

Dean, School of Leadership and Management

United States Coast Guard Academy

New London, Connecticut



The United States Coast Guard Academy seeks a visionary and dynamic leader to serve as the Dean of the School of Leadership and Management. This is a unique opportunity to lead a distinguished academic program dedicated to educating and inspiring the next generation of Coast Guard officers in the critical fields of leadership, management, and maritime operations.

About the United States Coast Guard Academy:

The United States Coast Guard Academy, located on the Thames River in New London, Connecticut, is a four-year federal service academy that prepares young men and women to lead as officers in the U.S. Coast Guard. It is the only institution of higher learning in the U.S. Coast Guard and Department of Homeland Security. One of the five U.S. service academies, the Coast Guard Academy provides a comprehensive education that blends rigorous academics, character development, physical fitness, and professional training.

The Coast Guard Academy is charged to educate Coast Guard officers academically and professionally. The faculty are a community of scholars and masters of academic disciplines that support the Coast Guard's critical educational, workforce development, research, innovation, and analytic needs. Faculty have the expertise and skills to engage in basic and applied research and professional practice. As a community our purpose is to collaborate with each other, cadets, and the Service to develop and share new knowledge, meeting current and future operational, technical, managerial, fiscal, analytic, and policy challenges.

The Coast Guard Academy features a faculty of 175 civilians and military officers, a Cadet Corps (student body) of 1100, and ten academic majors, housed in three Schools.

In addition to a demanding STEM curriculum, cadets participate in extensive practical experiences, including annual summer training programs on board Coast Guard cutters and at various operational units. The Academy fosters a culture of service, integrity, and teamwork, instilling in its graduates the core values necessary to lead with honor and distinction.

About the School of Leadership and Management:

The Coast Guard Academy's School of Leadership and Management's two academic departments—the Department of Management and the Department of Nautical Science—

is an energetic community of thirty faculty and staff. Together, they prepare Coast Guard officers to be effective leaders, critical thinkers, and strategic decision-makers. The Nautical Science department provides foundational training in seamanship, navigation, and maritime operations and ultimately teaches cadets how to lead operational units and manage resources. The Management department offers the undergraduate major program of study in Management, with a strong focus on developing knowledge and skills in organizational leadership, financial management, and strategic planning. The School's two departments blend theoretical leadership with practical application in simulators and aboard training vessels; the curriculum emphasizes facility with leadership, communication, problem-solving, and ethical reasoning, preparing cadets for the complex demands of service at sea, ashore, and in the air. The U.S. Coast Guard Academy and its Management degree program are accredited by the Association to Advance Collegiate Schools of Business (AACSB International). The Nautical Science curriculum is accredited by the National Maritime Center, allowing students to pursue a 100-ton master's license before graduation.

The Position:

The Dean of the School of Leadership and Management reports directly to the Provost. The Dean provides strategic leadership, fosters academic excellence, manages resources effectively, and ensures the School's programs align with the institution's mission and the U.S. Coast Guard's strategic priorities.

The selectee will receive an appointment as an academic faculty member at the Coast Guard Academy and assignment as Dean. The selectee is expected to serve as Dean for a period of up to five years and may be renewed. At the conclusion of service as Dean, the selectee may move into a faculty position in a department aligned with the individual's qualifications and discipline. A selectee that possesses at hire academic credentials befitting an appointment as tenured Full Professor, or equivalent professional experience is highly desired.

Key Responsibilities:

- **Academic Leadership:** Provide visionary leadership in curriculum development, program innovation, faculty development and program accreditation. Directly supervise the department heads of Management and of Nautical Science and other staff.
- **Strategic Planning:** Develop and implement a strategic plan for the School, aligning with the Coast Guard Academy's overall strategic goals and the U.S. Coast Guard's

Force Design 2028 initiative (<https://www.uscg.mil/leadership/commandants-initiatives/forcedesign2028/>).

- **Resource Management:** Manage the School's budget, personnel, and facilities effectively and efficiently.
- **Faculty Development:** Recruit, mentor, and evaluate faculty, fostering a culture of excellence in teaching, research, and service. Foster intellectual growth and leadership development among the faculty.
- **Accreditation & Assessment:** Ensure the School maintains AACSB accreditation, exceeds accreditation standards, and implements effective assessment processes; champion a culture of continuous improvement, and contribute as necessary to the Academy's NECHE accreditation practices. Work with National Maritime Center to maintain and improve professional maritime qualifications for students.
- **External Relations:** Cultivate relationships with industry, government, and academic partners to enhance the School's research and educational programs; foster relevant Coast Guard partnerships to ensure Nautical Science maintains currency with evolving operational requirements and capabilities.

Minimum Qualifications:

- Doctorate in a field relevant to the School (e.g., business, leadership, management, maritime studies, organizational behavior, law, or closely related discipline) from an accredited institution.
- Demonstrated experience working in professional fields relevant to the School, such as law, business, or the maritime industry either by leading in the field, in an educational environment, or at a traditional higher education institution.
- Strong commitment to public service, undergraduate education, and the development of future leaders.
- Evidence of alignment to U.S. Coast Guard Core Values of honor, respect, and devotion to duty

Preferred Qualifications:

- A distinguished record of achievement in teaching, research, and service that merits appointment as a tenured Full Professor in one of the Academy's academic departments.

