

# ASPEN • LEADERSHIP • GROUP

**INTERIM SENIOR VICE PRESIDENT FOR DEVELOPMENT AND ALUMNI RELATIONS**

**EMBRY-RIDDLE AERONAUTICAL UNIVERSITY**

**Daytona Beach, Florida**

<http://erau.edu>



## **THE OPPORTUNITY**

Embry-Riddle Aeronautical University is seeking an Interim Senior Vice President for Development and Alumni Relations who will report directly to the Interim President and Chief Executive Officer in Daytona Beach, Florida. The Interim Senior Vice President will have strategic oversight of development activities across the entire Embry-Riddle organization (University Administration, Florida, Arizona, and Worldwide Campuses), serve on the President's Cabinet, and collaborate closely with the Board of Trustees. The ideal candidate will have experience in strategic and campaign planning, a record of accomplishment in working closely with board and administrative leaders to affect transformative growth in fundraising, and a personal and/or professional interest in STEM education and the sciences.

The interim position is expected to last a minimum of six months, while a presidential search is underway. The interim candidate may then apply for the permanent role if desired; interest in the permanent role is not required for consideration for the interim role.

## **PREPARING FOR THE CENTENNIAL**

Embry-Riddle is enjoying dynamic enrollment growth and academic success. With increased emphasis on leading-edge applied research, Embry-Riddle has seen significant gains in degree program offerings, faculty/staff development, and national visibility. The University and its programs are consistently ranked among the best by US News and World Report and by PayScale.com for top return on investment. Embry-Riddle Aeronautical University prides itself in providing the best quality work environment, benefit opportunities, and attractive compensation packages.

Embry-Riddle's long and prestigious history was built on a bold vision, tolerance for risk, and responsiveness to a dynamic industry—all of which contributed to the strong position the University enjoys today. Barnstormer John Paul Riddle and businessman T. Higbee Embry laid the foundation for that vision, which has produced more than 125,000 alumni (<http://alumni.erau.edu/s/867/index.aspx>) and drives innovation across the aerospace industries and beyond.

Now in its 90<sup>th</sup> year ([erau.edu/90](http://erau.edu/90)), Embry-Riddle has earned the undisputed reputation as the world's leader in aviation and aerospace education offering degrees through the Ph.D. Under the leadership of the Board of Trustees (<http://www.erau.edu/administration/trustees/index.html>) and Interim President, Dr. Karen A. Holbrook (<http://www.erau.edu/administration/president/dr-holbrook-bio/index.html>), the institution has a strategic focus on philanthropy, corporate relations and alumni engagement.

As the University enters the decade leading to its 100th Anniversary, it is the perfect opportunity to envision - and ultimately reach – an unprecedented level of external support. The opportunity of the centennial is a moment for alumni, industry, students, faculty, and staff to engage with the institution and commit to sustaining the future of Embry-Riddle. The Interim SVP will also help the university capitalize on the excitement surrounding the appointment of a new president.



## EMBRY-RIDDLE AERONAUTICAL UNIVERSITY: AN OVERVIEW

### University Background

ERAU is the world's oldest, largest, and most prestigious university specializing in aviation and aerospace. It is recognized as a premier educational institution and a global leader in teaching the science, practice, and business of aviation, aerospace, and engineering.

### History

Embry-Riddle Aeronautical University was founded on December 17, 1925, exactly 22 years after the Wright Brothers' first flight, when T. Higbee Embry and John Paul Riddle formed the Embry-Riddle Company at Lunken Airport in Cincinnati, Ohio. The following spring the Company opened the Embry-Riddle Flying School.

In 1939, Riddle joined John and Isabel McKay to establish the Embry-Riddle School of Aviation. They partnered with the University of Miami to provide flight training under the Civilian Pilot Training Program, increasing the number of pilots immediately preceding World War II. Embry-Riddle had experienced a period of decline in the 1930s but was revitalized with the outbreak of World War II in Europe and an increased demand for aviators and mechanics. Allied nations sent more than 25,000 young men to Embry-Riddle's Florida centers to become pilots and aviation technicians.

Following World War II, the Embry-Riddle Aeronautical Institute (ERAI) continued the business of training pilots. Despite enduring financial hardship, the school continued to operate out of Miami. In 1963, Jack R. Hunt was named the first president of the ERAI. Under his leadership, Embry-Riddle continued to train pilots and mechanics in Miami. In 1965, President Hunt consolidated Embry-Riddle's flight training, ground school, and technical training programs in one location and moved the campus to Daytona Beach, Florida, signaling the rebirth of Embry-Riddle and the start of its journey to world-class status. Within three years of the move, the institution was accredited by the Commission on Colleges of the Southern Association of

Colleges and Schools. Two years later, in 1970, Embry-Riddle gained University status and was renamed Embry-Riddle Aeronautical University.

President Hunt was responsible for beginning the expansion of Embry-Riddle when he purchased a 510-acre site in Prescott, Arizona to establish the University's western campus in 1978.

Check out more about ERAU's history on this interactive timeline: <http://lift.erau.edu/through-the-decades/>.

