

Northwest Florida State College

Executive Search for

President

April 26th, 2024

*Ranked as a National Leader in Education/Non-Profit Executive Search
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April 26, 2024

Whitney Rutherford
General Counsel
Via Email: purchasing@nwfsc.edu

Dear Ms. Rutherford,

Thank you for the opportunity to present this proposal to conduct the Presidential search for Northwest Florida State College and continue our successful relationship with your wonderful institution. Our team of experienced and qualified academic search consultants and associates differentiates Myers McRae from all others. We continue to tailor our work to your needs, drawing on our extensive candidate database (150,000 + candidates) while supplementing our proprietary networks to attract candidates who will serve Northwest Florida State College well.

Our Consultant Team

Our President, Kenny Daugherty, and Vice President, Brianna Douglas will serve as your lead consultants. Kenny has personally led over 350 searches across the United States, including the search at NWFSC for the previous president. He brings decades of executive and administrative leadership in both public and private institutions to each search. Brianna has proven experience in Florida leading presidential searches and a deep network of experienced candidates nationally.

Myers McRae guarantees and is committed to working with Northwest Florida State College until the candidate of choice has been identified and hired. In addition to the details already mentioned—our approach, team, and experience—this proposal provides a list of references you might wish to consult and additional details including the professional fee and expenses for our search services. If you need more information or want to discuss this proposal, I am available for a conversation. I may be reached on my cell at 470-504-4142 and am open to discussing any aspect of our proposal.

Sincerely,



Barry Hasenkopf, Chief Operating Officer

Cc: Kenny Daugherty, President
Brianna Douglas, Vice President

About Myers McRae

Originally established in 1969 to conduct searches for higher education institutions, non-profit organizations, corporations, and the banking industry, *Myers McRae chose to focus its efforts principally on higher education beginning in 1984*. For four decades, our firm has specialized in recruiting top leaders for universities, colleges, and higher education systems nationwide.

Myers McRae's principal officers and consultants have come to the firm following successful careers in both higher education and consulting services at the executive levels. Under their leadership, Myers McRae has earned a national reputation for excellence, consistently identifying and recruiting some of the most talented leaders in higher education.

- CHIEF EXECUTIVE OFFICER **Premkumar Dhande**
30 years of global experience as an executive consultant
- CHIEF OPERATING OFFICER **J. Barry Hasenkopf**
former adjunct professor at J. Mack Robinson College of Business
- PRESIDENT **Kenny Daugherty**
former university vice president
- EXECUTIVE VICE PRESIDENT **Jennifer Barfield**
former university advancement director
- VICE PRESIDENT **Amira Bevill**
search consultant
- VICE PRESIDENT **Brianna Douglas, Ph.D.**
former university vice president
- SENIOR CONSULTANT **Darrel Colson, Ph.D.**
former college president
- CONSULTANT **David J. Gurchiek, Ph.D.**
former college/university system administrator

Our Core Values

Our priority is to provide service, experience, and results that exceed your expectations. We focus on:

- **KNOWLEDGE** – assessing the project to gain a thorough understanding of your unique search needs and preferences
- **PROCESS** – developing a comprehensive, efficient, and effective search framework that inspires confidence
- **EXPERIENCE** – assigning seasoned consultants who have extensive experience in higher education and executive search
- **TALENT** – delivering unparalleled access to well-qualified candidates
- **RESULTS** – ensuring a successful, well-respected placement

Our consultants and professional support staff are experienced and collaborative. We are committed to achieving the best possible results for our clients, utilizing best practices in the search industry.

Professional Fee - \$68,500

Our professional fee is fixed and includes all search services and administrative expenses. This fee will not fluctuate, regardless of the negotiated salary with the successful candidate. Services included with the Professional Fee:

- Development and design of the Position Description Profile
- Email distribution of the Position Description Profile to prospective candidates in our 150,000+ contact database
- Design and coordination of placement of advertising
- Active identification and recruitment of applicants
- Solicitation of nominations
- Progress reports on recruitment
- Assistance with the distribution and collection of applicant voluntary self-identification questionnaires for diversity requirements (if required)
- Preliminary interviews by consultants with qualified applicants
- Identification of the most competitive applicants
- Search committee assistance with applicant evaluation and candidate selections
- Coordination and facilitation of interviews
- Background, reference, and credential checks on finalists
- Final notification to all candidates participating in the search
- Contract negotiation, if requested by the institution
- Use of toll-free conference call phone service
- Access and use our secure, web-based *Candidate Resume File* platform
- All office operation expenses, i.e., printing, faxes, courier fees, postage

