

# SEARCH PROFILE:

PROVOST



Salisbury  
UNIVERSITY

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## THE OPPORTUNITY

Salisbury University, located on Maryland's Lower Eastern Shore, seeks its next provost and senior vice president for academic affairs. Salisbury University is one of twelve institutions of the University System of Maryland and is proud of its students and its mission as a public, comprehensive university. For nearly 100 years, Salisbury University has been committed to

meeting the emerging needs of students and families, the surrounding community, the state of Maryland, and the nation. Located in a state dependent upon a knowledge economy and appreciative of higher education, the provost has an opportunity to partner with a new president to further serve by setting a bold, inspired course for the future.



## ABOUT SALISBURY UNIVERSITY

[Salisbury University](#) (SU) sets success in motion. Student-centered at its core, SU provides a high-quality, high-touch undergraduate education, along with graduate and certificate programs. The friendly, beautiful campus with a small-school feel is located on Maryland's Lower Eastern Shore, close to ocean beaches and the Chesapeake Bay, and two hours from the metropolitan areas of Washington, Baltimore, Wilmington, and Philadelphia. The city of [Salisbury](#), the largest city on the Eastern Shore of Maryland, has been rated by *U.S. News and World Report* among the top 20 Fastest Growing Cities and Safest Places to Live in the U.S., and in the top 100 Best Places to Live. SU boasts a strong relationship with the city of Salisbury and contributes to and benefits from an engaged community that is undergoing an exciting downtown revitalization.

SU enjoys sound financial footing, a dedicated and devoted faculty and staff who value a culture of collaboration and shared governance, and a creative and engaged student population that is increasingly diverse. The university seeks to offer all of its students rich opportunities, a broad worldview, and a balance of challenge and support to use their talents to shape the future. Believing that affordable access to public higher education is essential, the university's highest purpose is to empower students with the knowledge, skills, and core values that contribute to active citizenship and gainful employment in an interdependent world.

SU offers over 60 distinct [academic programs](#), including 47 undergraduate majors, 15 master's degrees and 2 doctoral programs, spanning the fields of business, education, science and technology, the arts and humanities, and health and human services. With a student body of approximately 7,100 undergraduate and graduate students, SU employs 612 faculty and over 1,100 staff. With a student-faculty ratio of 13:1, the university fosters close engagement between students and faculty, and brings together talented students from across campus in collaborative research, professional development, and experiential learning opportunities. The university values the diversity of its student population; undergraduate minority and international enrollment is approximately 29 percent. Students come from 33 states and 48 countries.

SU is guided by a [2020-2025 Strategic Plan](#) developed through collaboration, analysis and discussion with faculty, staff, students, and other constituents. The five overarching goals are: (1) enrich academic success and student development; (2) inspire a campus culture of inclusive excellence, support, and collaboration; (3) support access, affordability, and academic excellence; (4) deepen community engagement; and (5) enhance environmental, social, and economic sustainability.

## ABOUT SALISBURY UNIVERSITY (CONT.)

In response to strategic plan objectives, in Fall 2021, SU launched a new brand initiative: “Make Tomorrow Yours.” A year-long research and development effort, formulated by a steering committee with input from numerous constituencies, led to a brand promise and pillars that reflect the university’s priorities. The concept of “tomorrow makers” captures SU’s long-standing commitment to provide students with rich and plentiful opportunities, as well as the dedication of faculty and staff who change the trajectory of students’ lives and open doors for graduates to thrive. SU offers a warm, friendly, inclusive environment, where expert professors provide life-changing experiences, propelling students forward to a better tomorrow in their careers.

SU has been ranked by *U.S. News and World Report* (Top Public Schools, Best Value Schools), The Princeton Review (Best Colleges, Green Colleges, Best College Libraries), *Forbes* (Top Colleges, Best Value Colleges), *Money* (America’s Best Colleges), *Kiplinger’s* (Best Public College Values) and others. Providing an excellent return on investment for students and families, SU remains among the state’s most affordable options for graduating high school seniors. Recognized as an efficient and effective institution, SU was named a “Model of Efficiency” by *University Business* for four consecutive years and was highlighted for its productivity and strong graduation rates by Maryland’s Department of Legislative Services.

