

Leadership Profile

Dean, School of Leadership and Management



United States Coast Guard Academy



Executive Summary



The U.S. Coast Guard Academy, located in New London, Connecticut, invites applications for the position of Dean of the School of Leadership and Management (SLAM). The Academy seeks a visionary leader, an educator-scholar, and an accomplished administrator dedicated to the Coast Guard mission and to the intellectual development of student cadets. Candidates must bring a distinguished record of achievement, including strong academic experience, an earned doctoral degree, and scholarship or professional experience sufficient to qualify for appointment at the level of Full Professor. The Dean must be a visionary leader who can help define the direction of the School of Leadership and Management well into the 21st century. The Dean will also serve as an essential partner to the Provost/Chief Academic Officer, part of the team shaping and advancing the Academy's strategic priorities; consequently the Dean will contribute substantially to strategic planning, assessment, management, operation, and development efforts of the Academic Division, which will include leveraging the intellectual capital of its faculty and program resources to execute the missions of the Coast Guard. The Dean will lead with vigor, collaborating with other school deans, department heads, faculty, staff and cadets to identify and implement transformational initiatives to further strengthen the School.

The United States Coast Guard Academy is a top military college granting Bachelor of Science degrees in one of ten engineering or professional majors. Ranked among the nation's most prestigious and selective institutions of higher learning, the Coast Guard Academy is proud to educate future leaders of America's multi-mission, maritime military force. Each year, approximately 250 graduates are commissioned as Ensigns in the U.S. Coast Guard to help ensure the safety, security, and stewardship of our nation's waters.

The United States Coast Guard Academy's academics are rigorous, our faculty esteemed and our programs renowned. The Academy is ranked #1 by U.S. News & World Report in the "Top Public Schools" Regional Colleges North category and #12 in the "Best Undergraduate Engineering programs" category.

By the numbers:

- ✓ 8:1 student to faculty ratio
- ✓ 16 cadets per class average
- ✓ 1,069 cadets enrolled
- ✓ 62+% cadets on a varsity team
- ✓ 65% graduate in a STEM major
- ✓ 100% job placement
- ✓ 5 years obligated service
- ✓ 85% of grads stay longer than 5 years

Mission of the U.S. Coast Guard Academy

To graduate young men and women with sound bodies, stout hearts, and alert minds, with a liking for the sea and its lore, and with that high sense of honor, loyalty, and obedience which goes with trained initiative and leadership; well-grounded in seamanship, the sciences, and amenities, and strong in the resolve to be worthy of the traditions of commissioned officers in the United States Coast Guard in the service of their country and humanity.

About the Academy



The United States Coast Guard Academy, located in New London, Connecticut, is a highly selective four-year, federal service academy preparing young men and women for leadership positions in the U.S. Coast Guard. As one of the five U.S. service academies, the Academy provides a comprehensive education blending rigorous academics, character development, physical fitness, and professional training. The U.S. Coast Guard Academy is committed to building a talented faculty of teacher-scholars who collaborate to provide a multi-disciplinary and hands-on approach to learning and leadership development. Cadets participate in a demanding curriculum, practical leadership activities, and cultivated practical experiences, including annual summer training cruises aboard Coast Guard cutters. The Academy fosters a culture of service, integrity, and teamwork, instilling in its graduates the values necessary to lead with honor and distinction.

The U.S. Coast Guard Academy is accredited by the New England Commission of Higher Education (NECHE). The Academy and its Management degree program are accredited by the Association to Advance Collegiate Schools of Business (AACSB). Four engineering majors, the Cyber Systems major, and the Marine and Environmental Sciences major are accredited by ABET under different commissions.

As the only institution of higher education in the Department of Homeland Security, the Academy works closely with DHS and the Coast Guard. Each of the ten undergraduate academic majors (Government, Management, Marine and Environmental Science, Operations Research and Data Analytics, Civil and Environmental Engineering, Electrical Engineering, Mechanical Engineering, Naval Architecture and Marine Engineering and Interdisciplinary Engineering) work with components of the larger organization to build a more capable, responsive Coast Guard by engaging in projects that support Coast Guard missions.

