

Presidential SEARCH



Thaddeus | College of
Stevens | Technology

Welcome



Thaddeus Stevens College of Technology marked the end of an era with the retirement of Dr. William Griscom from his position as President of the College in January 2020. The transformation he led for the College benefited local and regional industry, improved the quality of life for our community, and above all, provided opportunity for men and women across the Commonwealth of Pennsylvania who chose Thaddeus Stevens College to prepare for a career that would provide a foundation for life. Dr. Griscom's leadership elevated the reputation of the College to a position worthy of local, state and national recognition. During his tenure, enrollment at the College increased from 300 students to more than 1,300 students today with plans to exceed 1,500 students within the next several years. The College has enjoyed a constant upward trajectory due to its success in meeting the needs of businesses with high quality graduates for technical jobs. The cultivation of strong faculty, staff and student outcomes will be an enviable opportunity for the next president as well as a high bar to meet and exceed.

ABOUT Thaddeus Stevens College of Technology



A two-year technical college located in Lancaster, Pennsylvania, Thaddeus Stevens College of Technology serves more than 1,300 students in 22 associate degree programs and several certificate programs in various technical fields. Committed for over a century to lifelong learning, inclusiveness, and community outreach, the College dedicates itself to the development of Pennsylvania's technical workforce, preparing economically and socially disadvantaged, as well as other qualified students for skilled employment in a diverse, ever-changing workforce and for full, effective participation as citizens of their community, the Commonwealth, and the nation.

Established in 1905 as a trade school, the mission of Thaddeus Stevens College is derived directly from its founder's vision for the institution. In the mid-nineteenth century, Thaddeus Stevens envisioned a school that would provide a free education in all industrial

trades and pursuits for indigent, orphan boys with no preference shown due to race or color in their admission or treatment. Over the last century, Stevens' original vision has evolved into a two-year technical college owned by the Commonwealth of Pennsylvania.

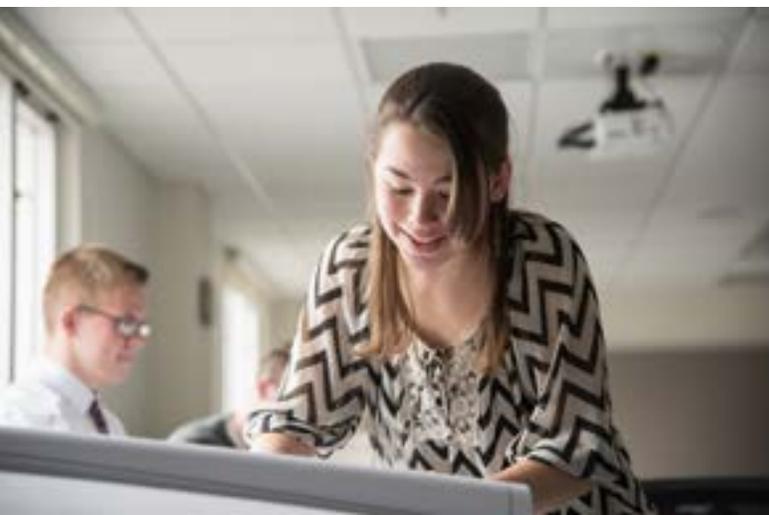
The mission provides any Pell-eligible student with an education at little or no cost through the Stevens Grant, which includes tuition, room, board, tools, and textbooks. Approximately half of Thaddeus Stevens College's students receive the Thaddeus Stevens Grant while the remaining students pay tuition that is significantly subsidized by the Commonwealth. Through its mission, Thaddeus Stevens College supports the critical technical workforce needs of the Commonwealth. All students served by the College are required by statute to be residents of Pennsylvania, with the exception of veterans. The College is wholly owned by the Commonwealth of Pennsylvania and is a preferred appropriation of the State, receiving annual funding that consists of approximately 60% of its total budget. The College maintains a budget reserve along with a small endowment. The College's self-directed status gives it a great deal of freedom to manage its own operations. Thaddeus Stevens College is led by a Board of Trustees consisting of nine members appointed by the Governor of the Commonwealth. Administrative functions are carried out by the College's president and a senior leadership team. The institution preserves its relationship with the Pennsylvania Department of Education through a representative of the department who serves as an ex officio member of the



Board of Trustees.

