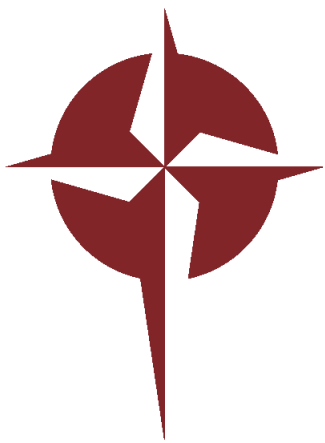


P R E S S K I T



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Source Matter Expert: Former College President Addresses Leadership, Trends and Future of Higher Education

WHAT: Andrew Westmoreland, Senior Vice President of Higher Education for FaithSearch Partners, who has 44 years of service in higher education, is available to discuss the academic challenges, trends and insights of the changing higher education landscape.

Westmoreland can address the following trends and news topics:

- Current challenges in higher education enrollment. According to Forbes, the relevant primary issues in higher education currently revolve around “the decline in student enrollment,” “shifting student expectations” and the “gaps in agility and flexibility in providing a high-quality and consistent learning experience.”
- Is college worth the price? A recent poll, co-conducted with the Wall Street Journal, cited that over 40 percent of people surveyed did not believe that college was worth the cost. Westmoreland can address why Americans are increasingly united in their lack of trust in colleges and universities.
- Leadership in the “great resignation.” In what many are calling the great resignation, with faculty and staff burnout levels reaching a peak, Westmoreland is able to address how strong and strategic leadership can help universities retain and attract new talent.
- University crisis management. Westmoreland, through his experience as a college president, can address crises related to budget issues due to lower enrollment, endowment losses, debt and an uncertain economy, mental health among students and faculty and the difficult accreditation process.

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WHO: With 44 years of service in higher education, including two college presidencies and the oversight of hundreds of searches for every segment of university life, Dr. Andrew Westmoreland brings a wealth of insight to executive searches throughout higher education. In addition to his collegiate presidential experience at Samford University in Alabama and Ouachita Baptist University in Arkansas, Dr. Westmoreland also taught political science, has served on various charity boards and is an accomplished author and speaker.

Dr. Westmoreland was the 2022 Eileen Tosney Award for Career Leadership in Higher Education honoree, the highest individual recognition provided by the American Association of University Administrators. He is the past Chair of the Board of Trustees for the Southern Association of Colleges and Schools Commission on Colleges, which oversees accreditation for approximately 800 colleges and universities from Virginia to Texas.

WHEN/WHERE: Dr. Westmoreland is available by appointment for interviews via Zoom, phone or in person.

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ADDITIONAL DETAILS:**About FaithSearch Partners**

FaithSearch Partners is the largest executive search firm in the U.S. focusing exclusively on serving the complete spectrum of the faith community. With a foundation of more than 30 years' experience from two major international retained executive search firms, FaithSearch Partners was founded in early 2007 to serve faith-based healthcare organizations and non-profits, as well as colleges/universities, K-12 schools, ministries, churches, athletics organizations and other faith-oriented businesses. In addition, the firm also responds to clients which are not formally "faith-based" but place a high value on leadership with strong spiritual values. With meaningful, long-lasting solutions, FaithSearch Partners is empowering their clients to advance their mission by establishing strong leaders who will champion the organization, its people and God's Kingdom.

For more information on Faith Search Partner's Dr. Andrew Westmoreland, visit <https://faithsearchpartners.com/andy-westmoreland-senior-vice-president-higher-education/>

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FaithSearch consultants are adept at securing leaders whose personal commitments match the needs, mission and culture of our faith-based clients. We focus on individuals whose skill sets and track records demonstrate performance in all areas of importance to faith-based organizations: operational improvement, financial success, customer satisfaction and spiritual growth. Combined, consultants at FaithSearch Partners have successfully managed more than 600 executive-level searches for numerous high-profile faith-based organizations across the country.

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Ed Fry, President



Since 1990, Ed has successfully assisted faith-based organization boards and executive teams in securing mission-minded leaders. He has served as a Vice President/Partner of Witt/Kieffer, the largest healthcare executive search firm, and launched the faith-based practice at Russell Reynolds Associates, one of the “big four” international executive search firms.

Previously, Ed directed marketing and public relations at faith-based hospitals in Illinois and Texas. In addition, he managed the public relations function at the Joint

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Ed holds an MBA from Dallas Baptist University and a BS, Communications degree from Southwestern Adventist University, where he is a member of the institution’s board of trustees. He is a former chair and long-term board member of the Ardmore Institute of Health, a \$75 million national faith-based foundation promoting wellness and healthy living. Ed also serves on the boards of The Journey, a Texas-based Christian radio station, and of Faith for Today, the longest continuously broadcast religious television program in the world.

Dr. Andrew "Andy" Westmoreland



With 44 years of service in higher education, including two college presidencies and the oversight of hundreds of searches for every segment of university life, Dr. Andrew Westmoreland brings a wealth of insight to executive searches throughout higher education.

Prior to joining FaithSearch Partners as Senior Vice President of Higher Education in January 2022, Dr. Westmoreland served as president of Samford University in Birmingham, AL for 15 years and president of Ouachita Baptist University in Arkadelphia, Ark. for eight years. In addition to his tenure as president, Dr. Westmoreland also taught political science, served on charity boards, and is an accomplished author and speaker.

