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# Kansas State University College of Veterinary Medicine

## Tenure or Clinical Track Faculty Position in Ophthalmology Position Description



# The Opportunity

The Department of Clinical Sciences, College of Veterinary Medicine at Kansas State University, invites applications and nominations for a clinical or tenure-track faculty position in ophthalmology.

Kansas State College of Veterinary Medicine is committed to offering an unprecedented faculty package to individuals dedicated to training veterinary students and residents who seek a unique opportunity to become an integral member of a strong team. They are willing to provide flexibility to help candidates meet their career goals. The start-up, consultation, and benefits package will be very competitive. Salary will be commensurate with the applicant's experience and qualifications.

The service area has three dedicated exam rooms, a large multipurpose conference room, and a state-of-the-art, newly remodeled ophthalmology surgery suite. Current equipment includes a Zeiss operating microscope, an Alexos 3 peristaltic phacoemulsification unit, an Iridex diode laser for endoscopic or transscleral cyclophotocoagulation and retinopexy, a Frigitrionics liquid-nitrogen cryosurgery unit, a RETIport 3S electroretinography system, an Ultraview XL Ultrasound imaging system and an ultrasound biomicroscope, a Heidelberg HRT2 RCM confocal microscope, and a fluorophotometer.

The Veterinary Health Center at Kansas State University is supported by board-certified faculty in large and small animal medicine and surgery, anesthesiology, dermatology, oncology (medical and radiation), zoological/exotics medicine and surgery, and diagnostic imaging.

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## Responsibilities and Core Duties

Directed clinical service will include delivery of ophthalmology services to small, large, and exotic animal patients in the Veterinary Health Center. Teaching responsibilities include instructing veterinary students and interns during clinical rounds and didactic lectures. Opportunities exist for collaboration across a broad range of basic and clinical sciences within the College of Veterinary Medicine.

### Required Qualifications

- › Applicants must hold a DVM or equivalent degree, be ACVO board certified, or be eligible to take the certifying examination.
- › Competence in medical and surgical management of veterinary ophthalmology patients is required.

### Preferred Qualifications

- › Advanced clinical training and/or advanced academic degree is preferred.



About  
The College of  
Veterinary  
Medicine

# The College of Veterinary Medicine

The Kansas State University College of Veterinary Medicine is dedicated to scholarship through innovation and excellence in teaching, research, and service, promoting animal and human health for the public good. They are committed to creating an environment that is fulfilling and rewarding, characterized by good communication, productive collaboration, mutual respect, integrity, and honesty.

The college is positioned as a leading infectious disease research hub because of its central location within a unique network of agricultural stakeholders, including the USDA's National Bio- and Agro-Defense Facility (NBAF) and Center for Grain and Animal Health Research (CGAHR), the Kansas Department of Agriculture, and animal health industry partners. This strong ecosystem, combined with the college's centers, faculty, and students, facilitates collaboration and strengthens the land-grant university's mission to combat animal and zoonotic diseases.

To carry out its mission, the college's nationally recognized instructional and research programs provide the highest standards of professional education. A rich, varied, and extensive agricultural program in the area surrounding the college, a city with many pets and a zoo, and referrals from surrounding states provide a wealth of clinical material for professional education in veterinary medicine.

The College of Veterinary Medicine prides itself on a rich [history](#) of tradition and innovation. Kansas State University is one of the oldest veterinary colleges in the United States to grant the Doctor of Veterinary Medicine degree. Established in 1905, the College of Veterinary Medicine has built on the university's reputation for excellence.

Today, more than 8,000 men and women have been granted the Doctor of Veterinary Medicine degree. The pass rate for K-State graduates on the North American Veterinary Licensing Examination for the class of 2025 was 97 percent. Alumni and friends give more than \$19M on average to the College, and the endowment exceeds \$ 66 M.

## Mission

Kansas State University College of Veterinary Medicine is dedicated to the advancement of the health and welfare of animals, people, the environment, and the veterinary profession through excellence in teaching, research, service, and outreach.

They are committed to a professional degree program with broad training opportunities across a comprehensive range of companion and exotic animals and livestock species, and focus on initiatives addressing important societal needs at a local, national, and global level.

## Vision

Exceptional teaching. Impactful research.

Outstanding service.

