

# ANDREW SUND, PH.D.

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## PROFESSIONAL EXPERIENCE

HERITAGE UNIVERSITY, Toppenish, WA

2017-Present

### President

Spearhead and manage all university operations, including enrollment management, programming delivery, accreditation, faculty issues, physical plant, fundraising, budgeting, government relations, and public relations. Administer 7-10 direct reports, overseeing quality, Native American affairs, and information technology (IT). Oversee 100-member faculty, leading initiatives to preserve and enhance academic excellence.

Lead recruitment, development, and retention of distinguished faculty and staff to advance programs and support student success. Uphold and enhance fair and responsive policies and procedures. Establish and execute strategies to allocate fiscal resources to advance the university's mission. Leverage a strong commitment to shared governance, diversity and inclusion, and a history of effective management that responds to emerging opportunities and challenges facing the university.

### Selected Achievements:

- **Succeeded in transforming operations and performance from \$8M in losses to profitability** through diligent restructuring and by running a leaner organization with a stronger, more inclusive strategic plan.
  - Steered focus to revitalize the pattern of enrollment decline, lead regional accreditation cycle, fundraising efforts, and established and cultivated a successful leadership team.
  - Secured, generated, and attained \$12M+ in major gifts through fundraising initiatives, building relationships with The Gates Foundation, Save the Children, Moccasin Lake, and Costco.
  - Unified leadership team and faculty and built a new, positive-minded culture committed to transparency and trust-based relationships.
  - Cultivated strong working relationship with Board of Trustees that boosted engagement and mitigated long-standing issues with accreditation programs.
  - Developed comprehensive strategic plans for the university.
- **Maintained a balanced budget of \$25M** per year serving 800 undergraduate and 200 graduate students. **Served as advocate, targeting governmental agencies and legislators** to champion university goals and by demonstrating a strong understanding of contemporary issues and challenges in higher education.

ST. AUGUSTINE COLLEGE, Chicago, IL

2008-2017, 1993-2004

### President, 2008-2017

Championed enrollment management, accreditation, faculty issues, physical facility operations. Turned around declining enrollment, negative balance sheets, and low morale into a thriving institution of higher education in the Chicago area. Developed and established strategies that focused on new programs, sites, marketing and branding, and accreditation. Enhanced working conditions for staff and faculty resulted in increased accountability.

- **Built and refined new office of enrollment that successfully attracted new Latino students.**
  - Propelled enrollment by 35%, expanded community visibility through public relations and relationship-building, and secured new major federal and state grants.
  - Instituted new undergraduate degrees in social work, hospitality management, psychology, and business administration.
  - Developed 2 locations in South Chicago and Aurora, Illinois based on distributed education model.

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## PROFESSIONAL EXPERIENCE

### **Associate Dean of Student Services, 2002-2004**

Managed advising unit, financial aid office, admissions, registrar, transfer center, and student support services program. Administered strategic leadership to all departmental directors. Oversaw commencement activities. Collaborated with internal teams on the design and implementation of continuous registration process, operational reports, and catalog revisions. Facilitated the re-emergence of the college into economic and academic viability.

### **Acting Dean of Academic Affairs, 1999-2002**

Retained to drive turnaround of academic and student service units when university was suffering from low enrollment, nearing bankruptcy, and was receiving intense scrutiny from accreditation agencies. Oversaw daily activities, hired and evaluated faculty, developed curriculum, and reported to internal and external stakeholders. Controlled several budgets and led strategic planning effort to take institution to state of solvency. Implemented new advising services, created recruitment campaigns, and administered several grants. Successfully led team in growing enrollment by 40% and decreasing expenditures by 40%.

### Early Roles:

- **Dean of Workforce and Community Education**, Olive-Harvey College, Chicago, IL (2005-2008)
- **Assistant Dean of Research and Planning**, Olive-Harvey College, Chicago, IL (2005-2008)
- **GED Chief Examiner**, St. Augustine College, Chicago, IL (1997-2003)
- **Director of Institutional Research, Coordinator of Institutional Research**, St. Augustine College (1993-1998)  
**Chair of Social Sciences and Humanities Department**, St. Augustine College (1998-1999)

## FORMER TEACHING EXPERIENCE

- **Lecturer**, Latin American History survey course, Olive-Harvey College, Chicago, IL
- **Instructor**, American History from Civil War to present, St. Augustine College, Chicago, IL
- **Co-Developer, Adjunct Instructor**, Introduction to College Life course, St. Augustine College, Chicago, IL
- **Teaching Assistant** for African history course, Northwestern University, Chicago, IL
- **ESL Teacher and Math Instructor**, Institute for Latino Progress, Chicago, UL
- **English Teacher**, University of Wisconsin, Madison, WI

## PRESENTATIONS & PUBLICATIONS

*Delivered numerous presentations in academic conferences, professional conferences, rotary clubs, and schools. Participated in panel discussions. Full list available upon request.*

Olcoń, K., Pantell, M. & Sund, A. (2018). Recruitment and retention of Latinos in social work education: Building on students' community cultural wealth, *Journal of Social Work Education*, DOI: 10.1080/10437797.2017.1404530

Co-authored *Breve Historia de los Estados Unidos* (1997), a 250-page history textbook in Spanish published by St. Augustine College to be used in the College's survey of American history courses.

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## LANGUAGE ABILITY

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**English:** Native Ability  
**Spanish:** Native Ability  
**Portuguese:** Fluent  
**French:** Fluent  
**Swahili:** Fluent

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## ACADEMIC BACKGROUND

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**Doctor of Philosophy (Ph.D.) in Educational Policy & Administration** | University of Illinois, Chicago, IL

**Master of Arts in African History** | Northwestern University, Evanston, IL

**Bachelor of Arts in History and Philosophy** | University of Wisconsin-Madison, Madison, WI

**International Baccalaureate** | Waterford-Kamhlaba, Mbabane, Eswatini