Dr. Westmoreland was the 2022 Eileen Tosney Award for Career Leadership in Higher Education honoree, the highest individual recognition provided by the American Association of University Administrators. He is the past Chair of the Board of Trustees for the Southern Association of Colleges and Schools Commission on Colleges, which oversees accreditation for approximately 800 colleges and universities from Virginia to Texas.

Dr. Westmoreland holds an undergraduate degree in political science from Ouachita Baptist University, a graduate degree in political science from the University of Arkansas at Fayetteville and an Ed.D. in higher education administration from the University of Arkansas at Little Rock.

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Dr. Westmoreland is an accomplished leader in higher education. Having dedicated his professional life to Christian-related institutions, Dr. Westmoreland's educational credentials, executive search experience and personal faith uniquely equip him to speak into the following topics:

Biblical leadership:

- Principles of Christian leadership
- Leadership lessons from the greatest leader of all time

University leadership:

- How current social and political pressures impact Christian colleges and universities
- The need for focused Christian leadership in the face of cultural shifts
- The difficulties that come with academic leadership and the traits required for success – both intellectual and spiritual
- How burnout is impacting faculty, staff and students at colleges and universities
- The transition to remote learning, low enrollment and other factors contributing to additional stress on college presidents
- Trends across higher education
- State of the higher education landscape
- Leadership during the accreditation process and the current challenges facing accrediting bodies

General Leadership:

- Why the right fit matters in leadership
- What leaders are saying about their own burnout levels
- Most important qualities of an executive-level leader
- How to effectively articulate mission
- How to lead in times of crises

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JOB MARKET:

- What college presidents and boards can do to prepare for successful leadership transitions
- How the volatile economy might impact searches for key university leadership
- The unique factors related to executive searches for mission-driven, Christian institutions

JOB SEARCH PROCESS:

- What college presidents and boards can do to prepare for successful leadership transitions
- How the volatile economy might impact searches for key university leadership
- The unique factors related to executive searches for mission-driven, Christian institutions

UNIVERSITY CRISIS MANAGEMENT:

- The unique challenges faced by academic institutions at this time
- Budget issues related to lower enrollment, fewer endowments and an uncertain economy
- Issues related to student deaths, student suicides, mental health of students and faculty
- Issues related to lawsuits challenging religious exemptions to Title IX

- What are some of the key principles of leadership in the changing higher education landscape?
- What are some of the new trends you're seeing in higher education and what impact does that have on the future of Christian colleges and universities?
- What are the unique challenges faced by academic institutions at this time?
- What difficulties accompany positions of academic leadership?
- What are the traits required for success as an academic leader - both intellectual and spiritual?
- How is FaithSearch Partners bringing a biblical mission to the executive search industry?
- Why is mission-driven leadership important?
- What is FaithSearch Partners' 3-step process and why is this valuable to its clients?
- How is FaithSearch Partners uniquely positioned to conduct executive searches in the higher education space?
- How has the executive search firm industry changed since the founding of FaithSearch Partners?
- How is FaithSearch Partners poised for continued growth and success at this time?

Dean Kato, Board Chair, Seattle Pacific University

Our experience with FaithSearch Partners is unmatched. I have experience in past university searches with other search firms, but in the faith-based space, FaithSearch Partners far exceeds expectations. Their team's process is innovative, extremely efficient and effective. They are also stellar in their research and data gathering. The team includes people with leadership and university president experience; there is nothing that can match the "been there" of actual hands-on experience. We will be working with FaithSearch Partners again in the future.

David Jimenez, Southern Adventist University

Ed Fry and FaithSearch kept us on track and produced a great slate of candidates for our interviews. I was impressed by how quickly the FaithSearch team adjusted to meet our changing needs and want to express my sincere gratitude for a job very well done.

Sister Susan Francois, Sisters of St. Joseph of Peace

We reached out to FSP to help us hire a dynamic qualified financial professional to be our first full-time Chief Financial Officer. They understood our desire to hire someone who was also a values match for our faith-based organization. In the end, FSP found the perfect CFO candidate for us who was able to hit the ground running and fit right into our organization. I would highly recommend FaithSearch Partners!

Dr. Ryan Berens, Cypress Christian School

FSP was great from start to finish. They connected me with a job and a school that I would not have otherwise found on my own. Bryan and his team identified me as a candidate and were there every step of the way from the first call to the signing of my new contract. FSP works not to fill jobs, but to match candidates to situations that are great for both sides. My family and I couldn't be happier with our new school and it would not have been possible without FSP.

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Ruth Liu, Southern Adventist University

I am grateful for Ed Fry and FaithSearch for seamlessly navigating us through the search process. Just four months ago when we first met, I had serious doubts about identifying a candidate in such a compressed timeframe. But with God's blessings and an astute committee guided by the professional expertise of FaithSearch Partners, we now have the best candidate who has accepted the invitation!

Dr. Jeffrey Potts, Cypress Christian School

We continue to turn to FaithSearch for our executive recruiting needs based on results. FaithSearch has consistently delivered top level talent who fit our organizational culture. Without FaithSearch our organization would not be the same.