Extraordinary graduates



## The Department of Clinical Sciences

The Department of Clinical Sciences' (DCS) mission is to discover, apply, and disseminate knowledge in veterinary medicine. The department's goal is to provide quality veterinary medical education and postgraduate training, to offer cutting-edge diagnostic and therapeutic services, and to advance the science of veterinary medicine through basic and applied research.

Faculty of the Clinical Sciences Department are responsible for the majority of classes and clinical rotations during the third and fourth years of the DVM curriculum, as well as clinical subjects and clinical skills courses in the 1st and 2<sup>nd</sup> year. As students matriculate through the program, they enroll in more clinically based material that includes both lecture and clinical laboratory activities. The primary goal of the Clinical Sciences Department is to support the clinical training of veterinary students during the third and fourth years of the CVM curriculum.

As a Land-Grant institution, K-State provides clinical services, veterinary education, and scientific discovery that enhances knowledge and productivity in Kansas. The Department of Clinical Sciences has a broad and diverse faculty that approaches these various disciplines with breadth and depth of expertise. The DCS faculty work with students, animal owners, producers, and various members of the local and agricultural communities who benefit from the College's services. Education and service are fundamental to their existence, and they take that responsibility very seriously.

Through the educational process, faculty in the DCS apply the concepts and instruments of discovery to provide state-of-the-art clinical and diagnostic services to benefit animal and human health. They aim to remain tightly aligned with the Veterinary Health Center at Kansas State University. Outstanding public service and student teaching are accomplished through the dedication of all members of the department, through collective thinking, and the use of innovative, effective approaches to work with students to achieve current goals while also working toward the future as leaders in the field of veterinary medicine.

KSU CVM graduates approximately 112 students annually, and each student has the opportunity to work in a field with remarkable diversity. Their mission is to enable each student to achieve their goals using the tools and principles they learned as students at Kansas State University. Approximately 70 percent of our graduates enter general veterinary practice, while the remainder pursue advanced or alternative training after graduation. In local and global communities, graduating with a DVM from KSU CVM provides individuals with the opportunity to pursue a highly rewarding and successful career, regardless of where or how veterinary medicine is practiced.



# DVM Degree Programs

## DVM Degree Program

The Doctor of Veterinary Medicine degree is awarded following the successful completion of a minimum of 64 hours in pre-professional requirements and four years in the professional curriculum.

The Doctor of Veterinary Medicine program at the Kansas State College of Veterinary Medicine is a four-year program with three years of pre-clinical classroom instruction followed by one year of clinical training.

Students have many opportunities to hone their veterinary skills through mentorships, internships, and externships. Graduates of the doctoral program in Veterinary Medicine will: demonstrate competency in knowledge, skills, values, attitudes, aptitudes, and behaviors in the practice of medicine and surgery applicable to a broad range of species in the context of ever-changing societal expectations and life-long learning.

## Concurrent DVM/Master's and DVM/PhD Degree Programs

These programs offer students the opportunity to pursue several career options beyond the traditional DVM degree. Areas of graduate training include comparative medicine, infectious disease, clinical/production medicine, and others. Participants can pursue graduate research training at Kansas State, cooperating USDA laboratories, and other qualified academic institutions.

## Concurrent DVM Degree Certificate Programs

Certificates provide currently enrolled DVM students with the opportunity to earn additional credentials upon graduation. Certificate programs include a set of core and elective courses, demonstrated competence in clinical skills, and additional co-curricular experiences in specific professional areas. Current certificate programs include Food Animal Veterinary Medicine, Exotic Animal Medicine, Shelter Medicine, Equine Medicine, and Sustainability.

## Graduate Programs in Veterinary Medicine

The graduate programs, housed in the three departments of the college, Anatomy and Physiology, Clinical Sciences, and Diagnostic Medicine and Pathobiology, allow students to pursue classroom, laboratory, clinical, and field training in various disciplines of the biomedical sciences in veterinary and comparative medicine. Additionally, students have opportunities to interact with or work in departments and colleges across the K-State campus and Federal Research Laboratories, such as the Arthropod-Borne Animal Disease Research Unit (ABADRU), a United States Department of Agriculture (USDA) institute in Manhattan, KS, and the National Bio and Agro-Defense Facility, a biosafety level 4 research



Established in 1905, K-State's College of Veterinary Medicine is the sixth-oldest vet college in the U.S.

Nearly 8,000 men and women have been granted the Doctor of Veterinary Medicine degree.