The College is the only state-owned technical college of its kind in Pennsylvania. Many alumni and current students are the first in their families to attend and graduate from college. Graduates are in high demand. Each year, more than 99% of graduates are employed by businesses and industries, primarily within the Commonwealth of Pennsylvania, while others elect to advance their collegiate aspirations at four-year degree-granting institutions.

Thaddeus Stevens College continues to outperform its 28 two-year college benchmark institutions in Connecticut, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, and Pennsylvania. The College was selected by the Aspen Institute as the best two-year technical college in Pennsylvania and one of the top 150 in the nation—the 6th consecutive recognition based upon completion outcomes, labor market outcomes, equitable outcomes, and learning outcomes. In addition, and for the first time, the College was selected as the 2015 Community College Exemplar by the PA ACT State Council based upon accessibility of career readiness assessments and career preparation programs; strength of relationships with local employers; student success indicators including second-year retention, graduation, and four-year college transfer rates including for students from underrepresented racial/ethnic and socioeconomic backgrounds; demonstrated dedication to career planning and to providing a support structure for students; and demonstrated commitment to providing leadership opportunities for students outside the classroom.



Our Mission

Thaddeus Stevens College of Technology educates Pennsylvania's economically and socially disadvantaged as well as other qualified students for skilled employment in a diverse, ever changing workforce and for full effective participation as citizens.

Our Vision

Thaddeus Stevens College of Technology will be the best two-year technical college of its kind by adding value to the lives of our students so that they will find skilled employment, be effective citizens, and reach their full potential.

Awards and Recognition

- **Forbes: Ninth Best Two-Year College in America 2018**
- **Aspen Institute Top 15 Percent of Two-Year Colleges in America**
- **United States Department of Education: Out-performing 28 two-year benchmark colleges in New York, Maryland, New Jersey and Pennsylvania.**
- **Middle States Reaccreditation highest possible; No Recommendations; Two Commendations**
- **PA ACT State Council 2015 Community Exemplar for the Commonwealth of Pennsylvania**

ACHIEVEMENT Through Education

Our benefactor, Thaddeus Stevens, learned early in his life that education is the key to success.



Thaddeus Stevens was born in 1792 in the town of Danville, VT, the second of four boys. His mother realized that an education was the best chance for her sons to escape the abject poverty the family faced following her husband's death. Thaddeus Stevens excelled in school, and attended Dartmouth College, eventually graduating from law school. He opened a successful law practice first in Gettysburg, then in Lancaster, PA. During the next 21 years he earned a reputation as an excellent attorney, renegade politician and philanthropist. In 1833, Thaddeus

Stevens was elected to the Pennsylvania House of Representatives. Knowing the impact an education has on the circumstances of a child's life, Stevens was a strong supporter of the "Free School Bill," which ensured a free public school education for all regardless of financial or other circumstances. The result of his efforts gave Pennsylvania statewide, free public school system an entire generation before states including New York, New Jersey, Connecticut, Rhode Island and the entire South. Thaddeus Stevens went on to become the most powerful congressman in Washington, championing efforts to abolish slavery, instill full legal rights regardless of race, and ensuring voting rights regardless of race. His legislative legacy is the 13th, 14th, and 15th Amendments to the Constitution, which serve as the basis for all civil rights legislation.

Following his death in 1868, Stevens' dedication to equal access to education would continue through a bequest to establish a school that has evolved into Thaddeus Stevens College of Technology. His will stated: "They shall be carefully educated in the various branches of English education and all industrial trades and pursuits. No preference shall be shown on account of race or color in their admission of treatment. Neither poor...nor any other on account of their race or religion of their parents shall be excluded. They shall be fed at the same table."