### **Organizational Structure**

Embry-Riddle is organized into three campuses led by Chancellors, with oversight from the President and university administration (located on the Daytona Beach Campus). Residential campuses in Daytona Beach, Florida, and Prescott, Arizona, provide education in a traditional setting, while the Worldwide Campus provides instruction to off-campus students, through more than 125 centers in the United States, Europe, Asia, and South America, and through online learning. The university offers more than 80 programs through the Ph.D. level, and combined annual enrollment for all campuses is more than 30,000.

Dr. Karen A. Holbrook currently serves as Interim President and CEO. The president's cabinet (<http://www.erau.edu/administration/president/senior-leadership/index.html>) consists of 10 academic and administrative leaders including the new SVP for Development and Alumni Relations.



### **Embry-Riddle Aeronautical University Today**

Embry-Riddle is a not-for-profit, non-sectarian, coeducational private university with a total annual operating budget of approximately \$375 million.

The University is dedicated to education, service, knowledge discovery, and a place for the debate of scientific, technological, and social issues. ERAU remains committed to

teaching excellence that reflects creative thought and innovation, giving its students the knowledge and experience needed for personal fulfillment and professional success. Like the aviation and aerospace industry it serves, Embry-Riddle is a dynamic institution, constantly evolving to keep pace and to keep leading—and planning now—for the educational needs of those who will be future industry leaders.

Embry-Riddle is the only accredited, aviation-oriented university in the world. Utilizing a fleet of over 90 aircraft, the University serves culturally diverse students primarily motivated towards careers in aviation, aerospace, and other related fields. U.S. News & World Report, "America's Best Colleges," has ranked Embry-Riddle's Aerospace Engineering program first in the nation for 15 consecutive years, and the program is in the top 10 Best Undergraduate Engineering Programs. In 2016, Embry-Riddle received the U.S. News & World Report #1 Ranking for Best Online Undergraduate Programs.

It is the purpose of Embry-Riddle to provide a comprehensive education to prepare graduates for professional careers and responsible citizenship. The University offers over 60 degree programs. The curriculum covers the operation, engineering, research, manufacturing, marketing, and management of modern aircrafts and the systems that support them. In addition, the nation's first College of Security and Intelligence which focuses on the education of future security and intelligence professionals has been established at the Prescott, Arizona campus.

### **Daytona Beach Campus**

The Daytona Beach campus is located adjacent to the Daytona Beach International Airport where the university is developing an aerospace research park. High-technology industries in Central Florida, including the Kennedy Space Center, provide the University with an outstanding support base. The 185-acre campus serves more than 5,800 undergraduate and graduate students. The campus offers state-of-the-art facilities, including the College of Aviation building, which has air traffic control simulation and research labs and a weather center; the Advanced Flight Simulation Center; the Lehman Engineering and Technology Center; the College of Arts and Science, which houses the largest university-based research telescope in Florida; and a new Welcome Center/Administration building.

A new student union and expansion of student housing is currently underway. Check out the Daytona Campus Master Plan video below and view progress on the new student union here:

<http://sites.erau.edu/studentunion/>.

Intercollegiate athletics in Daytona Beach sponsors 17 intercollegiate sports (baseball; men's and women's basketball; men's and women's cross country; men's and women's golf; men's and women's soccer; softball; men's and women's tennis; men's and women's indoor track; men's and women's outdoor track; women's volleyball) and a co-ed cheerleading team. The Eagles have been accepted into the NCAA Division II membership and compete in The Sunshine State Conference.

### **NextGen**

Embry-Riddle's Daytona Beach, Florida campus is located next to Daytona Beach International Airport, the location of the NextGen Test Bed—the test bed for the FAA's Next Generation Air Transportation System. The National Airspace System is addressing the nation's need for increased airspace capacity and efficiency. The intended results of this effort include a reduction in fuel consumption, carbon emissions, noise footprint, and travel time— and will directly benefit consumers. Because of its reputation, experience, resources, and expertise, ERAU is well equipped to evaluate the integration of existing and emerging technologies to create a seamless system in which aircraft, airlines, airports, and the Federal Aviation Administration (FAA) share a unified information repository and alert mechanism to enhance safety, security, and efficiency.

ERAU's simulation and modeling experience includes airports, air space, and logistical operations. The University's capacity to test and evaluate next-generation aviation and air-traffic management ideas, approaches, and technologies will support the expansion of the nation's air transportation infrastructure and capacity.



### **Prescott Campus**

The University's, "mile-high" western campus is located in Prescott, Arizona, north of Phoenix and a day trip away from Las Vegas, the Grand Canyon, and picturesque Sedona. Nestled in the scenic Bradshaw Mountains, the high-desert climate offers exceptional flying conditions, with nearly 300 days of sunshine a year. The Prescott Campus is located on 539 acres of scenic western

terrain, with campus life for over 2,200 students centered in a one-mile area that includes academic, residential, and recreational resources.