Fully accredited by the AVMA Council on Education

NAVLE pass rates:  
92% class of 2023  
95% class of 2024  
97% class of 2025

laboratory. The broad mission of the graduate program is to provide education through research that advances animal and human health and to prepare graduates for careers in academia, animal health and allied industries, state and federal agencies, and specialized clinical practices in veterinary medicine. The graduate faculty in the college represents a broad range of basic, applied, and clinical research. The strength of the graduate program, in addition to quality, is flexibility.

## International Education

The Kansas State University College of Veterinary Medicine (CVM) provides students with opportunities to build knowledge in international veterinary medicine through teaching, mentorship, and global experiences. For international scholars, the College offers first-class clinical and research learning experiences in a uniquely friendly and welcoming environment.

The College works through partnerships and an extensive global network to deliver solutions that counter worldwide animal and public health threats.

## Veterinary Health Center

### Discover. Teach. Heal.

The [Veterinary Health Center](#) at Kansas State University is a full-service veterinary hospital that provides routine, specialty, and emergency care.

The Center provides animal health services ranging from annual wellness exams for companion animals to specialty services by board-certified veterinarians in anesthesiology, radiology, internal medicine, zoological medicine, equine, ophthalmology, oncology, dermatology, large and small animal surgery, and reproduction.

The center has served as a clinical training center for more than 100 years, with a mission to provide superior veterinary medical education, quality patient care, and exceptional customer service in a caring environment.

The center's clients expect high-quality routine healthcare to state-of-the-art therapy for the most critically ill animals.

### Small Animal Surgery Service

The Small Animal Surgery service at Kansas State University provides comprehensive surgical services and facilities for small animal patients owned by local clients and those referred from veterinarians throughout the Midwest.

Nearly 50 years after it was built, Kansas State University's Veterinary Health Center has renovated and expanded its small-animal surgery center. The construction efforts were carried out with relatively swift surgical precision thanks to a concerted team effort. The results will enhance surgical capabilities at K-State while strengthening its educational mission.

# Centers, Institutes, and Areas of Excellence

## The Beef Cattle Institute

The Beef Cattle Institute at Kansas State University leverages collaborative, multidisciplinary expertise to promote successful beef production by discovering and delivering actionable information and innovative decision-support tools.

The organization provides industry-leading tools and resources from the best and brightest in bovine veterinary medicine, cattle health, and production.

The Beef Cattle Institute team incorporates expertise from departments across the Kansas State University campus and beyond to address complex issues facing the beef industry.

Their approach integrates a variety of scientific disciplines to deliver results to veterinarians, beef producers, and participants across the beef value chain.



## Center on Biologics Development and Evaluation

The Center on Biologics Development and Evaluation (CBDE) at Kansas State University is dedicated to delivering cutting-edge services to its partners worldwide and clients across four key areas.

These areas are advancing bioprocess development for the commercialization of veterinary biologics, offering contract manufacturing services for autogenous vaccines tailored for food animals, conducting rigorous safety and efficacy evaluations of veterinary biologics, and establishing a sustainable platform for international collaboration to prevent and control transboundary animal diseases.



## Center on Emerging and Zoonotic Infectious Diseases

The Center on Emerging and Zoonotic Infectious Diseases (CEZID) focuses on four primary research projects bridging areas of excellence within the Infectious Disease programs at the KSU Colleges of Veterinary Medicine and Arts and Sciences.

CEZID research projects examine the virulence factors and host-pathogen interactions of various pathogens, using both basic and translational approaches in in vitro systems and animal models. The overarching goal of the CEZID is to advance our understanding of



emerging and zoonotic infectious diseases in the State of Kansas. Our goals are also clearly aligned with NIH's strategic plan, "Turning Discovery into Health."

Two research core facilities support the research projects and programs. An Animal Model/Pathology Core and a Molecular and Cellular Biology Core offer unique research infrastructure resources within KSU and the State of Kansas.

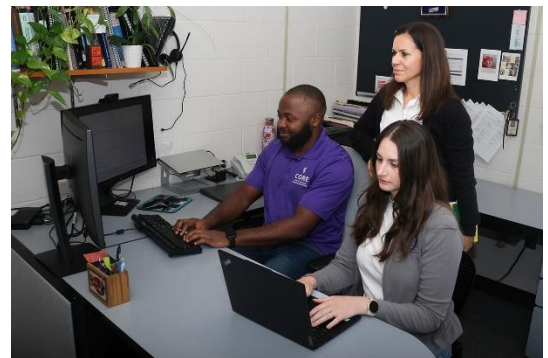
## The Center of Excellence for Emerging and Zoonotic Animal Diseases

The Center of Excellence for Emerging and Zoonotic Animal Diseases (CEEZAD) at Kansas State University, established in 2010, works to safeguard the nation's agricultural and public health sectors from high-consequence threats posed by foreign animal, emerging, and zoonotic diseases.