Thaddeus Stevens chose to be laid to rest in the Shreiner-Concord Cemetery in the city of Lancaster because it was the only cemetery that would accept all races. His headstone reads: "I repose in this quiet and secluded spot, not from any natural preference for solitude, but finding other cemeteries limited as to race, by charter rules, I have chosen this that I might illustrate in my death the principles which I advocated through a long life, equality of man before his Creator."

LOCATIONS OF Thaddeus Stevens College



Main Campus

Located on 33 acres on the East side of the city of Lancaster, this beautiful campus was Thaddeus Stevens College of Technology's first location. The campus features the iconic Mellor Building, along with 17 other buildings that house administration, the business office, academic affairs, student services, enrollment, student counseling services and the bursar. The campus also includes 5 residence halls, a dining hall, classrooms, and program technical laboratory facilities for several majors, along with a new Learning Resource Center and Multipurpose Activity Center.



Greiner Advanced Manufacturing Center

Located on Chesapeake Street, less than one mile from the main campus, the Center is home to three of the College's high-demand majors - Computer integrated Machining, Heating Ventilation, & Air Conditioning/Refrigeration, and Metals Fabrication and Welding Technology. The Center was opened in Fall 2018, and was fully occupied in Fall 2019, and serves as a model of collaboration between bi-partisan government, industry and the community. The location features classroom space, dedicated computer laboratories and flex space for training and industry-based conferences.



Thaddeus Stevens College on Orange Street

Located just three blocks from the main campus, the Orange Street location was opened in Fall 2005 following a commitment in the PA state budget to purchase, renovate and equip a former hospital to accommodate the fast-paced growth of the College. The facility provided ideal infrastructure for classrooms, technical laboratories and student housing. This location is home to nine of the College's programs, and residential facilities. Current renovations are underway to increase access to campus housing for Fall 2020.



Thaddeus Stevens College at Greenfield

Thaddeus Stevens College currently leases space at The Greenfield Corporate Center, located approximately three miles from the main campus, to accommodate three of its programs - Computer Software Engineering Technology, Masonry Construction Technology, and Welding Technology. The College recently entered into a lease agreement to expand its presence at Greenfield with an 85,900 square foot building that will accommodate a new "Transportation Center" to centralize the College's motor-vehicle related majors including Automotive Technology, Collision Repair Technology, and a new program that will launch Fall 2021, Diesel Technology.



Home Construction Project

Each year for the past six decades, Thaddeus Student College students and instructors make a home construction project their classroom. Students from Carpentry, Masonry, Cabinetmaking, HVAC/R, Plumbing, and Electrical Construction and Maintenance plan and build a duplex house that is sold through a realtor to families in the community. In 2019, for the second year in a row, the Thaddeus Stevens College Home Construction Project was named the "Best Multi-Family Home," and was recognized for best exterior, best kitchen, best bathroom, best landscaping, and best decorated in the annual Lancaster/Lebanon Parade of Homes.