The campus strives for academic excellence with the average GPA and standardized test scores for its incoming class being the highest of any institution of higher learning in the State of Arizona. Also, the Prescott campus has been ranked by Affordable Colleges Online in the top one percent of U.S. private colleges whose students earn a \$1 million return on their educational investment. State-of-the-art facilities include the Aerospace Experimentation and Fabrication Building, the Global Security and Intelligence Studies Operations Center, and the Robertson Aviation Safety Center Accident Investigation Lab. Fixed-wing and rotary-wing flight training is conducted nearby at the Prescott Love Field Municipal Airport. Nineteen bachelor's degree and two master's degree programs are offered through four colleges, including the only College of Security and Intelligence in the nation. A new STEM Education building and expansion of student housing is underway. Intercollegiate athletics in Prescott sponsors 10 intercollegiate sports (men's basketball; men's and women's soccer; men's and women's cross country; women's volleyball; wrestling; men's and women's golf; softball). The Eagles compete in the NAIA's California Pacific Conference.

### **Embry-Riddle Worldwide**

Embry-Riddle Worldwide offers undergraduate degrees, graduate degrees, and certificate programs via traditional classroom presentation and online. Classroom courses are available at more than more than 125 locations worldwide. Flexible class times accommodate the needs of students who are employed. Online programs (<http://worldwide.erau.edu/online/index.html>) serve students whose schedules or geographic locations prevent them from attending classes at a residential campus or a Worldwide location. These diverse and dynamic programs support and connect students in a virtual learning community through Web-based support groups, e-mail discussions, and other online forums. ERAU Worldwide also offers Professional Education Programs to promote continuing education across the aerospace and related industries. See more here: <http://worldwide.erau.edu/newsroom/spotlights/why-worldwide.html>.

### **Embry-Riddle - Asia**

To extend Embry-Riddle Aeronautical University's opportunity for delivering higher education and research in aviation and aerospace in key countries of the Asia Pacific Region, ERAU – Asia was founded in 2010. The University offers degree programs through partnerships in Singapore – a global aerospace hub.

In association with the Singapore Aviation Academy (SAA), Embry-Riddle offers part-time, blended delivery graduate programs specifically for working professionals. Embry-Riddle's newest partnership with ERC Institute enables Embry-Riddle to offer part-time and full-time undergraduate degrees to students looking to earn their bachelor's degree both while working or before entering the workforce. The partnership with ERC Institute also enable Embry-Riddle to bring international students from the surrounding region to Singapore to earn a degree. Enrollment currently stands around 500 students with an accelerating growth profile. For more information check out the prospectus ([http://issuu.com/embry-riddle/docs/erau\\_asia?e=5248679/2720370](http://issuu.com/embry-riddle/docs/erau_asia?e=5248679/2720370)) and video

(<https://www.youtube.com/watch?v=iORt94gE4QQ&feature=youtu.be&list=UUezWBRRUVMNDmUhFRfx58gQ>).

## **THE ROLE OF THE INTERIM SENIOR VICE PRESIDENT FOR DEVELOPMENT AND ALUMNI RELATIONS**

The Interim SVP will work directly with the president and executive team to develop innovative and strategic approaches to grow support for institutional initiatives and the endowment, ultimately ensuring the University's financial betterment. The position has responsibility for Development and Alumni Relations, overseeing a staff of approximately 30 and a divisional operating budget of more than \$1.5M.

The new interim leader is expected to be creative and entrepreneurial in helping to craft relationships that propel the University, while maintaining the utmost integrity and efficiency in adherence to fundraising standards, metrics and reporting. S/he will be expected to understand the operations of an academic



institution and the aviation/aerospace industry and proactively work with University constituents, including the Board of Trustees, advisory boards, corporate partners, and community liaisons, to forge transformational partnerships.

### **Opportunities for Leadership**

The Interim Senior Vice President will join an efficient and effective organization. The University has historically maintained a positive financial margin which has allowed for expansion of academic offerings and global operations, advancement of student services, and construction of world-class infrastructure at the campuses.

The Interim Senior Vice President for Development and Alumni Relations is expected to continue the efforts that are transforming the trajectory of Embry-Riddle Aeronautical University through increased philanthropy and external funding. The Interim SVP will be expected to provide strategic leadership, working with fellow cabinet members and academic leaders, to continue expansion efforts and build support for students preparing for rewarding careers in the aviation, aerospace, and related sectors.

### **Qualities and Qualifications**

The successful candidate will be:

- an experienced leader and development executive with appropriate industry experience, preferably in the higher education field with an institution with multiple locations or a university system;
- experienced in strategic and campaign planning;
- an individual with drive and energy and a track record of building and maintaining strong, collaborative, trusting relationships;
- knowledgeable about the aviation and aerospace industries (strongly desired);
- energetic, forward-thinking, and creative;
- a strategic visionary with sound technical skills, analytical ability, good judgment, and a strong operational focus;
- well organized and self-directed;
- intelligent and articulate and able to relate to people both within and outside ERAU;
- possessed of excellent communication skills;
- committed to promoting and enhancing diversity at all levels within the University along with uncompromising standards of excellence, complete integrity, and an ingrained sense of honesty and fairness;
- a proven, decisive, highly skilled manager, collaborative in management style, respectful of alternative points of view, and able to create a collegial environment; and
- a mentor to staff with an ability to build and lead high performing teams.

The successful candidate will possess a bachelor's degree with more than 10 years of senior management experience; preference will be given to those with advanced degrees.