Expenses

The College will be responsible for the following estimated expenses:

- **Advertising** – We recommend the College budget of **\$2,800 to \$3,800** for advertising. We will provide advertising options and associated costs, allowing you to select the type and amount of desired advertising.
- **Consultant Travel and Lodging – budget \$500 per trip.** We are anticipating at least three onsite visits for this search and are open to additional visits at your request with reimbursement of travel expenses with your pre-approval.
- **Candidate Travel and Lodging** – We recommend a College budget of **\$500 to \$1,000** per finalist invited onsite by the search committee.

(All search expenses are invoiced at cost as incurred.)

Guarantee

We are committed to work *until a candidate of choice has been identified and hired*. Though seldom necessary, if requested by the search committee, our team will continue to recruit candidates beyond the original search timeline (with NO additional fees) to ensure an excellent pool of candidates for consideration. In the unlikely event that the hired candidate leaves the position within 12 months (whether through resignation or termination), we will conduct a replacement search on an expense-only basis.

Search Consultant Team

A team of experienced consultants and support staff will be assigned to the Northwest Florida State College Search. They will collaborate with you throughout the process, providing guidance and counsel; developing a recruitment strategy; creating professional marketing materials; identifying, recruiting, and evaluating candidates; coordinating and facilitating candidate interviews; performing candidate vetting; assisting with employment negotiations; providing post-search support; and ensuring the search process is effective and on schedule.

All search services will be provided by Myers McRae consultants and staff. No subcontractors will be utilized.

Consultants

Kenny Daugherty – President

Brianna Douglas – Vice President

(Profiles provided on following pages)

Professional and Staff Support Team

Assisting with Candidate Identification and Recruitment

Barry Hasenkopf – Principal & Chief Operating Officer

Jennifer Barfield – Executive Vice President

Contracts and Invoicing

Dina Alkiki, Associate Vice President of Operations and Finance

Search Operations Communications and Technical Support

Jessica Thompson, Associate Vice President

Degree and Background Investigations

Rick Cameron, Vetting Coordinator

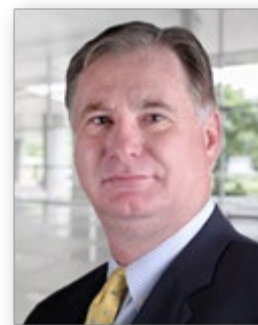
Candidate Database Management

Jean Callaghan, Information Technology Coordinator

Kenny Daugherty, President

Recruited to Myers McRae in 2008, Kenny Daugherty has served as President since 2017. Identifying and recruiting highly qualified, undeclared candidates is his specialty. Mr. Daugherty has conducted more than 350 executive searches for universities and colleges across the nation—large and small, public and private, 4-year and 2-year.

Mr. Daugherty brings to his searches extensive knowledge and understanding of higher education, having served 22 years in public and private institutions, including the University of Alabama and Mercer University, where he served most recently as a vice president in advancement. Throughout his career in higher education, he had personnel responsibilities and served on numerous search committees for professional staff and administrators. Prior to joining Mercer, he served 10 years at the University of Alabama, where he worked in student services. Mr. Daugherty earned his bachelor's and master's degree in Education from Mercer University.