VALUE Proposition



10+
**10+ JOBS
ON AVERAGE
per graduate**

24
**HIGH-SKILL,
HIGH-DEMAND
programs of study**



\$42,500
is the median
starting salary for
our graduates

- 2,298 applicants for Fall 2019 for 745 openings in the Freshman class
- Fall 2019 Enrollment up 107 students over Fall 2018 to 1,340 students
- 377 students with disabilities (Perkins EOY 2019)
- 1,400 employers with more than 3,000 jobs for 400 graduates (Class of 2018)
- Progression Rate: 72.4%; Graduation Rate: 64.3% (Class of 2018)
- Overall Placement Rate: 99%; In-Major 93% (Class of 2018)
- 97% of graduates remain in Pennsylvania (Class of 2016, 2017 & 2018)
- Forbes: Ninth Best Two-Year Trade Schools (Technical and Career Colleges) in the Nation (2018)
- Aspen Institute: Top Fifteen Percent of 2-Year Public Colleges in America (awarded every two years; received recognition 6 out of 6 times)
- U.S. Department of Education: Out-Performing 29 Benchmark Associate Colleges with similar Characteristics selected by IPEDS: High Career & Technical-High Traditional, Public, and Enrollment (National Center for Education Statistics (NCES): Integrated Postsecondary Education Data System (IPEDS) Data Feedback Report 2019)
- Middle States Commission of Higher Education (MSCHE): Reaffirmation of Accreditation with Commendations (2017)
- PA ACT State Council: Community College Exemplar for the State of Pennsylvania (2015)
- Cost per student decreased \$662 (2017-2018) (Based on State appropriation)
- Median student loan debt: \$10,315 (Class of 2018)
- Median base starting salary: \$42,500

ACADEMICS

The College serves degree-seeking students across the disciplines of construction, manufacturing, and technology. A block schedule model allows for four and a half hours of in-major instruction each day. This in-depth engagement of course work allows students and faculty to work side-by-side, replicating the workplace. In addition to the program of study, students take rigorous general education courses that enrich their education.

Each program of study is guided by an Industry Advisory Committee that meets twice a year. This relationship with industry provides direction on equipment, technology, curriculum, and student employment.



98% OF EMPLOYERS
say they are “satisfied” or
“very satisfied” with our
graduates



99%
PLACEMENT
rate overall for
the class of 2018



ON-CAMPUS
HOUSING

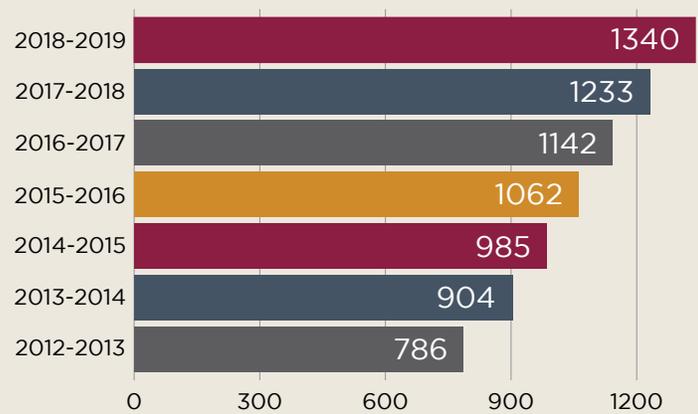
Programs of Study

Architectural Technology
Automotive Technology
Business Administration
Cabinetmaking & Wood Technology
Carpentry Technology
Collision Repair Technology
Computer Integrated Machining
Computer & Network Systems Administration
Computer Software Engineering Technology
Electrical Technology
Electrical Construction Maintenance
Electro-Mechanical Technology (Mechatronics)
Electronic Engineering Technology
Engineering CAD Technology
Graphic Communication & Printing Technology
Heating, Ventilation & Air Conditioning -
Refrigeration
Masonry Construction Technology
Mechanical Engineering Technology
Metalcasting Technology & Manufacturing
Management
Metals Fabrication & Welding Technology
Plumbing Technology
Residential Remodeling
Water & Environmental Technology
Welding Technology

ENROLLMENT and Growth

Thaddeus Stevens College anticipates an increase to 1,500 students by 2021-2022 and 1,700 students by 2023-2024. This is possible based on the College's scalable, educational, and economic model. This economic health would not be possible without relationships with government and state agency officials, industry partners, the work of the College's Foundation and Development Office, community organizations and dedicated Alumni. Anticipated new programs include Analytical Lab Technology, Diesel Technology, and Heavy Civil Engineering. Additionally, increases include doubling enrollment in Automotive Technology and Collision Technology as part of the new Transportation Center; and doubling Electro Mechanical Technology, Computer Software Engineering Technology, Computer Networking Software Administration, Welding Technology, and Electrical Construction Maintenance.