The university maintains a high level of academic quality, with some 70 student winners of prestigious fellowships, scholarships, and awards in the past five years. The U.S. Department of State and *Chronicle of Higher Education* have recognized SU as a Top Producer of Fulbright Students for five consecutive years. In 2021-22, SU was one of only five institutions in the U.S. who were top producers of both Fulbright students and scholars. The university boasts an Office of Undergraduate Research and Creative Activity (OURCA) and an undergraduate research journal *Laridae*. SU was named to the inaugural list of STEM Jobs Approved Colleges, highlighted for its work in “leading the way in connecting education with high demand, high growth STEM occupations.” In the past decade, over 50 SU graduates have been named Teachers of the Year by the counties in which they teach throughout Maryland.

### MISSION

Salisbury University is a premier comprehensive Maryland public university offering excellent, affordable education in undergraduate liberal arts, sciences, business, nursing, health sciences, social work, and education and applied master’s and doctoral programs. Our highest purpose is to empower our students with the knowledge, skills, and core values that contribute to active citizenship, gainful employment, and life-long learning in a democratic society and interdependent world.

Salisbury University cultivates and sustains a superior learning community where students, faculty, and staff are viewed as learners, teachers/scholars, and facilitators, and where a commitment to excellence and openness to a broad array of ideas and perspectives are central to all aspects of university life. Our learning community is student-centered. Students learn from professional educators in small classroom settings, faculty and professional staff serve as academic advisors, and students have an opportunity to undertake research or experiential learning with a faculty mentor. Through our privately endowed Schools and Honors College, and the College of Health and Human Services, we foster an environment where individuals prepare for career and life, including their social, physical, occupational, emotional, and intellectual well-being.

The university recruits exceptional and diverse faculty, staff, and undergraduate and graduate students from across Maryland and the United States and from around the world, supporting all members of the university community as they work together to achieve institutional goals and vision. Believing that learning and service are vital components of civic life, Salisbury University actively contributes to the local Eastern Shore community and the educational, economic, cultural, and social needs of our State and nation.

A 2016 economic analysis found that Salisbury University contributes about \$500 million to the regional economy, supports nearly 3,000 jobs and is among the leading economic engines of the entire Eastern Shore. Community relations and public/private partnerships have been an important part of SU’s vision and development within the city of Salisbury.

The university is accredited by the Middle States Commission on Higher Education (MSCHE) and by many subject-oriented [accrediting bodies](#). The last MSCHE review in 2016 resulted in no substantive recommendations for improvement; the next review will take place in 2025.

## ACADEMIC HIGHLIGHTS

SU is home to five endowed schools and colleges: the Charles R. & Martha N. Fulton School of Liberal Arts, the Richard A. Henson School of Science and Technology, the Franklin P. Perdue School of Business, the Samuel W. & Marilyn C. Seidel School of Education, and the Glenda Chatham & Robert G. Clarke Honors College. SU is also home to a growing College of Health and Human Services, established in 2018.

Salisbury University houses several centers of excellence, including the Bosserman Center for Conflict Resolution; the Innovation, Entrepreneurship and Economic Development Hub; the Institute of Public Affairs and Civic Engagement (PACE); Business Economic and Community Outreach Network (BEACON); Mid Atlantic Sales and Marketing Institute (MASMI); Nabb Research Center for Delmarva History and Culture; and Eastern Shore Regional GIS Cooperative. In 2020 and in 2022, The Princeton Review ranked SU's Patricia R. Guerrieri Academic Commons one of the Top 25 Best College and University Libraries in the nation. In Fall 2021, SU opened the Dave and Patsy Rommel Center for Entrepreneurship in downtown Salisbury.

For many years, Salisbury University's School of Nursing has held the highest pass rate of BSN programs in the State on the NCLEX Nursing licensure exam, and a nurse practitioner certification exam

pass rate of 100 percent. Cohorts of graduates from the Doctor of Nursing Practice (D.N.P.) program fill critical workforce needs on the Lower Eastern Shore and beyond. A new Center for Healthy Communities benefits the region through workforce development grants, professional continuing education opportunities, and community-based learning partnerships.

The university hosts world class music concerts and performing arts programs and offers a variety of events for the larger community. With a nationally recognized vocal program, an active theatre program, and the only glass blowing program in Maryland, the university has emerged as a cultural catalyst for promoting the arts in the region, and has a vision for a new Fine and Performing Arts Center. The university is also home for the Ward Museum of Wildfowl Art and Delmarva Public Media.