Brianna Douglas, Ph.D., Vice President

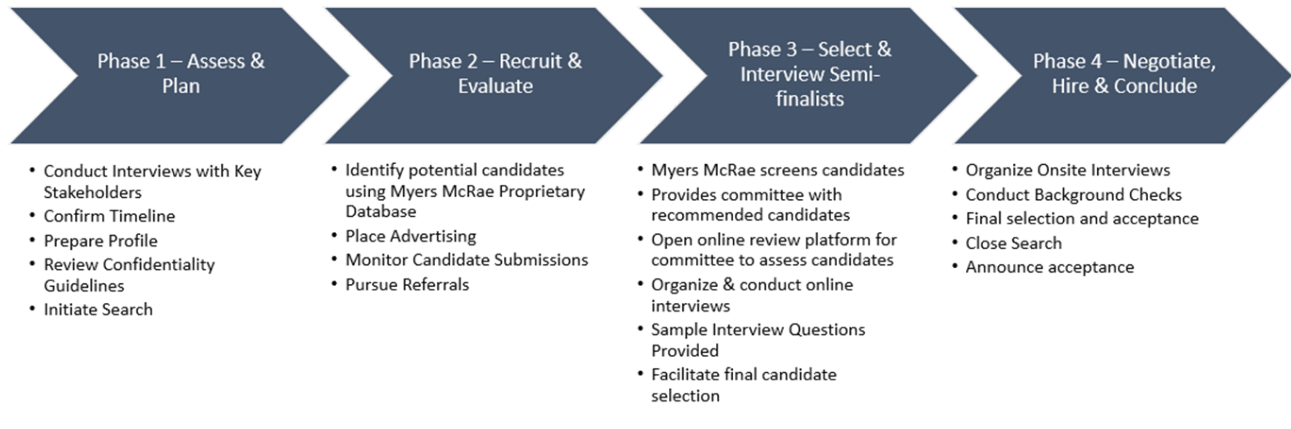
Brianna Douglas brings over a decade of leadership experience to her role as an executive search consultant at Myers McRae. Over her career, she has held roles in Advancement, Business and Finance, Athletics, and Student Affairs. Ms. Douglas' in-depth knowledge combined with Myers McRae's four decades of executive search expertise creates an ideal combination to successfully assist clients in recruiting outstanding candidates for their organizations.

Prior to executive search consulting, Ms. Douglas held several cabinet-level positions at Coker University: Vice President of Administration, Vice President of Student Affairs, and Associate Vice President of Advancement. She is an attentive, approachable, and perceptive leader who builds strong relationships with both clients and candidates. Ms. Douglas holds a Bachelor of Arts in Psychology from Coker University and an MBA from the University of North Florida. She holds a Ph.D. from Colorado State University. (Full resume available)



Search Process

Following is our suggested search process for the Northwest Florida State College Presidential Search. We will work with the College’s President Selection Committee to develop a specific timeline that meets the needs of the College. Our detailed approach and deliverables for this search are outlined below.



Phase 1 – Assess & Plan

Phase 1 Overview: Myers McRae consultants will conduct an assessment, gathering key information from the College regarding their needs, challenges, and opportunities of the position; job responsibilities; existing strategic plans and/or campaigns; requisite candidate experience and skill sets; and position history. The results of our assessment will be used to develop the position description/profile and to finalize a search plan and to develop marketing materials promoting the search.

Phase 2 – Recruit & Evaluate

Phase 2 Overview: Myers McRae actively recruits applicants using our proprietary database of potential candidates, candidate referrals and established advertising channels. We have an excellent track record of finding experienced and qualified candidates whether they are actively looking or not. We have a 98%+ hit-rate on our email distribution list of potential candidates. Moreover, drawing on our experience within the ELCA, we can surface especially appropriate candidates for Northwest Florida State College. We continue the active recruitment until the established “For Best Consideration” application date, providing detailed recruitment progress reports to the search committee on an agreed upon frequency. Myers McRae thoroughly researches each applicant to identify those with excelling experience, who are recommended for review by the search committee.

Phase 3 – Select & Interview Semi-finalists

Phase 3 Overview: Myers McRae will conduct the initial review of all candidates that submitted their applications, narrowing the list of candidates down to the recommended list for the Search committee members evaluate and rank via Myers McRae’s secure, web-based review system. We will assist the search committee as they deliberate on the selection of semi-finalists. Once the search committee identifies candidates to participate in semi-finalist interviews—which we recommend be held via videoconference—Myers McRae consultants and staff will coordinate interview scheduling, recommend a set of questions, and facilitate the interviews. Following the interviews, our consultants will guide the search committee through an assessment of the interviews. Subsequently, search committee members select finalists for onsite visits/interviews and Myers McRae initiates thorough background, credential, reference, and media checks on the finalists. Myers McRae will work with committee members to schedule in-person finalist interviews.