ENROLLMENT Trends



CAMPUS Life

Thaddeus Stevens College of Technology offers a two-year education with a college campus setting. In addition to classrooms, laboratories, and shops, our 33-acre main campus and nearby satellite locations offer many amenities to help our students feel at home during their time at Thaddeus Stevens College.

Housing: On-campus housing is available in six air-conditioned residence halls. Each building offers high-speed Wi-Fi, cable television, and phone jacks.

Dining: The Jones Dining Hall is open for full meals, seven days a week. Students can also grab a sandwich at one of two Bulldog Cafés (main campus and Orange Street location).

Women's Center: The Women's Center at Thaddeus Stevens College offers resources for women on campus to empower themselves with the skills, confidence, and knowledge to successfully seek career opportunities.

Kenneth W. Schuler Learning Resources Center (LRC): Offers a host of academic resources and services, including a computer lab and on-site tutoring.

Multipurpose Activity Center (MAC): The 61,000-square-foot activity center houses a gymnasium, two racquetball courts, an elevated 110-meter track, a training center, locker rooms, and a state-of-the-art fitness center, complete with free weights and other workout equipment.



From recreational to competitive intercollegiate programs, athletics at Thaddeus Stevens College provides personal growth, develop leadership skills, and emphasize teamwork. Our NJCAA programs can also provide a pathway to NCAA Division I, II and III programs for talented athletes. The College competes in basketball, cross country (men & women), football, track & field (men & women), and wrestling.

A variety of intramural sports are also offered as well, including dodgeball, volleyball, and basketball.

Other campus organizations include professional affiliations related to majors and groups where students can interact based on shared interests.



ABOUT Lancaster County

Lancaster City, PA, is the residence of choice for many professionals and others seeking a thriving, diverse urban setting located just minutes from vast expanses of farmland and scenic parks, trails, and natural areas. With a rich history dating back to pre-Civil War, the City maintains its small-town feel, yet big-city diversity, outreach and inclusiveness. A banner above a busy intersection downtown reads, “A History of Welcome Since 1742,” the year Lancaster was chartered.

The City attracts one million visitors each year to its upscale bars, breweries, restaurants and art galleries and venues such as the Lancaster County Convention Center and Clipper Magazine Stadium. The New York Post proclaimed Lancaster “the new Brooklyn” in 2016. Lancaster was featured in the New York Times in 2019 for both its welcoming culture and diversity which is fueling its designation as a Global Feast in an Unlikely Spot. Lancaster

made the Forbes’ 2019 list of Best Places to Travel, following its listing as one of the 10 Coolest U.S. Cities to Visit in 2018. U.S. News & World Report 2018 and 2020 rankings included Lancaster in the top half of the Best Places to Live 2019, and number three in Best Places to Retire 2020.

Its southcentral location makes it easy to connect to larger urban centers in Philadelphia, Baltimore, Washington, D.C, and New York City.

History:

Originally settled in 1718, Lancaster is the oldest inland city in the United States. It has a historic core of four-square miles (the largest historic district in the U.S. listed in the National Register of Historic Places) and a geography of 7.5 square miles when including annexed corridors. The City’s original four square miles (extending one mile in each direction from the city center at Penn Square) is very dense and compact, made up of walkable neighborhoods. The City is also the county seat of Lancaster County which has a population of 525,000 and growing.

Population and Demographics:

Lancaster City has a population of 61,000+ with a projected growth rate of 2.5 percent by 2022 (2017 statistics). The median age is 31.9 years. Twenty-six percent, or 9,870, hold an associate degree or higher. There are 22,000 households with an average income of \$48,300. A large Amish and Mennonite community still live in the farmlands around the city, and horse and buggy sightings are frequent.