## KEY COLLEAGUES



**Dr. Karen A. Holbrook**  
**Interim President**

Karen A. Holbrook, Ph.D. became Interim President of Embry-Riddle Aeronautical University on April 18, 2016. She is a higher education consultant and until recently the Senior Advisor to the President at the University of South Florida, where she also served as the Senior Vice President for Research and Innovation then Senior Vice President for Global Affairs and International Research.

Dr. Holbrook served as the President of The Ohio State University from 2002-2007 and was previously the Senior Vice President for Academic Affairs and Provost at the University of Georgia; Vice President for Research and Dean of the Graduate School at the University of Florida; and Associate Dean for Research and Professor of Biological Structure and Medicine at the University of Washington School of Medicine. She has served on the boards of the American Association for the Advancement of Science (AAAS), the Association of American Medical Colleges (AAMC), the American Council of Education (ACE), the National Association of State Universities and Land-Grant Colleges (now APLU), the Association of American Universities (AAU), the Council of Graduate Schools (CGS) and the Accreditation Council for Graduate Medical Education (ACGME), among others.

Dr. Holbrook has also participated on advisory panels and councils for the National Institutes of Health (NIH) and was a member of the Advisory Committee to the immediate past Director of the NIH (Elias Zerhouni). She currently serves on the boards of the Institute of International Education (IIE), CRDF Global, Bio-Techne, King Abdullah University of Science and Technology (KAUST), and is the past board chair for Oak Ridge Associated Universities (ORAU). She is on the Board of Trustees for Embry-Riddle Aeronautical University and KAUST.

Earlier in her career, Dr. Holbrook was a biomedical researcher and NIH MERIT Award investigator. She earned bachelor's and master's degrees in zoology at the University of Wisconsin in Madison and a doctorate in biological structure at the University of Washington School of Medicine, where she served as a postdoctoral fellow in dermatology, faculty member and research administrator.

She is married to Jim Holbrook, a physical oceanographer who spent his career with NOAA at Pacific Marine Environmental Lab in Seattle, Wash., and in Washington, D.C. They have one married son, James, who is the Senior Art Director and Producer for ABC World News in New York City.



**Mori Hosseini**  
**Chairman of the Board**  
**Chairman and CEO, ICI Homes (Intervest Construction, Inc.)**

Mr. Mori Hosseini was elected to the Embry-Riddle Board of Trustees in April 1999. Hosseini serves as Chairman of the Board of Trustees and is Chair of the Committee on Trustees, Executive, and the Facilities and Capital Planning committees. Hosseini is also a member of the Compensation committee.

Hosseini is Chairman and CEO of ICI Homes, one of Florida's largest residential homebuilder/developers. Born in Iran, Hosseini was primarily educated in London, England, where he received a degree in Aeronautical Engineering from Chelsea College of Aeronautical Engineering. He then attended Embry-

Riddle Aeronautical University where he received both a Bachelor of Science Degree in Aeronautical Studies and Master of Business Administration.

Hosseini founded ICI Homes in 1980. Consistently ranked by Builder Magazine among the nation's Top 100 homebuilders, ICI Homes has built thousands of homes in most major Florida markets including the counties of Volusia (corporate office headquarters), Flagler, St. Johns, Duval, Nassau, Seminole, Orange, Osceola, and Brevard. In addition to land development and homebuilding operations, Hosseini is involved in many other enterprises throughout Florida including a lumber company, a title insurance company, and a utility company.

Hosseini serves on several corporate, civic and public boards and associations. His affiliations include Board of Governors, State University System of Florida, Vice Chairman of the Board and Chairman of the Appointments Committee; Board of Directors, International Speedway Corporation; Board of Trustees, Embry-Riddle Aeronautical University, Chairman of the Board and Chairman of the Committee on Trustees and Chairman of the Committee on Facilities and Capital Planning; Chairman of the Board, Allstar Building Materials; and Chairman of the Board, Southern Title Family of Companies.

Recognized for his countless professional, industry, civic and personal contributions to the community and the nation, many honors have been bestowed upon Hosseini. Hosseini, his wife and three daughters are longtime residents of Ormond Beach, Florida.



**Jim Henderson**

**Vice-Chairman of the Board**

**Chairman and Chief Executive Officer, Assured-Partners, Inc.**

Mr. Jim Henderson was elected to the Board of Trustees of Embry-Riddle Aeronautical University in February 2003. Henderson serves as Vice-Chairman of the Board of Trustees and is Chair of the Compensation committee. He is co-chair of the Development Committee and also a member of the Committee on Trustees, Audit, Executive, Investment, Facilities and Capital Planning, and Finance committees.

Led by Henderson as Chairman and Chief Executive Officer, Assured-Partners, Inc. is a private equity firm specializing in investments in property and casualty, and employee benefits brokerage firms. Assured-Partners, Inc. is based in Lake Mary, Florida.