Phase 4 – Negotiate, Hire & Conclude

Phase 4 Overview: Based on interviews, application materials, and background, credential, and reference reports, the Myers McRae team will work with the College’s President Selection Committee to select the final candidate. Myers McRae assists with contract negotiations, as needed. All applicants are notified of the outcome of the search and public media announcements and post-search reports as requested.

Phase 5 – Welcome and Orientation

Phase 5 Overview: If desired, Myers McRae will assist the college community in welcoming and incorporating the new president into the role. We will work with the Board, the Senior or Executive Staff (i.e., the Cabinet), the Advancement team, and designated others to plan activities and schedule events that will help the president develop vital personal relationships with various constituents as well as a deep appreciation for the institution’s history, culture, challenges, and opportunities. Such planning positions the president to realize Northwest Florida State College’s potential as quickly as possible.

Deliverables (Services for Each Search Phase)

SEARCH PHASE 1 Deliverables

Search Assessment and Comprehensive Search Plan

At the beginning of the search, consultants confer with the College to discuss the position, search challenges and opportunities, etc. Utilizing information gathered from the College, the lead consultants develop a recruitment strategy, a definitive search timeline, promotional materials, etc., to announce the search and initiate recruitment of a pool of well-qualified, diverse applicants. (College should notify the search firm at the beginning of the search if demographic self-identification questionnaires should be sent to applicants.)

Search Committee Briefing Materials

For each search committee member, we provide comprehensive materials to be used over the course of the search, including key dates to reserve; recruitment strategies; suggested advertising venues; confidentiality guidelines; procedures for use of the secure, web-based applicant review platform; candidate vetting information; consultant contact information, etc.

Position Profile, Announcements

Myers McRae develops a position profile and announcements promoting the search and providing information on the College and its distinctions, the community, application, and nomination procedures, etc. The profile helps unite all involved on candidate qualifications and expectations, eventually providing criteria for the review and evaluation of candidates.

SEARCH PHASE 2 Deliverables

Candidate Recruitment

Personal Outreach: One of our top recruitment priorities is reaching out to well-qualified prospects who may not be seeking a change of employment and therefore may not be actively reviewing employment publications. They typically are effective and well-respected in their current leadership position. These prospects can often be highly competitive, diverse candidates in a search. They are also an excellent source for nominations.

Electronic Distribution of the Profile: We distribute the position profile to identified prospects and contacts in our database. This includes 150,000+ administrators (including sitting College and College presidents) and educators in Colleges and Universities across the nation; international institutions; related non-profit organizations, and business corporations. Because we invest significant resources to ensure our database is robust and accurate, we have a delivery rate that exceeds 98%.

Advertising: We design and place announcements/advertisements in leading online publications that target specific audiences.

(Phase 2 Deliverables continued on next page)

SEARCH PHASE 2 Deliverables *(continued)*

Recruitment Progress Reports

To keep the search committee informed on progress, recruitment reports are provided on the number of applicants to date, number of position announcements sent/received/viewed, number of nominations received and contacted, advertisements placed, email and website tracking statistics, etc. Consultants are available to confer with the search committee to review recruitment progress.

Identification of Leading Applicants

Based on application materials, personal conversations, and research, the consultants develop a list of excellent applicants believed to merit consideration by the search committee.

Portal Access for Applicant Review

Using secure login credentials, search committee members review and rate applicants via Myers McRae's web-based portal.

Candidate Ranking Report

Upon reaching the "For Best Consideration" application date, Myers McRae provides the search committee with the ranking of applicants based on committee member ratings. This report provides a starting point for the committee's review of top applicants.

Resume Review

Consultants meet with the committee to discuss leading applicants and assist, as needed, as committee members identify semi-finalists.

SEARCH PHASE 3 Deliverables

Semi-Finalist Interview Facilitation Assistance

Myers McRae consultants and staff coordinate semi-finalist interviews, which we recommend be held via videoconference. Suggested interview questions and protocol are provided to ensure equitable consideration of all candidates. The consultants assist with interview facilitation, allowing search committee members to focus on candidate interaction. Immediately following, consultants assist the committee in assessing interviews and answering any questions that may arise; subsequently, search committee members select finalists.