Its mission encompasses four key areas: developing novel, safe, and DIVA-compatible vaccines for the prevention and control of high-impact diseases; advancing technologies and platforms for laboratory and point-of-need pathogen detection; creating predictive models to anticipate disease behavior and support outbreak prevention; and providing education and training programs for students, veterinarians, first responders, and researchers in managing high-impact animal diseases and emergencies.

## Center of Excellence for Parasitic and Vector-Borne Diseases

The Center of Excellence for Parasitic and Vector-Borne Diseases (CEPVBD) at Kansas State University is an interdisciplinary research center focused on vectors (mosquitoes and ticks) and vector-borne diseases of significant importance to animal and human health. The goals of the center are to prepare K-State well to build a strong program in vector-borne diseases and to develop research programs that facilitate collaborations with the soon-to-be-established National Bio and Agro-defense Facility (NBAF) by leveraging existing K-State facilities, including the Biosecurity Research Institute (BRI).



The research goals of the center include developing investigator-initiated and multi-investigator projects focused on various vector-borne diseases of importance to human and animal health, including foreign animal diseases, with emphasis on pathogenesis, diagnosis, surveillance, vaccine development, and therapeutics. The center uses a center-based approach to promote strong collaborations among K-State faculty with shared interests. Other goals of the center include establishing a tick rearing facility, developing a network to build collaborative research involving scientists from K-State with other academic institutions from the USA and abroad, training a new generation of scientists with expertise on vector-borne diseases, developing and offering continuing education workshops, and developing

additional resources, such as a repository to maintain culture stocks of vector-borne pathogens.

## Center for Outcomes Research and Epidemiology

The Center for Outcomes Research and Epidemiology (CORE) at Kansas State University is an interdisciplinary research and training center focused on applying outcomes research and epidemiology to benefit animal and human populations.

Their collaborative team excels in population-based and quantitative approaches, enabling them to provide decision-makers with valid information grounded in sound science and data.

Their research and training programs capitalize on their expertise in epidemiology, economics, research design and implementation, data analysis and interpretation, veterinary medicine, animal agriculture, and population health management. CORE promotes excellence in experimental, observational, and research-synthesis methods and strives to enable evidence-based, data-driven decision-making.

## Midwest Institute for Comparative Stem Cell Biology

The Midwest Institute for Comparative Stem Cell Biotechnology supports the research and teaching missions of Kansas State University. The Institute provides training in stem cell biology to undergraduate, graduate, and professional students through didactic coursework, a graduate certificate program, and laboratory research.

The Institute's mission falls into three categories: stem cell research; stem cell education, including fellowships, research assistantships, and certificate programs; and public service, which includes workforce development and educational outreach.

## U.S.-China Center for Animal Health 美-中动物卫生中心

The U.S.-China Center for Animal Health (USCCA) is a Kansas State University (KSU)-based training center that enhances bilateral collaboration in veterinary education and research and assists Chinese and U.S. animal health companies in accessing the U.S. and Chinese markets, respectively.

The College of Veterinary Medicine at KSU and the Kansas City Animal Health Corridor provide the ideal location for this training platform. Because of strong and close connections with Chinese and American stakeholders, USCCA is well-versed in animal health needs in both countries.

The center advances its mission through three primary commitments: improving the DVM training system in China to meet AVMA standards by training 4–8 students annually at U.S. universities; fostering international collaboration in veterinary education and student exchange; and strengthening global public–private partnerships to support research on emerging and major infectious animal diseases.

# Veterinary Diagnostic Laboratory

## Diagnostic Solutions. Collaboration. Innovation. Research.

The KVDL is a full-service, AAVLD-accredited facility that offers a comprehensive range of diagnostic services for all species. Their [13 laboratories](#) provide diagnostic expertise in many areas from bacteriology to virology.

The mission of the Kansas Veterinary Diagnostic Laboratory (KVDL) is to develop and deliver accurate, innovative, and timely diagnostic and consultative services to the veterinary and animal health community in Kansas and the nation.

