culture. For more information on our employee affinity groups please visit this [link](#).*





## ABOUT ACADEMIC SEARCH

Academic Search is assisting Metropolitan State University of Denver in this work. For 50 years 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.

