

# Michael Steiner, Ph.D.

msteiner.personal@gmail.com | (863) 738-0074

## Professional Summary

Visionary and results-driven executive with deep experience in higher education leadership, strategic planning, major-gift fundraising, and public communication. Track record includes turning a \$9M institutional operating deficit into a \$10M+ surplus, growing an endowment from ~\$10M to ~\$29M, securing \$9M+ in grant funding, and building and leading a 40-person Advancement, Athletics, and Research Centers division within Southeastern University, one of the fastest growing private-liberal arts universities in the country. Licensed minister (Assemblies of God) with a Ph.D. in Business Psychology; committed to academic excellence and Christian values.

## Professional Experience

### ***Senior Vice President of Advancement and Innovation — Southeastern University (2024–Present)***

- Leads a 40-person division of the university spanning Advancement, Athletics, and the university's Research Centers.
- Personally manages a major-donor portfolio of 40 giving units with a combined estimated net worth of \$13+ billion in assets.
- Coordinates the Endowment & Investment Committee and the Finance Committee; under this leadership the university turned a \$9M operating deficit (per 990 filings) into a \$10M+ operational surplus and grew the endowment from ~\$10M to ~\$29M.
- Conceived and led the university's first President's Summit (Westfall Gold-tier donor event), raising \$2.2M.
- Secured \$800K in academic program start-up funding from private donors.
- Launched the university's first "Day of Giving" micro-giving campaign — \$97,000 raised, 290+ first-time donors; giving-day participation grew 65% year over year under continued strategy. Year Two of Day of giving saw a 100% increase in new donors and total raised grew to \$105,000.
- Stewarded the receipt of the largest endowment bequest in university history: \$16.5 million.
- Overseeing an \$80 million capital campaign to eliminate long-term institutional debt, and a subscription competency-based education initiative.
- Sets revenue targets for the university's Senior Engagement Officers and Chief Development Officer; advises the President directly on institutional resourcing and high-level decision-making.

*The operating rhythm behind the results — a typical week:*

- Serves as strategic thought partner to the President through standing one-to-ones on institutional vision, priority projects, and university-wide strategy.

- Chairs Finance Committee sessions reviewing financial projections and delivering adjustment recommendations to the President.
- Leads weekly Advancement team strategy meetings — annual goals and objectives, plus cultivation and closing strategy for major donations.
- Personally conducts donor update and closing meetings, actively soliciting and closing major gifts.
- Coaches and develops direct reports through one-to-ones structured around OKRs and each leader's Kolbe conative instincts.
- Represents the university on regional economic development councils; researches state and federal legislation affecting the higher-education landscape.
- Teaches graduate courses in finance and business strategy; films weekly content for the Framework Leadership platform.
- Travels 15–20 times per year for donor visits and network-campus engagement.

***Vice President of Innovation & Chief of Staff — Southeastern University (2017–2024)***

- Secured the university's first and largest private foundation grant, from the Kern Family Foundation (\$2.1M), funding a pastoral accelerator program that has enrolled 600+ students.
- Secured \$2M in grants from the Lilly Endowment to found the Carrión Hispanic Leadership Center, launching a Spanish-language ministry pipeline that reached 100+ Hispanic/Latino congregations in its first year.
- Secured the university's first and largest special capital appropriation from the State of Florida (\$4M) to build an Early Childhood preschool and education center, plus a further \$500K appropriation for a Lifeskills House for students with intellectual disabilities.
- Authored "Impact of Federal Regulations on Higher Education Costs," a concept paper prepared for the American First Policy Institute, presented directly to U.S. Secretary of Education Linda McMahon; this research also formed the back-end research for Dr. Kent Ingle's book *College Without Communism*.
- Spearheaded the Independent Colleges and Universities of Florida (ICUF) Performance Metric Dashboard and successfully lobbied the Florida Legislature to create the EASE+ scholarship program.
- Oversaw a 10-year university revenue/expense forecast model and a \$6M operational and personnel budget realignment; redesigned the university's governance structure from siloed-hierarchical to a collaborative ecosystem model.
- Managed the President's public brand — weekly podcasts (Framework Leadership, SEU Now, Fire Talk), national op-eds (Fox, Fox Business, Forbes), social media, and a national book launch.
- Led government and donor relations, Board of Trustee agenda/relations, and the university's successful 10-year SACSCOC reaffirmation (zero recommendations).

***Founder — Steiner Solutions, LLC (2021–Present)***

- Executive coaching practice serving 16 leaders across biotech, construction, media, mortgage, and nonprofit sectors.

- Coached the founder/CEO of Helm to 45% YoY revenue growth; she was subsequently named to the Philadelphia Business Journal's 40 Under 40 and Philadelphia's 50 Most Influential Women.
- Facilitated a 5-year strategic plan for the Winter Haven Economic Development Council.

## **Public Communication & Thought Leadership**

- Co-host, Framework Leadership podcast (with SEU President Kent Ingle) — notable guests include Cathie Wood (ARK Invest), Gen. Keith Kellogg, and Gabe Lyons (THINQ).
- Frequent lecturer on AI and leadership — recent talks include "From Mechanical Ducks to Thinking Machines," "Key Premise: Your Ability to Act Is Tied to Your Impact," "AI Essentials," and "The Church in the Age of Intelligence," delivered to Catapult Incubator, the Polk County Economic Development Council, Bayside Church, and Dream City Church.
- Author, federal higher-education policy research presented to U.S. Secretary of Education Linda McMahon.

## **Academic Experience**

### **Professor of Strategic Management, Jannetides College of Business, Leadership and Communication — Southeastern University**

- Teaches: Accounting, Economics, and Financial Strategy (MBA); Strategic Management (undergraduate).
- Developed coursework in: The Age of Artificial Intelligence, Principles of Design Thinking, Story of Scripture, Enterprise Accounting, Enterprise Finance, Economics of Operational Strategy.

## **Education & Credentials**

- Ph.D., Business Psychology — The Chicago School of Professional Psychology (2021)
- M.B.A. — Southeastern University (2015)
- B.S., Practical Theology — Southeastern University (2014)
- Licensed Minister, Assemblies of God denomination (2015)
- Certified Kolbe Assessment Consultant (2024)

## **Personal**

Married 11 years. He and his wife homeschool their four daughters using the Classical Conversations curriculum and co-founded Swan City Classical Collective, a local homeschool collective nonprofit.

## **Published Work**

- Dissertation: "Becoming Us: An Analysis of the Effects of Social Capital on the Socialization of Newcomers."