

IN THESE TOUGH ECONOMIC TIMES, IT IS IMPERATIVE THAT HIGHER EDUCATION INSTITUTIONS RECRUIT THE BEST AND BRIGHTEST MINDS TO THEIR TRAINEE AND FACULTY RANKS. THEY MUST EFFICIENTLY AND EFFECTIVELY CREATE, IMPLEMENT AND EVALUATE INNOVATIVE PROGRAMS THAT WILL ATTRACT A DIVERSE POOL OF EXCELLENT APPLICANTS FOR THEIR INSTITUTIONS.

WE BRING DECADES OF EXPERIENCE IN HIGHER EDUCATION STRATEGIC PLANNING, ENHANCING DIVERSITY, RECRUITMENT AND RETENTION STRATEGIES, AND THE DEVELOPMENT OF VISIONARY AND INNOVATIVE ACADEMIC AND PROFESSIONAL DEVELOPMENT PROGRAMS FOR STUDENTS AND FACULTY TO ENSURE THEIR SUCCESS AS WELL AS THAT OF THE INSTITUTION.



Our mission is to help academic leaders make lasting and distinctive enhancements in their institutions and create a rich, diverse and supporting environment that will attract, develop and retain exceptional people.

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**AN OBJECTIVE WITHOUT A  
STRATEGIC PLAN IS MERELY  
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# AN OBJECTIVE WITHOUT A STRATEGIC PLAN IS MERELY A POSSIBILITY



Academic & Educational Consulting

Diversity strategic planning provokes questions, facilitates discussions, uses factual data to make decisions, and involves all stakeholders who will implement the plan.

DIVERSITY → INNOVATION → ECONOMIC SUCCESS

Each institution must determine how it defines diversity within the context of its geographic location and its culture and environment. A synergistic diverse workforce is good for the institution.

We work with institutions to conduct a diversity environmental audit, and identify key talents and excellence among its employees. We help institutions prepare and implement their diversity strategic plan to ensure consistent messaging and sustained commitment.



## Diversity Strategic Planning

WINNING IN ANY ENDEAVOR  
REQUIRES A STRATEGY, A PLAN

The ability to develop and implement creative and innovative programming for continued growth and long-term success of an institution requires ongoing evaluation and assessment of its mission, vision and goals.

In today's global environment, it is important to seek expert guidance develop a plan that will ensure success. Because each organization is unique, we provide a customized plan for improvements and enhancements using the institution's strengths and weaknesses. The plan is dynamic to allow for unpredictable changes that may occur within and beyond the organization's environment.

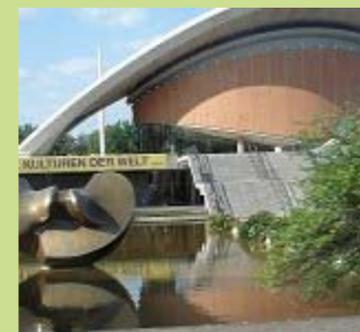
An innovative portfolio of strategies needs creativity and leadership, dynamic oversight and ongoing management of the portfolio.



Diversity should be a core value that is addressed proactively, not reactively.

## Professional Development

THE MOST POWERFUL RESOURCE OF ANY  
ORGANIZATION IS ITS HUMAN CAPITAL



Many institutions do not effectively harness the power of its human capital which can propel the organization to its optimal success.



It is necessary for employees to increase their knowledge and skills to enhance performance and ensure organizational success.

It is imperative that institutions integrate diversity as a core value to ensure that it is woven into the very fabric of the institution.

We provide a variety of professional development workshops specifically geared to trainees and faculty.