About the School of Leadership and Management



- **The School of Leadership and Management** is home to two departments: the Department of Management and the Department of Nautical Science. The school features one major, Management, thirty military and civilian faculty, an extensive suite of walk-in ship simulators, and training assets located on the Thames River. Using active, engaged techniques such as team-based learning, problem-based learning, simulation and case method, and hands-on practical application, the school prepares students to become effective managers and leaders, adept at organizing and applying human, financial, and information resources to achieve optimal outcomes.
- The Vision of the **Management Department** is to be a world-class business education program, preparing future Leaders of Character with the wisdom, knowledge, and acumen to expertly manage the evolving challenges facing the Coast Guard in service to the nation. Its mission is to cultivate a rigorous and scholarly academic environment that develops Coast Guard officers who are ethical, adaptive, and strategic leaders equipped with the knowledge, skills, and decision-making capabilities necessary to navigate the complexities of maritime operations. The U.S. Coast Guard Academy, via the Management Department, is accredited by the Association to Advance Collegiate Schools of Business (AACSB).
- The mission of the Coast Guard Academy's **Nautical Science Department**, in concert with Cadet Training, CGC EAGLE, and other training programs of a cadet's 200-week journey at CGA, is to lay the professional keel for future Coast Guard officers. The department's all-military faculty provide the essential foundation upon which cadets build their operational proficiency, organizational expertise, and ability and confidence to lead themselves and others, as they execute the Coast Guard's missions and live its professional maritime culture. The Nautical Science Department is committed to nurturing a culture of unwavering excellence and maritime expertise, forging a resilient keel across four academic years and three immersive summer training periods. The Nautical Science Department holds three separate accreditations through the National Maritime Center.

Position Description



Deans are responsible for overseeing the academic functions of their respective School and for upholding academic standards necessary to accomplish the Academy's mission to graduate fleet-ready Ensigns in the United States Coast Guard. Each Dean's primary concern is the totality of teaching and learning support in the School, including the effective operation of Academic Departments, execution of all Academic programs in the School, and opportunities for the faculty and cadets to be involved in appropriate scholarly and co-curricular activities. Key responsibilities of the Dean of the School of Leadership and Management include:

- **Academic Leadership:** Provide visionary leadership in curriculum development, program innovation, faculty development and program accreditation.
- **Strategic Planning:** Develop and implement a strategic plan for the School, aligning with the Academy's overall strategic goals and the 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.
- **Accreditation & Assessment:** Ensure the School maintains accreditation standards and implements effective assessment processes.
- **External Relations:** Cultivate relationships with industry, government, and academic partners to enhance the School's research and educational programs.
- **Recruiting and retaining a management and finance-literate workforce for the US Coast Guard:** The Academy develops the majority of uniformed finance professionals for the Service. The Dean is a key partner with Admissions and the greater Coast Guard to ensure a competent workforce.
- **Maritime Professionalism:** The Nautical Science Department is central to the development of maritime leaders who are skilled shiphandlers, capable of executing Coast Guard missions on our waterways. The Dean must understand, appreciate, and support the maritime culture and missions of the school and the Service.



Candidate Qualifications

The Dean of Leadership and Management at the United States Coast Guard Academy is an innovative, strategic and collegial academic leader who understands the distinctive mission of the Academy and is committed to student success. The Academy seeks a Dean with the energy and enthusiasm to inspire the faculty to drive curricular innovation, ensuring the highest quality education for its students.