Previously, Henderson served as Vice Chairman and Chief Operating Officer of Brown & Brown and was responsible for its regional Company's Services and Brokerage divisions. Henderson joined Brown & Brown as Chief Financial Officer in 1985. Henderson served as a member of Brown & Brown's Board of Directors, and on the company's Executive and Acquisition Committees. In addition to his myriad of managerial responsibilities, he personally maintained a portfolio of commercial accounts that generate in excess of \$1,000,000 in revenue annually.

A graduate of Florida State University, BS and BA Accounting, he was an Audit Supervisor with Ernst & Whinney and then Senior Vice President and Treasurer of the Ormond Reinsurance Group. He has earned the Chartered Property Casualty Underwriter (CPCU) and Certified Public Accountant (CPA) designations.

Henderson serves as Co-Chairman of the Insurance Accounting & Systems Association Property & Casualty Committee, and President of the Financial Executive's Institute of Central Florida. He is also on the Board of the Florida Hurricane Catastrophe Fund and the Business School Advisory Board of Stetson University. On the civic side, Henderson's involvement has included Director of the United Way of Volusia



County, Board of Directors – Ronald McDonald House, and he is a former Outstanding Jaycee of the Orlando Jaycees.



**Joseph Martin**

**Treasurer, Board of Trustees**

**Office of the Chairman and Vice Chairman of the Board**

**Fairchild Semiconductor International, Inc. (Retired)**

Mr. Joseph Martin was elected to the Board of Trustees for Embry-Riddle Aeronautical University in April of 2005. He currently serves as the Chair for the Finance Committee, Co-Chair of the Development Committee, Vice Chair of the Investment Committee, and member of the Trustees, Audit, Executive, and Facilities and Capital Planning committees.

Martin holds a B.S. in Aeronautics from Embry-Riddle Aeronautical University and an M.B.A. from the University of Maine. He was a member of the student senate while at ERAU, Sr. Class President, President of Alpha Eta Rho Fraternity, and student commencement speaker. In 2003, Martin was invited back to be the commencement speaker at the Daytona Beach graduation where he received the Distinguished Speaker Award.

Martin is currently Chairman of the Board at Brooks Automation and has been a director of the company since June 2001. He is also a member of the board of Soitec, Inc., a manufacturer of SOI wafers, since 2004, and Collectors Universe, Incorporated, an authentication services company, since 2014. Martin was previously a member of the board of directors of ChipPAC, Incorporated, a contract semiconductor assembly and test company, from 1999-2002, and SynQor, Incorporated, a manufacturer of power solutions, from 2002-2014.

In June 2006, Martin retired as Co-Chairman and Vice Chairman of the Board of Directors, of Fairchild Semiconductor Corporation, a global supplier of power semiconductors. While there, he was one of the two executives that led the spinout of Fairchild Semiconductor from National Semiconductor Corp, and he served as Fairchild's Executive Vice President and Chief Financial Officer from 1997-2003. In 2002 he was named by CFO Magazine as CFO of the Year for his turnaround success at Fairchild. Prior to the Fairchild spinout, Martin was the Vice President of Finance, Worldwide Operations, for National Semiconductor, from 1989-1997, with responsibilities for all operating divisions, manufacturing sites, and corporate financial planning. Previously, Martin was Senior Vice President and Chief Financial Officer and co-founder of VTC Incorporated from 1984-1989.

Martin is a former helicopter pilot and captain in the United States Army, where he served for six years including two tours of duty in the Republic of Vietnam. He holds numerous awards to include the Distinguished Flying Cross, Purple Heart, two Bronze Stars, twenty-two Air Medals, Army Commendation Medal, and Vietnamese Cross of Gallantry.

Martin and his wife Cathy reside in Cumberland Foreside, Maine and have five grown children, the youngest being a graduate student at George Washington's Elliott School.



**David O'Maley**  
**Chairman Emeritus**

**Retired President and Chief Executive Officer**

**The Ohio National Life Insurance Company, Ohio National Financial Services**

Mr. David O'Maley was elected to the Board of Trustees for Embry-Riddle Aeronautical University in March 2014. He currently serves on the Development and Finance committees.

O'Maley joined The Ohio National Life Insurance Company in March, 1992 as executive vice president and chief marketing officer and was elected president and chief operating officer in 1993. He was elected to the position of chairman, president and chief executive officer in February, 1994. He retired as president and CEO effective as of December 1, 2010, but remained as Executive Chairman, until his retirement from the Board in May 2012. He was elected Chairman Emeritus in recognition of his significant leadership accomplishments which were transformational to the company.

O'Maley began his life insurance career in 1968 as an agent. He spent 24 years with Life of Virginia, serving as an agent, agency assistant manager and agency head. He transferred to the company's home office as vice president -- ordinary agencies, and was subsequently promoted to vice president -- agency operations, and senior vice president. He became chief marketing officer in 1986 and was a member of the board of directors and the executive committee. He also served as president of the company's securities broker dealer and two life insurance company subsidiaries.

A native of Long Island, New York, O'Maley received his bachelor's degree in marketing from Florida Atlantic University in Boca Raton, Florida, and a master's degree in financial services from The American College, Bryn Mawr, Pennsylvania. He has also received his Chartered Life Underwriter and Chartered Financial Consultant designations.