In April 2021, SU faculty voted to adopt new General Education requirements, which will go into effect starting fall 2024. The revised requirements were developed by a work group comprised of faculty from across the university. Although they represent a substantial curricular shift, they are designed to continue to advance the university's mission. More details about the new General Education requirements and implementation plan are available here: [General Education 2024](#).





## SU'S SCHOOLS AND COLLEGES

A distinctive characteristic of SU that reflects generosity and deep investment in the academic mission is that there are five endowed schools and colleges, plus the newly created College of Health and Human Services:

### **The Perdue School of Business**

empowers students to become successful and ethical business decision-makers and leaders in a global, dynamic, and increasingly digital environment. It has four academic departments: Accounting & Legal Studies, Economics & Finance, Information & Decision Sciences, and Management & Marketing. Three degrees are offered: Bachelor of Arts, Bachelor of Science, and Master of Business Administration.

**The Fulton School of Liberal Arts** is the largest and most diverse of SU's schools. The Fulton School champions both discipline-based and interdisciplinary programs across the arts, humanities, and social sciences. The school provides support for numerous faculty, university, and community initiatives, including the Bobbi Biron Theatre Program, Salisbury Symphony Orchestra, Bosserman Center, and Institute of Public Affairs and Civic Engagement (PACE). The Fulton School uses an enhanced four-credit course model intended to provide students with a more rigorous, focused and deeper learning experience.

### **The Seidel School of Education**

includes undergraduate programs in early childhood and elementary education, secondary and physical education, music education, world languages, and outdoor education leadership. Graduate programs include a Master of Arts in Teaching; advanced studies in higher education, curriculum and instruction, and

education leadership; and a doctoral degree in literacy studies. A trademark of all Seidel School majors is clinically based experiential learning. Students gain real-world experience through award-winning professional development school partnerships that include some 40 public schools across the region. Course work culminates in semester-long internships and capstones that prepare students for future career challenges.

**The Henson School of Science & Technology** includes biological sciences, chemistry, computer science, geography and geosciences, mathematical sciences, and physics. The Henson School provides a student-centered learning environment in which expert faculty empower students with knowledge and skills in basic and applied sciences and mathematics. The school prides itself in recruiting diverse faculty and students and providing a highly collaborative environment in the classroom, laboratory, field, and industry settings. Additionally, the school collaborates with employers and post-graduate institutions in order to support successful career pathways for its graduates. Within Henson, students develop the knowledge and skills to function as professionals within their disciplines and as informed citizens.

**The College of Health & Human Services (CHHS)** was established in 2018 to meet workforce demands for health care and human services graduates. CHHS enrolls students from baccalaureate to doctoral levels and consists of three units: the School of Nursing; the School of Social Work; and the School of Health Sciences, which includes Health and Human Performance, Exercise Science, Public Health, Medical Laboratory Science, and Respiratory Therapy. Combining these academic

programs, research, services, and facilities into a single academic unit elevated the visibility of the programs and established strong leadership for health and human services at SU. This dramatic restructuring supports the growing health care and social services needs of the State and nation in a more efficient and effective way. CHHS has been expanding enrollments to meet growing needs for health-related professionals.

**The Clarke Honors College** brings together high-achieving students and dedicated faculty in a collaborative environment, and as a result, allows motivated students to become exceptional graduates. The College recruits some 10 percent of entering undergraduates each year, has dedicated housing and space on campus, and fosters close individual contact between students and faculty. Honors courses and extracurricular activities are intended to enrich and complement other educational opportunities and include Living Learning Communities, Community Engagement Projects, support for nationally competitive scholarships, and extensive undergraduate research and creative activity. The Honors College includes the Thomas E. Bellavance Honors Program, the Business Honors Program, and the Richard A. Henson Honors Program in Science and Mathematics. The Honors College has been recognized for its student-run newsletter, *The Saunterer*, which was named the No. 1 Honors Print Newsletter by the National Collegiate Honors Council in 2017 and 2019. The Honors College benefits from the leadership of the Dean and Faculty Director, instruction by visiting professors and affiliated faculty from across campus, and dedicated student scholarships and financial support for conference travel.