Major Employers:

A major employment center of 40,000+ workers, Lancaster is the regional and international headquarters for companies such as Fulton Bank, LNP Media Group, Inc., Steinman Communications, Auntie Anne's Pretzels, Penn Medicine Lancaster General Health and Woodstream Corporation. Increasingly, Lancaster is also a preferred location for a growing number of smaller entrepreneurial companies looking for a vibrant urban experience for their employees and clients.

Higher Education:

Institutions of higher education account for more than 7,000 students at Franklin and Marshall College, Pennsylvania College of Art and Design, Thaddeus Stevens College of Technology, Millersville University, Lancaster Theological Seminary and Lancaster Bible College. Just outside of the City, the Pennsylvania College of Health Sciences and Harrisburg Area Community College enrolls another 5,000 students annually.

Development:

Lancaster has a rich architectural heritage, yet leaders embrace new and innovative thinking and projects.

The downtown and outlying areas have seen more than \$2 billion in public and private investment from 2005-2019. Several large projects were recently completed or are underway in the past four years in downtown Lancaster including:

- Fulton Financial \$21 million headquarters expansion
- Holiday Inn \$23.4 million makeover and rebranding of the Hotel Lancaster
- The Lancaster Marriott at Penn Square \$39.4 million addition with The Exchange, a four-season rooftop bar and lounge
- 101NQ, a new \$28.5 million office and mixed-use development complex housing Cargas headquarters, and soon-to-be new home of Steinman Communications and LNP Media Group, Lancaster's local newspaper
- Woodstream Corp. \$3 million relocation

- Christian Street Garage, a \$33 million new garage, now underway, will house the Lancaster Public Library on its first two floors

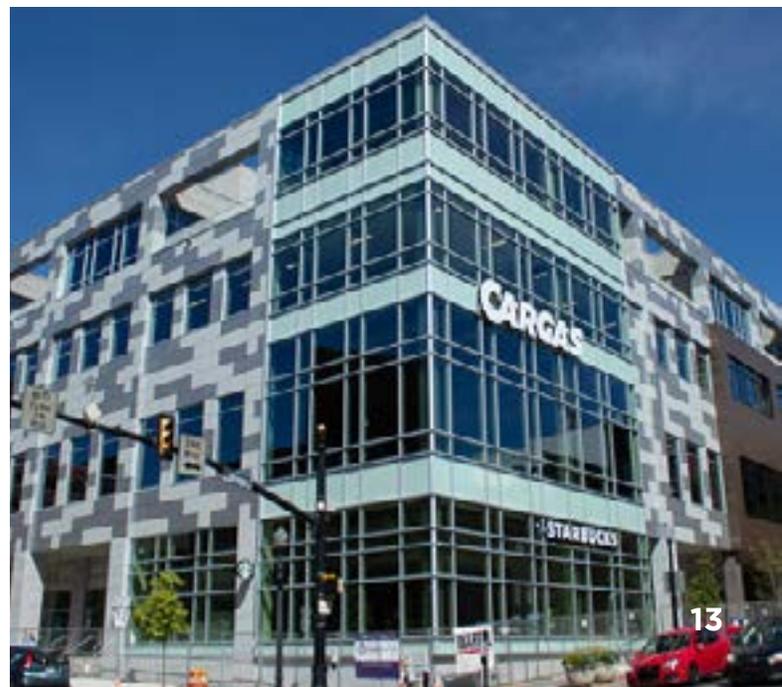
Arts and Culture:

Lancaster is home to more than 200 retailers, galleries and attractions in the core downtown. This includes new or expanded stores, attractions and restaurants in the central core and northern portions of the City, and an expanding arts community with Gallery Row part of the 90 venues throughout the City.

Historic Fulton Theatre, the nation's oldest continuously running performance theater with 150,000 in annual attendance. is undergoing a \$20 million expansion project to better accommodate the growing number of performers and offer larger shows.