O'Maley also serves on the Board of Directors of U.S. Bancorp and the MDRT Foundation, as a member of the Cincinnati Business Committee, and as Director Emeritus of Bridges for a Just Community (formerly NCCJ). O'Maley has been an active community leader, having served on the boards of The Chamber of Commerce, University of Cincinnati Foundation, The Greater Cincinnati Foundation, The Midland Company, The Metropolitan Growth Alliance, University of Cincinnati Neurological Task Force, and as a board member and President of the Cincinnati Country Day School. He served as Chairman of the United Appeal Board and chaired the community wide United Way Campaign in 1996, raising over \$50,000,000 for community needs. O'Maley has served in various other community roles.

Additionally he is founder of the Tri-State Warbird Museum, where he currently serves as volunteer Chairman. Opened in the spring of 2005, this historic aviation museum is dedicated to honoring those who fought for our freedom and America's rich aviation history. The museum has the 3<sup>rd</sup> largest collection of flyable World War II aircraft.

O'Maley is married to Karen (Gregory) O'Maley, and they have three children. An active pilot, he enjoys playing golf and spending time with his family during his leisure time.

#### **Bill Hampton**

**Senior Vice President for External Relations and Chief Marketing Officer**

Bill Hampton is the Senior Vice President for External Relations & Chief Marketing Officer at Embry-Riddle Aeronautical University providing strategic leadership to expand the reach, understanding, and capabilities of Embry-Riddle internally, externally, locally, and globally.

The division currently comprises the areas of Corporate and Government Relations, Development, Alumni Relations, Marketing, Communications, and Enrollment Management with the goals of establishing strategic partnerships, entrepreneurial endeavors, philanthropic support and influencing enrollment performance. (Alumni Relations and Development will report to the Vice President once the new Vice President is named.) During more than 10 years with Embry-Riddle, Hampton has served in various roles, including Vice Chancellor for Marketing and Enrollment at the Worldwide Campus, Director of Development, and Director of International and Graduate Admissions.

An aviator since age 16, he earned a Bachelor of Science in Aviation Business Administration and a Master of Business Administration, both from Embry-Riddle. His career has been dedicated to higher education and training through the development and execution of marketing and enrollment management strategies aimed at driving interest in the fields of aeronautics, engineering, the sciences, and business.

Bill is a frequent national contributor and speaker on the power of synergizing marketing, technology, and enrollment resources to meet institutional goals. He has extensive student recruitment experience throughout North America, Europe, Asia, and the Middle East, including a three-year assignment in the United Arab Emirates with the state-owned Dubai Aerospace Enterprise and MIT's MASDAR Institute in Abu Dhabi.

#### **Dr. Richard Heist**

##### **Provost and Senior Vice President for Academic Affairs and Research**

Dr. Richard Heist was named Embry-Riddle's Provost and Senior Vice President in July 2007. He is also a professor of engineering. On Jan. 1, 2009, he was named Executive Vice President and Chief Academic Officer of the Daytona Beach Campus. In January 2012, he assumed the duties of Chancellor for the Daytona Beach Campus; and, in January 2013, he was named the Chief Academic Officer for the Daytona Beach Campus of Embry-Riddle.

At Embry-Riddle Daytona Beach, he oversees all academic, instructional, and research matters for the Colleges of Arts and Sciences, Aviation, Business, and Engineering. His responsibilities include all academic programs at the Bachelor's, Master's, and Ph.D. levels including the appointment, evaluation, management, and promotion of faculty; the evaluation and development of curricula; the growth of scholarly research; and the growth and oversight of Centers for research on the Daytona Beach campus. He also works with the Prescott and Worldwide campuses in establishing and maintaining the quality of university-wide academic activities, ensuring accreditation compliance and sound academic policies. He works with the President, other university officers, campus office directors, and faculty to provide strategic direction for the campus and the University.

Most recently, Dr. Heist was with Manhattan College in Riverdale, N.Y., where he was the Dean of the School of Engineering, Director of the Nucleation Laboratory, and a professor of chemical engineering. Before joining Manhattan College, Dr. Heist spent 26 years at the University of Rochester in Rochester, New York, where he was the Associate Dean for Graduate Studies for the College of Arts and Sciences and the School of Engineering and Applied Sciences, as well as a professor of chemical engineering and Director of the Center for Nucleation Research.

Dr. Heist has a solid record of research and scholarship in nucleation, nucleation-related phenomena, cavitation, aerosols and other ultrafine particles, and educational applications of microcomputers. In addition, Dr. Heist has received many awards for excellence in undergraduate teaching.

He holds a Ph.D. from Purdue University, where his thesis research was in the fields of Physical Chemistry and Chemical Physics, and a B.A. from Catawba College, where he majored in Chemistry.

**Dr. Randy Howard**

**Senior Vice President and Chief Financial Officer**

Dr. Randy Howard joined Embry-Riddle as Senior Vice President and Chief Financial Officer in September 2014.

During his 20-year career in the U.S. Air Force, he held a variety of positions, including Assistant Professor of Finance and Business Administration at the Naval Postgraduate School, Comptroller Squadron Commander for Ellsworth Air Force Base, Senior Financial Economist for the Deputy Assistant Secretary of the Air Force for Cost and Economics, and Chief Financial Officer of the Air Force Academy.