Finalist Interviews

Upon the search committee's identification of finalists, Myers McRae assists the College with organizing finalist interviews.

(Phase 3 Deliverables continued on next page)

SEARCH PHASE 3 Deliverables *(continued)*

Candidate Vetting Reports

Myers McRae provides a detailed, written report on each finalist. Background checks include reports on state/federal criminal records, motor vehicle records, credit records, and sex offender registry records. Additionally, a public media review is performed to determine the existence of problematic materials. Education credentials are verified, and with the candidate's permission, references are contacted, and written summaries are provided.

SEARCH PHASE 4 Deliverables

Negotiations, Post-search Support, Reports

Consultants and staff assist with contract negotiations, post-search reports, and public announcements, etc., as requested. All applicants are notified of the search outcome and are thanked for their participation.

If requested by the College at the beginning of the search, Myers McRae personnel will send out demographic self-identification questionnaires to all applicants and provide 1) a summary of information received from returned questionnaires or 2) have the completed questionnaires forwarded directly to the appropriate office, depending upon the preference of the College.

(Optional) PHASE 5 Deliverables

A Plan for Welcome and Orientation

Consultants and staff assist your Board and, as directed, other members of the community in welcoming and orienting the newly-called President.

If requested by the College at the beginning of the search, Myers McRae can work closely with Trustees, Executive Staff, Advancement Officers, and others to design a carefully sequenced schedule of activities and events that will 1) begin building personal relationships with essential constituencies, 2) acquaint the President with vital information about the College's culture, needs, and opportunities, and 3) lay the foundation for identifying and achieving strategic goals necessary for Northwest Florida State College's continued success.

Search Experience Sample

Each year, our firm conducts an average of 50 to 65 searches. Since 2008, we have conducted 650+ searches for colleges and universities across the nation—public and private, large, and small. Additional historical placement experience will be provided upon request.

Alabama Commission on Higher Education	Executive Director
Albany State University (GA)	Provost and Vice President for Academic Affairs; Associate Vice President for Institutional Research and Effectiveness; Dean of the College of Business, Education and Professional Studies; Dean of the College of Education; Vice President for Finance and Administration
Alderson-Broaddus College (WV)	President
Andrew College (GA)	President; Dean of Academic Affairs
Auburn University (AL)	Assistant Vice President Executive Director of Enrollment Management (<i>in progress</i>); Multiple Nursing Research Faculty (<i>2 placed; 1 in progress</i>)
Augusta University (GA)	Dean of the Arts and Sciences; Dean of Education; Director of Admissions
Aurora University (IL)	Dean of the School of Arts and Sciences
Austin Peay State University (TN)	Vice President of Student Affairs; Dean of the College of Business; Director of the School of Nursing
Averett University (VA)	President; Vice President for Academic Affairs
Barry University (FL)	Dean of the School of Podiatric Medicine
Beacon College (FL)	President
Belmont University (TN)	Provost
Bishop State Community College (AL)	President
Bloomsburg University (PA)	Senior Director of Development
Brenau University (GA)	President; Provost and Vice President for Academic Affairs; Dean of the College of Business and Communication
BridgeValley Community and Technical College (WV)	Vice President of Student Affairs
Bridgewater College (VA)	Vice President for Finance and Treasurer; Vice President for Advancement; Vice President for Academic Affairs
Calhoun Community College (AL)	President
Campbell University (NC)	Dean of the Norman Adrian Wiggins School of Law; Dean of Kent Library
Carroll University (WI)	President; Dean of the School of Business
Carthage College (WI)	President