Food Mecca:

Lancaster Central Market, the longest continually operating farmer's market in the country, is housed in a Romanesque-style downtown building since 1889. The availability of fresh foods has helped fuel the establishment of Lancaster as a foodie destination, with more than 100 places to eat, drink and be entertained.



OPPORTUNITIES

for the New President

The next President of Thaddeus Stevens College of Technology will build on the legacy of long-time president Dr. William Griscom. Members of the College Board of Trustees, senior leaders, faculty, staff, students, alumni, business and community leaders, and regional elected officials agree that the next President must be a visionary leader who can maintain the momentum of the College's upward trajectory in enrollment and graduate success, while positioning the College for growth and continued excellence in the evolving landscape of higher education.

Some key opportunities for the next President are to:

- Provide leadership for the completion of key infrastructure and growth plans currently underway including program expansion, facility upgrades, and new construction to accommodate the growth of the College;
- Inventory and prioritize the needs of the current aging infrastructure, and incorporate an effective plan of addressing those needs in the long-term financial planning for the College;
- Engage College leadership and other key constituents to update the strategic vision for the College, ensuring continued alignment with its mission while meeting the current and future needs of the industry, supporting economic growth across the Commonwealth;
- Build and maintain relationships with elected officials across the Commonwealth of Pennsylvania, advocating for their continued support of critical funding for Thaddeus Stevens College;



OPPORTUNITIES for the New President

- Develop and expand new funding sources to diversify revenue streams beyond state legislative appropriations, thereby enabling growth in programs and better stability through changing political circumstances and changing demographics;
- Ensure ongoing engagement in the local and regional community through community and industry partnerships;
- Meet with other community leaders across Pennsylvania to understand how Thaddeus Stevens College can help to provide more opportunities for their at-risk students, matching those program ideas to align with industry needs across the state;
- Explore growth opportunities to expand the successful Thaddeus Stevens College model in other communities to better reach underserved populations;
- Engage the faculty team as a servant leader with a vision for the future, while recruiting and developing a faculty and administrative team to meet the growth of the college, and address projected attrition due to upcoming retirements;
- Rethink the organizational structure of administration to better meet the needs of this growing institution with multiple campuses, ensuring a common culture for both faculty and students, and making improvements in services delivered;
- Build a stronger culture of inclusion, diversity and equity as clearly stated in the College's mission and by the legacy of our benefactor, Thaddeus Stevens;
- Provide guidance and leadership support to advance efforts with alumni engagement and relationships.



DESIRED CHARACTERISTICS and EXPERIENCE



Thaddeus Stevens College of Technology's next President must demonstrate a strong commitment to the mission of the College to reach Pennsylvania's economically and socially disadvantaged individuals, as well as other qualified students, for skilled employment in a diverse, ever changing workplace. He or she must encourage and support diversity, equity, and inclusion in both our staff and student body, identifying and removing barriers to success for our students. To be successful, the next president needs to embrace this mission with sincerity and purpose, and demonstrate a passion in how he or she conducts themselves and makes decisions, transparently for all faculty, staff and students.

Thaddeus Stevens College is seeking an experienced leader that can show how he or she has led organizations through significant growth, developed and executed strategic plans to achieve stated objectives, made difficult organizational changes when needed to improve operational results or adapt to new circumstances, and, in all cases, provide leadership in a manner that engages the staff, student body, and other stakeholders as partners in support of the effort.

Commitment to continuous improvement is key to the ongoing success of Thaddeus Stevens College, and that requires the next president to be committed to the effective collection and analysis of data that will determine market demand for programs, and our effectiveness at meeting the needs of industry and our students. Measuring the effectiveness of the College in recruiting and progressing students through these programs, and then continuing to measure their effectiveness in the workplace, is critical to maintaining and expanding the leadership of Thaddeus Stevens College.

The next president of Thaddeus Stevens College must be an effective advocate for the College with elected legislators across the state. Thaddeus Stevens College has grown successfully over the past decade, but 60% of the funding still comes from an annual appropriation by the state legislature. Skill at political advocacy is a critical requirement.