After retiring from the Air Force in 2006, Howard joined Ball State University in Muncie, Ind., as Associate Vice President of Finance and Assistant Treasurer. Three years later he was promoted to his most recent position, Vice President for Business Affairs and Treasurer. In that role, he was involved in all the business and financial operations of the university, responsible for budgets totaling more than \$500 million. Dr. Howard supervised finance and business services, state and federal government relations, human resources, internal audit and advisory services, auxiliary services, facilities master planning, and building construction. He was also a member of the Ball State University Foundation board.

Dr. Howard holds a Ph.D. in Finance and Business Administration from the University of Georgia, an M.S. in Operations Research from the Air Force Institute of Technology, and a B.S. in Chemistry and Mathematics from Birmingham-Southern College.

**Dr. Frank Ayers**

**Chancellor, Prescott, Arizona Campus**

Dr. Frank Ayers is the Chancellor of the Prescott, Arizona campus of Embry Riddle Aeronautical University. As Chancellor, he is responsible for leading more than 2,000 students and 350 employees. He oversees a full range of academic, operational and professional activities and sets strategic direction in academics, business operations, enrollment management, academic support, financial aid and student life. His other responsibilities include leadership at the University Cabinet level, philanthropic initiatives, and external relationships with government and industry. He is a Professor of Aeronautical Science.

Previously, he was chairman of the flight training department at the University's Daytona Beach, Florida Campus. In that position, he managed a staff of 250 personnel, training more than 1,000 students annually, and flying more than 70,000 flight hours per year.

From 2003-2005, Dr. Ayers was principal investigator for the FAA Industry Training Standards (FITS) research program. In that capacity, he supervised a team of researchers at Embry-Riddle and the University of North Dakota, partnering with industry to develop scenario-based and flight training-based curricula. The FITS curriculum has been adopted by the FAA as the standard for general aviation training in the United States. For his efforts, Dr. Ayers was named the recipient of the University Aviation Association's 2005 Frank E. Sorenson Award, for "the professional educator who has made substantial contributions to the field of aviation research and scholarship."

**Dr. Tim Brady****Interim Chancellor, Daytona Beach Campus**

With more than 30 years of experience in higher education, administration and teaching, Dr. Tim Brady saw active duty with the U.S. Air Force from 1958 to 1980 as a pilot and was twice decorated with the Distinguished Flying Cross in addition to several air medals.

Before joining Embry-Riddle, he was chairman of the aviation department at Central Missouri State University and dean of Institutional Advancement and External Programs at Parks College of St. Louis University.

Among his many accomplishments, Dr. Brady is the only person to serve as president of both the University Aviation Association and the Aviation Accreditation Board International, and he led Embry-Riddle in the development of the first Ph.D. in Aviation program in the United States. He has been called on to represent the national collegiate flight training community at crucial times in the evolution of training technologies, education pedagogy, and regulatory practice. Through testimony to Congress, participation in FAA aviation rule-making committees and outreach to colleagues, he has illuminated the issues surrounding the preparation of first officer aspirants for aviation careers.

Dr. Brady holds a Ph.D. in education from St. Louis University, an M.S. in management from Abilene Christian University and a B.S. in social science from Troy State University.

**Dr. John R. Watret****Chancellor, Worldwide Campus**

Dr. John R. Watret served as Interim President of Embry-Riddle from June 2015 – April 2016, after acting as Senior Vice President and Chief Operating Officer. As Senior Vice President and Chief Operating Officer, Watret provided leadership for all operational aspects of the Daytona Beach, Prescott, and Worldwide campuses, as well as Information Technology, Institutional Research, Strategic Planning and Analysis, and the Singapore Campus.

Originally appointed Chancellor in 2011, Dr. Watret was reappointed Chancellor of the Worldwide Campus in May 2016, 2010. As Chancellor, he oversaw all academic and operational functions of the campus, which is composed of more than 150 classroom locations in the United States and internationally, and which provides services for more than 23,000 students annually through both traditional and online instruction.

Dr. Watret joined Embry-Riddle in 1989 and over the years has held several management and faculty positions at the Daytona Beach campus, including associate provost, associate chancellor, associate dean of academics, and full professor of mathematics. In the early 1990s, he took a brief leave of absence to serve as head of the department of mathematics for Texas A&M's branch campus in northern Japan. In 2006, Dr. Watret became the associate vice president and chief academic officer for the Worldwide Campus.

During his tenure as a faculty member in the mathematics department, Dr. Watret was known as a dedicated and skilled instructor and was recognized by his peers with Embry-Riddle's Outstanding Teaching Award in 1996. He has authored several publications and participated as a lead faculty member, developing the Integrated Curriculum in Engineering (ICE) program through a grant from the Boeing Company.

Dr. Watret continues to be active both nationally and internationally in the aviation industry and serves as a board member for the UF Online Campus as appointed by the Florida Board of Governors. He has also served as a member of an onsite re-affirmation visiting team for the Southern Association of Colleges and



Schools (SACS). Additionally, Dr. Watret serves as Chairman of the Board of Directors for Embry-Riddle Aeronautical University-Asia, Ltd. in Singapore and is a Fellow of the Royal Aeronautical Society (FRAeS).