The Citadel, The Military College of South Carolina	Provost and Dean of the College (<i>2 occasions</i>); Vice President of Advancement and CEO of The Citadel Foundation
Claflin University (SC)	Assistant Vice President of Communications and Marketing; Associate Vice President for Major and Planned Gifts; two Major Gifts Officers
Clarion University (PA)	Director of Alumni Engagement; multiple Development Officers
Clark Atlanta University (GA)	Vice President for Advancement
Clayton State University (GA)	Associate Dean of Nursing; Dean of the College of Health; Vice President for Technology and Information Services; Associate Vice President for Engagement and Student Success, Associate Vice President of Enrollment Management
Coker University (SC)	Vice President for Advancement; University Registrar, Vice President of Student Services (<i>in progress</i>)
College of Coastal Georgia	Dean of Nursing and Health Sciences; Vice President for Advancement; Assistant Vice President for Enrollment Management; Doctoral-level Nursing faculty
Columbus State University (GA)	Vice President for University Advancement and Executive Director of the CSU Foundation (<i>on 2 occasions</i>); Dean of the College of Letters and Sciences; Director of Human Resources; Director of the School of Nursing; Director of the Schwob School of Music; Director of Development for Turner College of Business; Director of Sponsored Programs; Endowed Professorship in Creative Writing
Concord University (WV)	President
Concordia College (MN)	President; Vice President for University Advancement; Founding Dean of the School of Business
Council of Colleges of Arts and Sciences (VA)	Executive Director
D'Youville College (NY)	Director of the Psychiatric Mental Health Nurse Practitioner Program; multiple PMHNP Faculty
East Georgia State College	President; Vice President for Institutional Advancement and Grants; Provost and Vice President for Academic and Student Affairs
Ferris State University (MI)	Associate Vice President for Advancement; Senior Director of Advancement
Flagler College (FL)	Vice President for Business Services and CFO
Florida Gulf Coast University	Vice President for University Advancement and Executive Director of the Florida Gulf Coast University Foundation; Associate Vice President-Student Engagement); Associate Vice President-Academic Engagement; Multiple Nursing Faculty Searches (<i>in progress</i>)
Florida SouthWestern State College	Provost and Vice President for Academic Affairs; Dean of School of Health Professions
Fort Valley State University (GA)	Director of Marketing and Communications; Chief Human Resources Officer; Provost and

	Vice President for Academic Affairs; Vice President for Business and Finance; Vice President for Advancement; Dean of Arts and Sciences; Dean of the College of Education and Professional Studies; Dean of Agriculture, Family Sciences, and Technology; Executive Director for Admissions; Director of Financial Aid; Vice President for Student Affairs and Enrollment Management; Assistant Vice President/Controller
Gannon University (PA)	Vice President for University Advancement
Gardner-Webb University (NC)	Provost and Vice President for Academic Affairs
Georgia College & State University	Provost and Vice President for Academic Affairs
Georgia Gwinnett College	Senior Vice President for Academic and Student Affairs and Provost
Georgia Highlands College	Dean of the College of Health Sciences
Georgia Independent College Association	President
Georgia Perimeter College (<i>now a unit of Georgia State University</i>)	Dean of Health Sciences; Chair of Nursing Department
Georgia Southern University	Provost and Vice President for Academic Affairs
Georgia State University	Associate Dean of the School of Nursing and Health Professions and Director of the Nursing
Gustavus Adolphus College (MN)	President
Hardin-Simmons University (TX)	President
Houghton College (NY)	President
Ivy Tech Community College – South Bend Elkhart Campus (IN)	Chancellor
Kennesaw State University (GA)	Dean of the Bagwell College of Education; Dean of the College of Computing and Software Engineering
Kentucky Wesleyan College	President; Vice President for University Advancement
LaGrange College (GA)	Vice President for Academic Affairs; Vice President for Advancement and External Relations; Associate Provost and Dean of Student Affairs
Lake-Sumter State College (FL)	President
Lamar University (TX)	Associate Vice President for University Advancement; Director of Major Gifts
Lander University (SC)	Provost and Vice President for Academic Affairs; Vice President for Finance and Administration; Vice President for Advancement; Dean of Business; Dean of Arts and Humanities; Vice President for Enrollment and Access Management; Dean of Education
LeTourneau University (TX)	Vice President for University Marketing and Communications; Provost and Executive Vice President; Vice President for Enrollment Services; Dean of Arts and Sciences;