## UNIVERSITY LIFE

Salisbury University has long had a reputation for providing a high-quality academic experience at an affordable price. At SU, students are heard, seen, supported, celebrated, and challenged. In SU's warm, welcoming, and inclusive environment, professors and mentors guide students by connecting ideas to real-world, hands-on experiences. Students, faculty, and staff are actively engaged in the community, identifying needs, finding solutions, and creating a better tomorrow for all.

Participating in the Coast-to-Coast Athletic Conference, New Jersey Athletic Conference (football), and the Metropolitan Swimming and Diving Conference (men's and women's swimming), Salisbury University is recognized as one of the most competitive intercollegiate athletics programs in the country, regardless of division. Women's lacrosse and baseball both won NCAA Division III National Championships in 2021. In total, the Sea Gulls have celebrated 22 team national championships, 24 individual national championships, and 41 Academic All-Americans. The university has some of the top athletic facilities in NCAA Division III, including upgraded outdoor facilities, highlighted by the new Sea Gull Stadium, which opened in 2016, and a vision for a future fieldhouse.

The Center for Student Involvement and Leadership, a Student Government Association and Graduate Student Council, Living Learning Communities, and numerous student organizations foster fellowship and engagement at SU. Four goals established by the Student Affairs Division include: (1) fostering safe and inclusive communities; (2) educating students for campus, career, and life; (3) embracing innovation; and (4) motivating student affairs professionals to increase effectiveness and efficiency. Residential life is important, with a two-year residency requirement for undergraduate students.

SU is a leader in sustainability, continually ranked as one of the nation's Green Colleges by The Princeton Review. Reflected in the facilities master plan, the campus takes pride in having 12 LEED-certified buildings including six LEED Gold Awards. The student-initiated Green Fund program provides annual grants for campus sustainability projects. SU is committed to reducing the campus environmental footprint through efforts such as a partnership to cut energy usage, increased renewable energy use, access to EV charging stations, and a solar parking lot. SU has also decreased waste by increasing recycling and reducing food waste and



### KEY STATS FROM 2022-23

Enrollment: 6,378 undergraduates (45% male)  
& 745 graduate students (24% male)

Undergraduate Diversity: 14% African-American, 1% American Indian/Alaskan Native, 3% Asian-American, 7% Hispanic, 71% White, 4% two or more races/ethnicities

Undergraduate Retention: 76% of the 2021 cohort

Undergraduate Graduation: 72% of 2015 cohort within 6 years; 50% within 4 years

Geographical Distribution of Undergraduates: 84% from Maryland, with 31% from Eastern Shore and 53% from Western Shore

Faculty (fall 2022): 340 full-time tenured/tenure track, 86 full-time non-tenure-track, 186 part-time non-tenure-track

reduced water use by installing low-flow fixtures throughout the campus.

Community relations has long been an important aspect of university life, since a "Partners for Progress" initiative strengthened town-gown relations. SU is home to a Volunteer Center. Social work students perform over 210,000 hours of nonprofit and public agency community service annually. The Richard A. Henson Medical Simulation Center trains over 1,000 students and community professionals each year. Civic engagement is a hallmark of the novel general education program scheduled for implementation in fall 2024.

With a history of three decades of entrepreneurship competitions, SU annually awards \$300,000 in cash, prizes, and services to aspiring business startups. With \$1.5 million in investment, SU's Shore Hatchery Competitions have created \$76 million in revenue, 638 jobs and nearly 50 businesses owned by women, minorities, and veterans.



## HISTORY

In 1922, the Maryland Legislature established a commission to determine a location for a two-year teacher's college on the state's Eastern Shore. A site at Salisbury was selected and the institution opened in September 1925. The college's two-year course of study was increased to three years in 1931 and to four years in 1934. By action of the Legislature of 1935, the college was authorized to grant the Bachelor of Science and subsequently authorized to grant the Bachelor of Arts degree. In 1962, the State Board of Trustees approved the offering of graduate programs.

Several graduate programs are now offered in fully online formats. The next provost has the opportunity to expand graduate offerings and to encourage more SU undergraduates to continue their advanced education at the university and earn a master's or doctoral degree.

In the past two decades, SU experienced significant growth in its enrollment and campus facilities. The campus now is composed of over 200 acres, with 101 buildings and 12 residence halls.