In addition, the KVDL provides an excellent environment of support for the teaching and research responsibilities of the Department of Diagnostic Medicine/Pathobiology, the College of Veterinary Medicine, and Kansas State University.

The Quality Management Program is overseen by the Director of Quality, who reports to the KVDL Director. Full accreditation status and the maintenance of a good quality system reassure our clients that the quality of their results is essential. It also allows the laboratory to focus on continuously improving testing techniques and processes.

The lab will soon get a significant upgrade that will better reflect and support its value to the state and region. The Kansas Legislature appropriated \$128 million with a \$2 million philanthropic match (already secured) to build a new state-of-the-art facility that will both expand and strengthen the Kansas Veterinary Diagnostic Laboratory's output and economic impact.

## **KVDL**

**Over 600 types  
of tests  
available**

**1 of only 32  
states with an  
accredited  
laboratory**

**Completed  
over 400,000  
individual  
tests in 2020**

**Serving all 50  
states and 52  
countries**



About  
Kansas State  
University

## About the Institution

Founded in 1863 as the nation's first operational land-grant university, Kansas State University is a Tier 1 research university with more than 20,000 students, 1,300 faculty members, 2,900 staff members and three physical campuses: the main campus in Manhattan; the K-State Salina campus, home to aviation and technology programs; and K-State Olathe, which serves the industry and workforce needs of Greater Kansas City.



K-State has nine colleges, a graduate school, and a global campus, and offers more than 400 degrees and options, from bachelor's to doctoral. K-State Research and Extension also serves the citizenry through a presence in every county in Kansas and supports research across more than 20 K-State departments. K-State has an annual budget of more than \$900 million.

K-State is known for its alumni's passion and pride. With more than 200,000 living graduates, the K-State Alumni Association has been No.1 in the Big 12 Conference for more than 25 years, based on the percentage of graduates who are members, and No. 4 among Power Five conferences. Private giving to the university is around \$221 million per year, and the KSU Foundation has an investment pool and endowment of more than \$1.072 billion. Alumni and friends gave more than \$1.1 billion in the last five years, with a Next-Gen Strategic Plan of raising \$2 billion by 2030.

The Princeton Review recognizes the university as one of the nation's best colleges. K-State has also been designated as an Innovation and Economic Prosperity University by the Association of Public and Land-grant Universities and is recognized as a Carnegie Community Engaged Institution. Commonly referred to as K-State, the university is proud of its welcoming environment.

## University Mission, Vision, and Values

The mission of Kansas State University is to foster excellent teaching, research, and service that develop the highly skilled and educated citizenry necessary to advancing the well-being of Kansas, the nation and the international community.

The vision of K-State is to lead the nation as a next-generation land-grant university – setting the standard for inspiring learning, creativity, discovery, and engagement that positively impacts society and transforms lives in Kansas and around the world. The university's values and principles of community guide how the community lives out its mission at K-State. For more information about K-State, please visit the university profile.



## Why K-State

At K-State, passion drives our purpose. Our faculty and staff are deeply committed to the meaningful impact of their work, collectively shaping the future of our next-generation land-grant university. Every employee plays a vital role in advancing our mission, touching the lives of Kansans and communities worldwide. Through our research, teaching, and service, we strive to create positive change and realize K-State's vision of becoming a leading land-grant institution.

Kansas State University is nationally recognized for its commitment to academic excellence, positive work environment, exciting student life, and the beauty of its campus. It is geographically located in a moderate climate with easy access to diverse recreational regions. Kansas State University was voted as the second-best place to work for professional adults in the nation. For more information, visit [www.ksu.edu](http://www.ksu.edu) or [www.vet.k-state.edu](http://www.vet.k-state.edu)

## Next-Gen K-State Strategic Plan

In September 2023, K-State launched its [Next-Gen K-State Strategic Plan](#), which charts our path forward, driven by ambitious goals and a deep connection to our mission and vision. The plan was supported by a strategic planning process that engaged more than 10,000 members of the K-State community — students, faculty, staff, alumni, friends, and community members all lent their voices to the planning effort.

## Guided by the Greater Good.

Through the Next-Gen K-State strategic planning process, the university community identified six core values that orient our thinking, inspire us to be the best versions of ourselves, and guide us as we make the decisions that drive us forward. As we live these values together, we collectively express our unity as One K-State in all that we do.

**Connection.** We are stronger together — cultivating trust and building relationships to connect our K-State community with our state, nation, and world.

