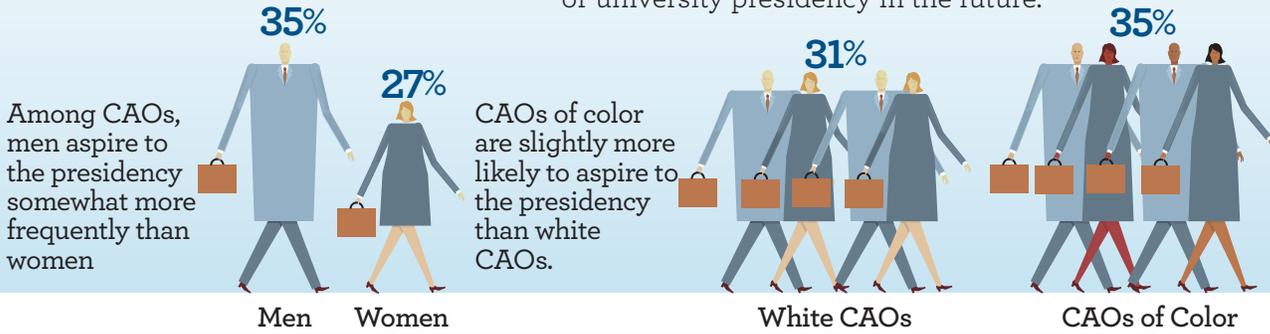


CAO PROFESSIONAL PATHWAYS

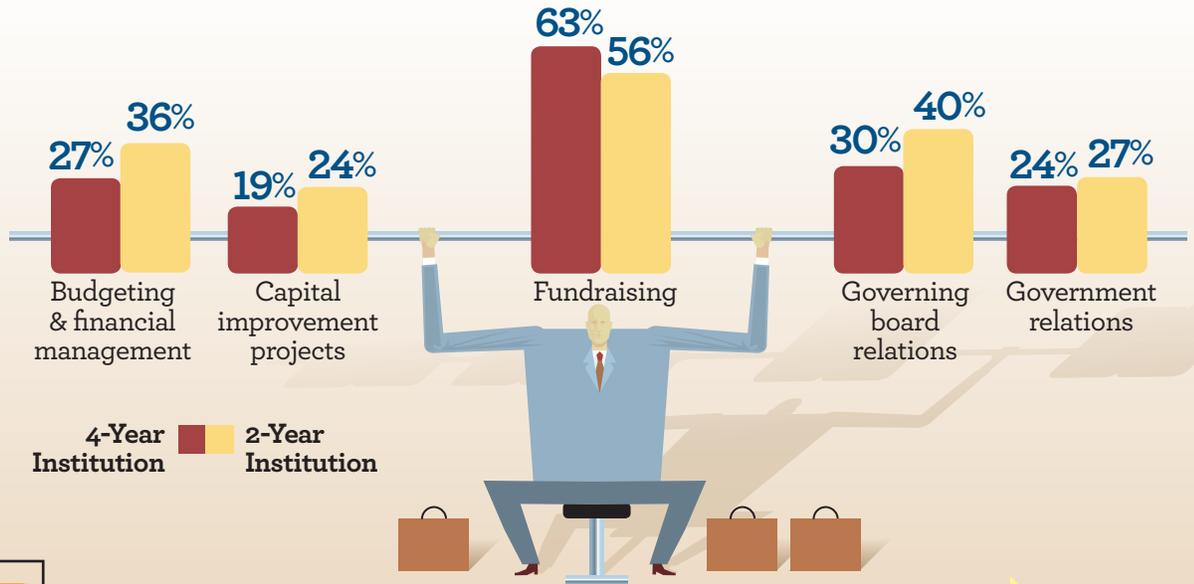
CAREER ASPIRATIONS

About one-third of CAOs plan to seek a college or university presidency in the future.

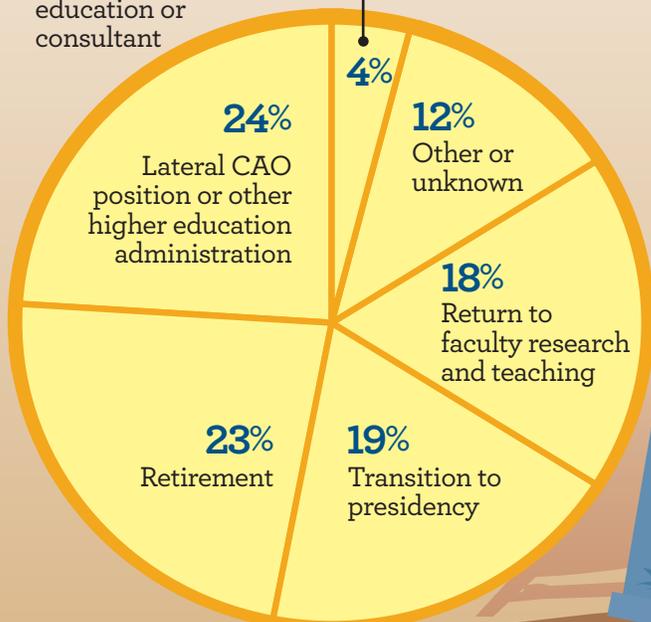


TRAINING NEEDS

CAOs most frequently identified these 5 areas in which more professional development was needed. The majority of CAOs indicated their desire for training in fundraising.



Outside higher education or consultant



CAREER TRANSITIONS

Survey respondents indicated where their predecessor went after serving as CAO. Most retired or made lateral moves, and almost a fifth became college presidents.