- Successful record of formal supervisory experience in an academic, industry, or professional setting.
- Deep understanding of undergraduate education and trends in curricular innovation, learning science, and modern pedagogies that support effective teaching and learning. Participation in national committees or professional organizations relevant to the School, is especially desirable.
- Demonstrated ability to clearly and effectively communicate objectives, priorities, and challenges to faculty, students, and a variety of internal and external stakeholders.
- Success supporting faculty professional growth and scholarship.
- Demonstrated success working collaboratively with and across other academic or support units (e.g., other Deans, Business Office, Student Success Office, Research Office) to accomplish shared goals for the institution.
- Demonstrated ability to manage budgets, personnel, and facilities effectively; experience with federal budgets, or operating in a federal funding framework, is highly desirable.
- Documented history of successful stakeholder engagement and support.
- Understanding of accreditation processes and assessment methodologies; previous experience with successful accreditation efforts, particularly AACSB, is highly desirable.
- Successful experience working in or managing pre-professional, applied programs featuring practitioner students and staff.
- Familiarity with the unique challenges and opportunities of a federal service academy environment.
- Understanding of, and appreciation for, the importance of the maritime community and the missions of the U.S. Coast Guard.

To Apply:

Applications, nominations, and inquiries are invited. Interested candidates should include, as separate documents, a curriculum vitae and a letter of interest explaining how they meet the qualifications above and will bring them to bear to lead the School.

Applications should be sent to CGALeadershipDean@uscga.edu.

Buffkin/Baker, an executive search firm, is assisting the U.S. Coast Guard Academy in the search. Inquiries and nominations can be sent to Buffkin/ Baker at:

Mr. Ken Carrick, Partner – 980-296-5401

Ms. Janny DeLoache, Associate Partner – 704-377-7828

USCGADeanSLAM@buffkinbaker.com

While applications and nominations will be accepted until a successful candidate has been appointed, interested individuals are encouraged to submit their materials by April 1, 2026 for full consideration. **A second cutoff date for application submission is April 12, 2026.** Finalists for the position will be required to provide proof of their educational qualifications, such as unofficial transcripts. Applicants may submit this information with their application. If tentatively selected for this position, the selectee must submit official transcripts to the Human Resources office prior to receiving a firm offer of employment. Finalists will also be required to provide contact information for five professional references.

Other Information:

This is a full-time, permanent appointment as an excepted service supervisory faculty member on a 12-month work schedule, the first two years of which may be a [trial period](#). The selectee is expected to work on campus at the Coast Guard Academy. Telework opportunities are very limited. Remote work is not permissible. Anticipated salary is from \$169,979 - \$209,600, commensurate with experience and qualifications, and set in accordance with federal pay scales.

Military members interested in fulfilling the position as a civilian if selected must have submitted a request for voluntary resignation or retirement (which they may later seek to defer or withdraw if not selected). Absent an expressed interest to retire or separate, military members will remain a uniformed officer if selected.

The U.S. Office of Personnel Management must authorize employment offers for former or current Political Appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C or Non-Career SES employee in the Executive Branch, you must disclose this information.

This position is open to U.S. citizens and non-citizens. Non-citizens must provide evidence that they are eligible for appointment to this position on the date they submitted their application and that they will remain eligible to meet all conditions of the appointment. The U.S. Coast Guard Academy cannot sponsor visas. The Department of Homeland Security uses E-Verify, an Internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about your rights and responsibilities at [E-Verify](#).

The Coast Guard Academy is an Equal Opportunity Employer.

The Department of Homeland Security offers an attractive benefits package that includes health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Relocation expenses, if permitted, will be paid in accordance with governing regulations. All Federal employees are required to have Federal salary payments made by direct deposit.

If you are selected for this position, a determination of your suitability for Federal employment will be made. All selectees are subject to an investigation as a condition of placement into this position, which may include a credit check. The tentative selectee will be required to complete questions contained on the [Declaration for Federal Employment, OF-306](#) at the time a tentative job offer is made. At the time of appointment, the selectee will be required to update the OF-306. Certain responses on the form could result in disqualification for appointment based on suitability determinations.

If you need reasonable accommodation for the application and hiring process, please call 860-444-8508. Decisions about accommodations will be made on a case-by-case basis. For more information, please visit [DHS Program of Reasonable Accommodation](#).

Veterans and active duty members may seek veterans' preference. Veterans' preference will not be granted if the appropriate documentation is not submitted with your application.

- a) Veterans claiming 5-point veterans' preference must submit legible Member 4 Copy DD214(s) indicating Character of Service.
- b) 30% Disabled Veterans must submit their Member 4 Copy DD-214(s), which includes Character of Service, a fully completed [SF-15](#), and VA Disability Letter with percentage of disability OR documentation of disability determination from a

branch of the Armed Forces which reflects a compensable service-connected disability of 30% or more.

- c) Other 10-point Preference Eligibles must submit applicable Member 4 Copy DD-214(s), which includes Character of Service, a fully completed SF-15, and all required documentation described on the back of the SF-15 which proves that you are entitled to such preference.
- d) If you are a current active-duty military member who does not have a DD214 and are claiming preference under the Veterans Opportunity to Work (VOW) Act, you must submit certification from the Armed Forces indicating that you will be discharged or released under honorable conditions from active duty within 120 days from the date on the certification document. Certifications must be on letterhead from the appropriate military branch and include the following information: military dates of service and expected discharge or release date, character of service, military rank, type of discharge and date when terminal leave will begin. Certifications must be signed by, or by direction of military members' military personnel offices, unit commanders or higher headquarters.