Dr. Watret holds a Ph.D. in Mathematics and an M.S. in Mathematics, both from Texas A&M University, as well as a B.Sc. in Mathematics (honors) from Heriot-Watt University, Edinburgh, Scotland. He also has a private pilot's license.

### **Rodney Cruise**

#### **Vice President for Administration and Planning**

Rodney Cruise joined ERAU in March of 2013. He provides leadership and direction for Institutional Efficiency, and Facilities and Capital Planning Departments at the University Administration level. He also supports Plant Operations, Housing Operation and Campus Safety for the Daytona Beach Campus. Rodney joined ERAU from Sodexo, where he held multiple leadership positions. His last role with Sodexo was Vice President of Business Development. During his tenure with Sodexo, he served on multiple national and international teams that included complex efficiency and IT projects. He also served as the National Chairperson for the Sodexo Organization of Latinos and supported multiple diversity initiatives.

Locally, Rodney has served on the board of Halifax Habitat for Humanity. During his tenure on the board, he was recognized as Board Member of the Year and Volunteer of the Year. He currently serves on the Board of Directors of the Daytona Beach Area Chamber of Commerce.

Additionally, Rodney was recognized in 2011 as Outstanding Adult Volunteer of the Year by the United Way of Volusia and Flagler County. He also was presented the Community Legacy Award in 2013 by the Community Foundation of Volusia and Flagler.

### **Becky L. Vasquez**

#### **Chief Information Officer**

Becky L. Vasquez was named Chief Information Officer in August 2014. Vasquez has been with the University for seventeen years in various technology leadership positions, including the role of Chief Technology Officer for the Worldwide Campus.

Vasquez is responsible for the overall technology vision, mission, and strategy for the University. She has almost two decades of experience in the field of information technology and has expertise in instructional technologies, enterprise computing, and research support. A service oriented technologist, Vasquez has become a champion for using systems effectively and effortlessly. She has been the thought leader for high-level and innovative initiatives such as the learning management system, portal, and a one of a kind Embry-Riddle developed virtual crash investigation lab.

Vasquez has been a member of educational software corporation advisory boards and regularly participates in industry wide activities that support the community and advancement of technology in education. On behalf of the University and in recognition of EagleVision, the live virtual classroom, she received a "CIO 100 Award" from CIO Magazine in 2009.

### **Brandon Young**

#### **Vice President and Chief Human Resource Officer**

Brandon Young was named Vice President and Chief Human Resource Officer in August 2013. He provides leadership and strategic direction for the operations of the university Human Resources team that supports over 3,000 employees throughout the United States, Europe, and Asia.

Young has been with Embry-Riddle since 1998. His career at the university began in the Daytona Beach Financial Aid office and led him to Human Resources in 2000, where he held various roles, including Manager of Employee Relations, Executive Director, and Associate Vice President. He is also an adjunct professor for the College of Business at both the Daytona Beach and Worldwide Campuses. Young holds a B.S. in Accounting, a Master of Business Administration from the University of Central Florida, and has a Professional in Human Resources (PHR) certification from the Human Resources Certification Institute.

He is very involved in the community and advancing the Human Resources profession. He serves as Vice Mayor for the City of South Daytona, the Board of Regents for the Duvall Home in DeLand, the Board of Directors for One Voice of Volusia, the Board of Directors for Junior Achievement of Volusia County, and is a Past President of the Volusia/Flagler Society for Human Resource Management. He is a graduate of Leadership Daytona, Class XXX, and was named one of the area's "Young Professionals of the Year in 2008" by the *Volusia/Flagler Business Journal*.

### DAYTONA BEACH

Daytona Beach has so much to offer its residents and visitors. Some 61,000 residents and 8 million annual visitors enjoy moderate weather, quality educational choices, exceptional recreational activities for children and adults, exciting sporting venues, an active arts community and, of course, one of the most beautiful, family-friendly beaches in Florida.



In addition to these assets, Daytona Beach is a growing, vibrant city. It is internationally known for its beach and its automobile racing roots but it has so much more to offer, such as, historical properties, an aggressive redevelopment strategy, exciting residential and economic development opportunities and thriving business establishments.



Daytona Beach is more than just a beach destination. You can watch NASCAR racing at the Daytona International Speedway, motorcycle racing, go kart racing, go deep sea fishing, play championship golf, enjoy world class dining, shop till you drop at great specialty shops, visit museums, enjoy professional sports and entertainment, go to the theater, and then you just might want to take a short drive to some of Florida's other large attractions.

To learn more about the Greater Daytona Beach area and all it has to offer, please visit the Daytona Regional Chamber of Commerce website (<http://www.daytonachamber.com/>).

## PROCEDURE FOR CANDIDACY

Inquiries, nominations, and applications are invited. Interested individuals should submit a letter describing their interest in and qualifications for the position within the context of the themes in this leadership profile, together with a résumé or contact Ron Schiller at [ronschiller@aspenleadershipgroup.com](mailto:ronschiller@aspenleadershipgroup.com).

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*All inquiries will be held in confidence.*

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