### ADVANCEMENT

The Salisbury University Foundation, Inc. (SUF), created in 1973, is separately incorporated as a 501(c)(3) organization that receives and manages private gifts in support of the university. The SUF currently holds over \$93 million in total assets and provides nearly \$2 million in scholarship support annually. The just-concluded campaign "We Are SU: The Campaign for Salisbury University," the largest in SU's nearly 100-year history, raised over \$75 million for scholarships, faculty and staff support, and community collaborations. Recent major gifts include: \$1.5 million from Robert

and Glenda Clarke for the Honors College, \$2.5 million from the Henson Foundation for science and technology education, \$5.5 million from Dave and Patsy Rommel for the Perdue School and Center for Entrepreneurship, and \$2.5 million from the Ratcliffe Foundation for Shore Hatchery entrepreneurship competitions. Additionally, the SUF has successfully leveraged private and state support including \$8 million from the Guerrieri Family Foundation for the Academic Commons and \$8 million from the Perdue Foundation for Perdue Hall.

### FINANCES & BUDGET

Salisbury University is funded by a combination of public and private support. The state of Maryland is one of the nation's leaders when it comes to investing in higher education, and SU's largest source of revenue comes from the state appropriation. Of the roughly \$193 million annual operating budget, 38 percent is derived from the state appropriation, 35 percent from tuition and fees, 23 percent from auxiliary

services, and 4 percent from other sources. Seventy-three percent of undergraduate students receive financial aid. In recent years, the university has introduced a budgeting process that closely ties expenditures to strategic goals, while retaining the broad-based inclusiveness of the university's shared-governance structures and processes.

## GOVERNANCE

The [University System of Maryland](#) (USM) was established by the Maryland General Assembly in 1988 from the merger of the five University of Maryland institutions and the six members of the state University and College System of Maryland. Today, the University System of Maryland comprises a system office led by the chancellor, three regional higher education centers, and 12 institutions, including Salisbury University. USM is the most heterogeneous system in the country having R1, R2, and regional comprehensive universities, three Historically Black Colleges and Universities, an institution devoted to environment sciences, and an online global university.

The system is highly collaborative with regular meetings of presidents, provosts, vps for student affairs, enrollment management executives, and other affinity groups. Similarly, there are faculty, staff, and student governance groups within the USM that enable institutional representatives to collaborate and advocate at the system level.

A 21-member Board of Regents, appointed largely by the governor, governs the University System of Maryland.

The provost and senior vice president will join the President's Cabinet, which also includes the vice president of Administration and Finance, vice

president of Student Affairs and Auxiliary Services, vice president of Advancement and Alumni Relations and executive director of the SU Foundation, Inc., chief of staff and vice president of Public Affairs and Strategic Initiatives, and general counsel. The Cabinet will soon be expanded to include a new vice president of Equity and Inclusion.

The provost also meets regularly with the President's Advisory Team which includes the Cabinet, a representative from each of the shared governance bodies, and other campus leaders. The shared governance and leadership bodies at SU include Faculty Senate, Staff Senate, Adjunct Faculty Caucus, Student Government Association, and Graduate Student Council. In addition, the provost is a member of the Dean's Council.

The Faculty Senate comprises 18 members elected for 3-year terms. Two senators represent each of the endowed schools, CHHS, and the SU libraries, with four additional senators elected at large. The provost routinely meets with the Faculty Senate officers, attends Faculty Senate meetings, and receives recommendations from the Faculty Senate.

Non-exempt employees are represented by the Maryland Classified Employees Association (MCEA) or Fraternal Order of Police (FOP).





## THE LEADERSHIP AGENDA

The next provost and senior vice president will partner with a new president and join a seasoned team to envision and direct the future of a university that is proud of its mission and resolute in its commitment to public education and to changing lives in communities throughout Maryland and beyond. The provost will possess the leadership skills, broad knowledge, and character to serve as a trusted advisor to the president and the chief proxy for her on campus and off. The provost will enjoy being a change agent on a collaborative, cohesive campus in a state that values and supports higher education.