The ideal candidate will possess the following professional and personal qualities:

- **Academic credentials:** An earned doctorate or terminal degree from an accredited institution, in a professional field closely related to the disciplines represented in the School.
- **Professional Record:** Distinguished academic record, with evidence of effective leadership at an accredited higher education institution, and successful, progressive responsibility. A record of achievement in teaching, research and service that merits appointment as a tenured Full Professor in the Department of Management.
- **Commitment to public service, undergraduate education, and leadership development.**
- **Communication:** Demonstrated ability to clearly and effectively communicate objectives, priorities, and challenges to faculty, students, and a variety of internal and external stakeholders.
- **Leadership:** Demonstrated ability to effectively lead a diverse faculty and steer meaningful enhancements to curriculum, organizational structure, culture, and utilization of physical space.
- **Values:** Evidence of alignment with Coast Guard Core Values of honor, respect and devotion to duty.
- **Supportive:** Experience supporting faculty professional growth and scholarship.
- **Community building:** Successful experience fostering a shared identity and common mission across a workforce featuring academics and professional practitioners.
- **Management:** Demonstrated ability to manage budgets, personnel, and facilities effectively.
- **Engagement:** Documented history of successful stakeholder engagement/support.
- **Experience with Accreditation:** Understanding of AACSB accreditation processes and assessment methodologies.
- **Adaptive:** A demonstrated ability to adapt to unique educational environments such as exists at a small service academy.
- **Forward-leaning:** Experience adapting curriculum and research to advance emerging technologies within the maritime, finance, management, leadership, and organizational behavior domains.
- **Leading organizational change:** Ability to lead organizational changes/major academic initiatives.



Opportunities



The Leadership Opportunity

The Dean of the School of Leadership and Management (SLAM) is a senior academic leader of the United States Coast Guard Academy, reporting to the Provost and responsible for guiding a uniquely integrated, pre-professional academic enterprise. The School combines accredited management education, applied maritime and nautical sciences, professional legal and regulatory studies, and leadership development to prepare future Coast Guard officers for immediate operational responsibility and long-term professional growth. The Dean will lead a school whose academic mission has immediate operational consequences for the Service and enduring implications for public trust and national security.

Lead Across Distinct but Interconnected Academic Environments

SLAM encompasses multiple academic domains that differ in pedagogy, accreditation, and professional orientation—including an AACSB-accredited management department, applied professional programs in nautical science and maritime studies, and a law and legal studies section expected to join the School. The Dean will provide unifying leadership across these environments, ensuring coherence of purpose while respecting the distinct intellectual and professional standards that define each area.

Lead a School Central to Officer Development and Service Readiness

SLAM plays a defining role in preparing cadets for leadership in operational, regulatory, and crisis-response environments. The Dean will guide programs that integrate management education, ethical leadership, organizational effectiveness, and maritime expertise—ensuring graduates are prepared not only to perform, but to lead responsibly in complex and high-stakes settings. The Dean will guide curricular and co-curricular experiences that intentionally bridge management theory and applied practice, classroom instruction and operational training, business education and military leadership to prepare cadets to assume leadership and management responsibilities immediately upon commissioning while also building the analytical, ethical, and professional foundation required for advanced graduate study.

Strengthen and Differentiate an Accredited and Professionally Oriented Portfolio

The Dean will steward the School's AACSB accreditation while also advancing professional maritime and regulatory education aligned with Coast Guard missions. This includes fostering curricular innovation, assessment, and continuous improvement across programs with differing external standards and stakeholder expectations. The opportunity lies in articulating a clear academic identity for a school that integrates professional disciplines within the broader landscape of leadership and management education.

Opportunities



Provide Strategic Direction at a Moment of Institutional Opportunity

With evolving Coast Guard workforce needs, growing interdisciplinary opportunities, and significant investment in Academy infrastructure, the Dean will develop and implement a strategic vision for SLAM that aligns academic programs with future service requirements. This role offers the chance to shape how leadership, management, legal, and maritime education intersect to support officer readiness in complex, multi-domain environments.

Cultivate a Faculty Community Spanning Scholarship and Practice

SLAM faculty include both academic scholars and experienced military and professional practitioners. The Dean will foster a cohesive professional community grounded in shared purpose, high expectations, and mutual respect—supporting excellence in teaching, applied scholarship, mentorship, and service. Leading effectively across these faculty cultures is central to sustaining the School's success.

Expand Engagement with the Coast Guard and the Professional Community

The Dean will strengthen partnerships with Coast Guard units, industry, and government stakeholders to inform curriculum, support applied research, and expand experiential learning opportunities for cadets. These engagements ensure that leadership and management education remains grounded in real-world challenges and responsive to evolving mission demands.