Liberty University (VA)	Multiple Faculty for Psychiatric Mental Health Nursing Practitioner Program (20 placements); Multiple Faculty in Counselor Education and Family Studies Department (15 placements)
Lincoln Memorial University (TN)	President; Provost and Vice President for Academic Affairs; Vice President for Student and Enrollment Services
Louisiana Board of Regents	Deputy Commissioner for Academic Affairs, Innovation, and Student Success
Marion Military Institute (AL)	President; Chief Instructional Officer; Vice President for Student Affairs and Commandant of Cadets
Mary Baldwin University (VA)	Vice President of Academic Affairs
Maryville College (TN)	Vice President for Business Affairs and Treasurer
McDaniel College (NJ)	President
Mercer University (GA)	Provost and Executive Vice President (on 2 occasions); Dean of the School of Theology; Dean of the School of Business; Dean of the College of Liberal Arts and Sciences
Merrimack College (MA)	Chair of the Department of Nursing and Chief Nurse Administrator
Methodist University (NC)	Provost; Vice President for Advancement
Middle Georgia State University	President; Provost and Vice President for Academic Affairs; Vice Provost for Academic Quality; Executive Director of Human Resources; Dean of the School of Business; Dean of the School of Health Professions; Vice President for University Advancement and Executive Director of the MGA Foundation (on 2 occasions); Assistant Provost Faculty Development; Dean of Admissions and Enrollment Management; Vice President for Finance and Business
Missouri Western State University	Associate Dean for the School of Nursing and Health Professions
Montana State University Billings	Dean of City College; Director of the RN-to-BSN Program
Montana State University Northern	Dean of College of Health Sciences
Newberry College (SC)	President
Northwest Florida State College	President; Vice President for Academic Affairs; Dean of Career Education; Vice President for Student Success; Vice President of Business Operations and Finance
Northwest Missouri State University	President
Notre Dame College (OH)	President
Nova Southeastern University (FL)	Executive Director of Development and Planned Giving; Director of Alumni Relations
Oakland University (MI)	Dean of the School of Education and Human Services
Oakwood University (AL)	President

Palm Beach State College (FL)	President; Vice President for Administration and Business Services
Pasco-Hernando State College (FL)	President
Pfeiffer University (NC)	Provost and Vice President for Academic Affairs
Piedmont University (GA)	Vice President for Academic Affairs (2 occasions); Vice President for Advancement; Vice President for Administration and Finance; Dean of the School of Education; Dean of the Walker School of Business
Pierpont Community and Technical College (WV)	President
Rhode Island College	Provost and Vice President for Academic Affairs; Dean of School of Nursing; Vice President for Advancement; Dean of the School of Education and Human Development; Assistant Vice Provost of Adult and Online Education
Roanoke College (VA)	Vice President of Academic Affairs; Vice President for Finance and Treasurer; Vice President for Community, Diversity, and Inclusion
Savannah State University (GA)	Provost and Vice President for Academic Affairs; Associate Provost and Associate Vice President for Academic Affairs; Vice President for Enrollment Management; Dean of the College of Business Administration; Dean of the School of Teacher Education; Dean of the College of Liberal Arts and Social Sciences
Schreiner University (TX)	President; Provost and Vice President for Academic Affairs; Vice President for Administration and Finance
Shelton State Community College (AL)	President
Shippensburg University (PA)	Vice President of Enrollment Management and Student Affairs
Slippery Rock University (PA)	Chief Human Resources Officer (<i>in progress</i>)
Southeast Missouri State University	Executive Director of Communications and Marketing; Dean of Kent Library
Southern Arkansas University	Chair of the Nursing Department
Southern Utah University	Dean of College of Science and Engineering; Dean of the College of Humanities and Social Sciences; Dean of the School of Business
Susquehanna University (PA)	Dean of the Sigmund Weis School of Business
Tallahassee Community College (FL)	Provost and Vice President for Academic Affairs; Vice President for Student Affairs
Tuskegee University (AL)	Chief Financial Officer; Dean of the College of Business and Information Science
University of Alabama	Sr. Director of Development for College of Business; Asst Vice President for Planned Giving; Assoc Vice President for Development; Executive Director of Colleges and Schools for the Department of Development
University of Alabama at Birmingham	Program Director for the PhD Program in Rehabilitation Science