DESIRED CHARACTERISTICS and EXPERIENCE

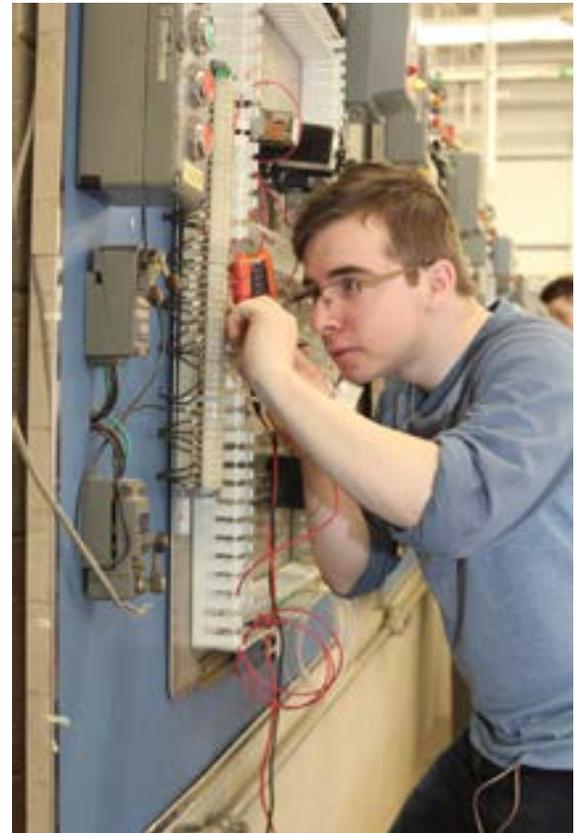
Beyond the need to ensure continuation of support for state funding, the next president must also have demonstrated experience identifying and cultivating significant funding from other sources; including industry, alumni, foundations, grant programs, and more. It is important for the future of Thaddeus Stevens College to diversify its funding stream to enable growth in its programs, and reduce its vulnerability to political funding uncertainties.

The next president must be an effective manager of multiple simultaneous projects relating to both programs and infrastructure. Establishing priority guidance, amassing resources, and building broad support will all be part of the president's role in successfully completing projects that are underway, as well as new projects initiated by the new president.

And of course, the new president must have demonstrated expertise in the core competency of Thaddeus Stevens College, which is teaching trades to students that want to enter the workforce in the jobs that industry needs to fill. We want the new president to be an expert at this core competency, and also to be an effective advocate to explain the value proposition of a technical education to a student considering the options for their future, and to the supporters of Thaddeus Stevens College who are looking for a return on their support, whether that support be tax dollars, donations, or technical assistance.

The president is also the public face of our College, and must be a skilled and charismatic public speaker. We seek a president that embraces the opportunity to represent Thaddeus Stevens College in all venues, and does so with integrity, enthusiasm, candor, and openness. The new president must seek out opportunities to build relationships with the community leaders representing students that will benefit from our technical education, and with industry representatives that help define our programs and give our graduates the jobs that change their lives.

The new president must have a strong record of strategic financial planning, leadership in the management of facilities planning, risk management, debt management and budgeting. A person who understands and practices collaborative decision making with an ability to communicate to all constituents is essential. Preference will be given to those with a strong background in technical education. An advanced degree is preferred.



HOW TO Apply



Please visit www.agbsearch.com/active-searches to view more complete information about this position. Additional information on Thaddeus Stevens College of Technology is available at: www.StevensCollege.edu

A review of applications will begin on April 20, 2020 and continue until an appointment is made. To assure full consideration, complete applications should include a letter of interest, curriculum vitae, and contact information (email addresses and phone numbers) for five professional references. References will not be contacted without prior authorization from the applicant.

Applications should be sent electronically (MS Word or PDF Format) to TSCT_President@agbsearch.com

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