In sum, the Dean of the School of Leadership and Management will lead a rare academic enterprise—one that intentionally integrates business education, applied professional disciplines, and military leadership development. For candidates drawn to roles that demand breadth, judgment, and the ability to align theory with practice in service of a national mission, this position offers a distinctive and compelling leadership opportunity.



USCG Academy Leadership



USCGA



Rear Admiral Gregory C. Rothrock assumed command as the 44th Superintendent of the U.S. Coast Guard Academy in New London, Connecticut, on July 16, 2025. As Superintendent, he oversees the mission to train, inspire, and educate future leaders for the service. Most recently, he served as the J7 Director of Force Development at United States Cyber Command, where he oversaw the Joint Force Development mission, ensuring readiness through collective and individual cyberspace training in support of national defense objectives. Rear Admiral Rothrock previously served as Chief of the Coast Guard's Office of Budget and Programs. As Budget Director, he led the development and execution of the Service's budget, managing Program Review, Budget Formulation, and external coordination with the Department of Homeland Security, the Office of Management and Budget, and Congress. His operational

experience includes over nine years in key acquisition leadership roles. He commanded the U.S. Coast Guard Research and Development Center, led the Response Boat Medium Project Resident Office, and served as Executive Officer of the Legacy Sustainment Support Unit. His afloat assignments include service as Engineer Officer aboard USCGC Spencer (WMEC 905), and as Student Engineer, Damage Control Assistant, and Deck Watch Officer aboard USCGC Confidence (WMEC 619). Rear Admiral Rothrock's staff include Director of the Commandant's Action Group; Program Reviewer for the Deputy Commandant for Mission Support; Cadet Character Development Officer at the Coast Guard Academy; Human Resource Manager in the Office of Acquisitions; and Section Chief and Type Desk Manager for the Patrol Boat Type Desk under Maintenance and Logistics Command Pacific. A 1995 graduate of the U.S. Coast Guard Academy, Rear Admiral Rothrock holds a Bachelor of Science degree in Mechanical Engineering. He also earned a Master of Science degree in Engineering Management from Northeastern University. Rear Admiral Rothrock hails from Bethlehem, Pennsylvania. He is married to the former Lori Stroosnyder of New Milford, New Jersey. They are the proud parents of two children, Egan and Elly.



Dr. Amy Donahue is Provost and Chief Academic Officer at the U.S. Coast Guard Academy. As Provost and Chief Academic Officer, Dr. Donahue is responsible for ensuring the academic enterprise fulfills its mission to educate and graduate leaders of character to serve as officers in the U. S. Coast Guard. Dr. Donahue is a Commissioner of the New England Commission of Higher Education and a fellow of the National Academy of Public Administration. She serves on NASA's Aerospace Safety Advisory Panel, advising the NASA Administrator and Congress on safety and risk management. She is also professor emeritus of public policy at the University of Connecticut. As a social scientist, her research has focused on executive leadership, homeland security, and disaster preparedness. Previously, Dr. Donahue served as UConn's Vice Provost for

Academic Operations, responsible for operational decision-making, labor-management relations, financial resource oversight, crisis planning and response, and capital planning for fourteen schools and five regional campuses. She was Senior Advisor to the Administrator for Homeland Security at NASA and had a major leadership role in the field response to the crash of Space Shuttle Columbia. She began her career serving in the U.S. Army on active duty in the 6th Infantry Division at Fort Wainwright, Alaska. Her military assignments included serving as Officer in Charge of a Forward Surgical Team, as the Training and Operations Officer (S3) for the 706th Main Support Battalion, and as Chief of Mobilization, Education, Training, and Security for Bassett Army Hospital. She moved on to manage a 911 communications center, and to volunteer and work part-time as a firefighter and medic in Fairbanks, Alaska and upstate New York. When she and her husband Tim are not on board the Academy, the Donahues may be found at their home in the White Mountains of New Hampshire.

Procedure for Candidacy



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. Review of submitted materials will begin immediately. 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.