University of Arkansas at Pine Bluff	Vice President for Institutional Advancement; Athletics Director; Physical Plant Director
University of Charleston (WV)	President
University of Georgia	Executive Director of Development; Senior Associate Athletic Director for Development; Senior Director of Development and Alumni Relations for the College of Business; Senior Director for Gift and Estate Planning; Senior Director of Development for the College of Arts and Sciences
University of Louisiana at Monroe	Dean of College of Health and Pharmaceutical Sciences and Dean of the School of Pharmacy; Endowed Chair of Nursing; Department Head of Clinical Sciences in the School of Pharmacy; Dean of the College of Arts and Sciences;
University of Mississippi	Chair of Social Work
University of Montana	Director of Alumni Relations; Director of Student Account Services; Controller (<i>in progress</i>)
University of Montana Western	Chancellor (<i>on 2 occasions</i>); Provost and Vice Chancellor for Academic Affairs; Vice President for Administration and Finance
University of New Mexico	Senior Director of Development for UNM Hospitals; Senior Director of Development for Engineering; Director of Development for Law; Director of Development for Medicine
University of North Carolina at Greensboro	Five Research Nursing Assistant Professors
University of North Dakota	Assistant Vice President of Human Resources
University of South Alabama	Senior Administrator for Marketing and Communications
University of South Carolina	Senior Director of Development for the Darla Moore School of Business; USC Press Director
University of South Carolina Upstate	Provost and Senior Vice Chancellor for Academic Affairs; Vice Chancellor for Advancement and Executive Director of the USC Upstate Foundation; Dean of the Black School of Nursing; Assistant Vice Chancellor for Development and Alumni Relations
University of Southern Mississippi	Executive Director of Development; Chief Development Officer; Associate Director for Advancement Services
University of Tennessee Health Science Center	Vice Chancellor for Academic, Faculty, and Student Affairs; Assistant Vice Chancellor for Finance; Associate Dean for Interprofessional Research in the College of Nursing
University of Tennessee	McMahan-McKinley Endowed Professorship in Gerontology for College of Nursing
University of West Florida	Dean of the College of Business; Assistant Vice President for Digital Learning Innovation; Associate Vice President for Development; Remote Adjunct Faculty for Computer Science
University of West Georgia	Provost and Vice President for Academic Affairs; Dean of the Richards College of Business; Dean of the College of Education; Vice Provost; Vice President for Innovation and

	Research; Vice President of Strategic Enrollment Management; Associate Vice President for Facilities Development and Sustainability; Vice President of Business and Financial Services
University of Wisconsin Oshkosh	DNP Nurse Anesthesia Program Faculty
Utah Valley University	Dean of the School of Engineering and Technology; Dean of Woodbury School of Business
Valdosta State University (GA)	President; Dean of the College of Nursing and Health Sciences; Associate Dean of Nursing
Wake Forest University (NC)	Academic Director for Health Informatics
Wartburg College (IA)	President; Vice President for Academic Affairs and Dean of the Faculty
Washington State University Tri-Cities	Provost and Vice Chancellor for Academic Affairs; Vice Chancellor for Enrollment and Student Services; Academic Nursing Program Director; Assistant Vice Chancellor for Advancement and Community Engagement
West Texas A & M University	Executive Vice President and Provost
West Virginia Northern Community College	President; Vice President of Administrative Services-CFO; Director of Assessment; Vice President of Economic and Workforce Development; Director of Human Resources and Development
Wichita Area Technical College (KS)	President
William Paterson University (NJ)	Dean of the College of Business; Vice President for Enrollment Management; Dean of Library
William Carey University College of Medicine (MS)	Osteopathic Practices and Principles Faculty in Clinical Science (<i>in progress</i>)
Wingate University (NC)	President
Winthrop University (SC)	President; Dean of the College of Education; Vice President of University Advancement; Provost
Young Harris College (GA)	Director of College Relations and Marketing; Associate Director of Communications and Marketing; Vice President for Academic Affairs; Vice President for Advancement (<i>on 2 occasions</i>); Vice President for Operations and Finance; Vice President for Enrollment Management; Vice President for Student Development; Senior Director of Development

References

Andrea Brvenik

Chief of Staff and General Counsel at **Pasco-Hernando State College**
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Dr. Milan Hayward

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Dr. Daniel Mosser

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