**Courage.** We lead with bold conviction — rising to the moment, even when the course is uncharted, to deliver the greatest good for areas of greatest need.

**Impact.** We listen, adapt, and challenge the status quo — leading change through learning and discovery that transforms lives and creates shared prosperity for all.

**Learner-Focused.** We welcome all who seek to learn and grow — providing an accessible, inclusive, and exceptional experience that helps them achieve their potential.

**People-Centered.** We are everything because of our people — supporting, valuing and inspiring our entire K-State community and championing a culture of belonging for all.

**Stewardship.** We are committed to our future — using our resources responsibly to leave a positive, lasting legacy.

## Quick Facts

- Founded in 1863
- Led by President Richard Linton
- 20,200+ students
- 4,300 full-time faculty and staff
- 250+ undergraduate academic programs
- Fight Song: Wildcat Victory
- Mascot: Willie the Wildcat
- School Color: Royal Purple
- Big 12 athletic conference

## University and Student Achievements.

- Innovation and Economic Prosperity University designation, Association of Public and Land-grant Universities.
- Carnegie Community Engagement Classification, Carnegie Foundation.
- 96% of graduates are employed or furthering their education.
- 85.5% sustained freshman-to-sophomore retention rate.
- 15 times in the last 19 years, K-State's Black Student Union named Big 12's most outstanding Black student government council.
- 21% of students are first-generation.
- 500+ student clubs and organizations.
- \$91M in scholarships and awards in 2023-24.

## Athletics

As a founding member of the Big 12, K-State competes in the Football Bowl Subdivision of NCAA Division I. The university has garnered 18 Big 12 championships, including a 2022 title in football, and a memorable Elite Eight run in men's basketball in 2023. K-State Athletics has maintained national acclaim as one of the NCAA's most financially solvent programs and remains one of just a few dozen universities nationwide, and the only institution in Kansas, to operate without use of state tax or university tuition dollars. Wildcat student-athletes continue to shine in the classroom as all programs exceeded benchmarks for the eight straight years in the latest NCAA APR rankings while also ranking among the best in the Big 12 in graduation rates.





## The Community

Situated in the heart of northeast Kansas' scenic Flint Hills, Manhattan's 56,000 citizens enjoy a dynamic community with shopping, dining, entertainment, and nightlife. [Manhattan](#) is affectionately known as the "Little Apple," a nod to its East Coast namesake, but has a vibrant culture all its own.

Here is just a sample of what residents enjoy:

- Shopping, dining, and socializing in Aggieville, a local entertainment district with a fun, energetic vibe.
- A vibrant, revitalized downtown area with fine dining options and local boutiques.
- The Flint Hills Discovery Center, featuring exhibits highlighting the beautiful surrounding region.
- The Museum of Art + Light (MoA+L), presents rotating exhibitions featuring immersive experiences, new digital media, and works of contemporary art.
- Beautiful outdoor life at Sunset Zoo and The Gardens at Kansas State University.
- Recreation opportunities at the Konza Prairie, Tuttle Creek State Park, Linear Park Trail, and more.
- The university's McCain Performance Series hosts acclaimed Broadway musicals, comedians, musicians, and other entertainers.
- Exciting Big 12 athletic events. (Faculty and staff are eligible for discounted tickets.)
- Colbert Hills Golf Course, ranked as the top public golf course in Kansas.
- Excellent K-12 education. Manhattan High School ranks among the top 5 percent of U.S. high schools, and the district is home to several Kansas Master Teachers.



# Nomination & Application Process

## Compensation

The start-up, consultation, and benefits package will be very competitive. Salary will be commensurate with the applicant's experience and qualifications.

## How to Apply

Greenwood Asher & Associates is assisting Kansas State University in this search. Applications and nominations are now being accepted. To submit a complete application package, please send a cover letter and CV to [KSU Ophthalmology](#).

Submission of application materials as PDF attachments is strongly encouraged.

### **Inquiries and nominations should be directed towards:**

Maggie Mayes, Senior Executive Search Consultant

[maggiemayes@greenwoodsearch.com](mailto:maggiemayes@greenwoodsearch.com)

850-869-9993

Julie Holley, Associate Vice President of Executive Search

[julieholley@greenwoodsearch.com](mailto:julieholley@greenwoodsearch.com)

850-687-5104

The search will be conducted with a commitment to confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

**Greenwood  
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Associates®**

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