Among the leadership opportunities for the next provost over the next few years are:

**Setting the Direction for the Academic Program and the Students to be Served.** With the new “Blueprint for Maryland” and its implications for reshaping the educational landscape of the State, the provost will lead the campus in ensuring the ability of the academic programs to meet the needs of the future. In consultation with the faculty, the provost will consider programs to support the anticipated increased number of community college graduates in completing their education, as well as programs that create pathways for SU undergraduates to easily continue their study and earn a master’s or doctoral degree at SU. With new oversight of enrollment, the provost will work with the president and others to establish enrollment targets at the university among undergraduate, graduate, and non-degree populations. Requiring special attention will be the successful, smooth implementation of

the new general education program in 2024 and the Middle States accreditation review in 2025.

**Propelling Salisbury’s High-Quality Teaching, Mentorship, and Support for Students.** Salisbury has a palpable commitment to meet students “where they are,” with significant mentoring and support as they seek to achieve their aspirations. The provost will be the chief proponent of the university’s high-touch, high-impact educational opportunities within and outside the classroom. With the developmental, mental health, and other challenges of college students today, the provost will have responsibility for working collaboratively with student affairs professionals and across the campus to ensure that students are well-supported throughout their time at the university and leave as well-educated graduates prepared for leadership and lives of responsibility.

**Furthering Salisbury’s Commitment to Diversity, Equity, and Inclusion.** Maryland is honored to be one of the few states to boast a majority-minority population, and the provost will help Salisbury develop a comprehensive plan to attract a student body and employee base that reflects this diversity. At Salisbury, diversity in all respects is welcome and the provost will have the experience and interest to see that all groups are supported and succeed. Like many universities, Salisbury particularly seeks to increase the proportion of faculty and administrators of color. Salisbury also aims to bolster the recruitment of and support for international students.

# DESIRED QUALITIES AND EXPERIENCE

The new provost will demonstrate experience creating and executing strategic plans for academic program development and review, increasing enrollment, delivering on DEI objectives, and building diverse and high-functioning teams. In addition, the provost will bring:

- An excellent record of leading faculty and staff through times of change, honoring shared governance and diverse viewpoints.
- The ability to look with fresh eyes at policies and practices at the university.
- Experience handling crises likely to affect college and university campuses today.
- Financial acumen in good and challenging times.
- The desire to be a presence on campus, interacting with all constituencies, and a champion for the university in the community.
- Deep listening and strong communication skills, and work to foster transparency.
- Respect for and an ability to support academic freedom and the faculty's oversight of the curriculum.
- Enjoyment in wearing multiple hats, juggling complex responsibilities, and doing what is necessary to keep advancing the university and serving its students – all while maintaining good humor.
- A strong record of teaching and research, and eligibility for tenure at the full professor level.

## THE PROVOST'S OFFICE

Two associate vice presidents, an assistant provost for faculty success, an assistant provost for international education, and a director of administrative operations work with the provost. Additional offices, organizations, and functions that are included in the purview of Academic Affairs are:

- The College of Health and Human Services
- The School of Business
- The School of Education
- The School of Liberal Arts
- The School of Science and Technology
- Libraries and Instructional Resources
- The Honors College
- Graduate Studies and Research
- Delmarva Public Media
- Office of Nationally Competitive Scholarships
- Ward Museum of Wildfowl Art

The provost also has new responsibility for Enrollment Management, comprising:

- Center for Student Achievement
- Financial Aid and Scholarships
- Orientation, Transition, and Family Programs
- Satellite and Affiliate Operations
- Undergraduate Admissions





## APPLICATIONS, NOMINATIONS & INQUIRIES

Academic Search is partnering with Salisbury University in this search. A confidential discussion regarding this position can be arranged by contacting consultants [Sharon Herzberger](#) or [Jennifer Kooken](#).

Applications, nominations, and expressions of interest can be submitted in confidence to [SalisburyProvost@academicsearch.org](mailto:SalisburyProvost@academicsearch.org). Applications should consist of a substantive cover letter, curriculum vitae, and the names and contact information for five professional references, none of whom will be contacted without the permission of the applicant. The position will remain open until filled, but only applications received by **February 12, 2023**, can be assured full consideration.

*Salisbury University has a strong institutional commitment to diversity and equal employment and educational opportunities for its faculty, staff, and students. To that end, the university prohibits discrimination on the basis of sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, age, disability, genetic information, religion, sexual orientation, gender identity or expression, veteran status, or other legally protected characteristics. The university adheres to the EEO/AA policies set forth by federal and Maryland laws.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Salisbury University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit [www.academicsearch.org](http://www.academicsearch.org).



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