



President Position Profile

McKendree University (McKendree) invites nominations and applications from exceptional leaders to serve as the University's next President. The President must be a dynamic leader with the ability to chart a powerful and compelling vision for the future that leverages the University's deep commitment to student success and further strengthens McKendree's mission to provide a high-quality educational experience that prepares students for leadership roles in society. Dr. James M. Dennis will retire after 26 years of exemplary service as President of McKendree.

The University

McKendree University is a nationally ranked, private university offering undergraduate, graduate and online programs. The 235-acre campus is located in Lebanon, Illinois, approximately 25 miles from St. Louis, Missouri. Selected academic programs are also offered at facilities in Radcliff, Kentucky, Scott Air Force Base, Illinois, and several other locations throughout the region. Founded in 1828 as the Lebanon Seminary, McKendree is the oldest university in Illinois and the oldest in the nation with continuous ties to the United Methodist Church. The institution enrolls approximately 2,000 undergraduates and nearly 600 graduate students representing 38 countries and 41 states. McKendree is comprised of the College of Arts and Science, the School of Business, the School of Education, and the School of Nursing and Health Professions. The University is accredited by the Higher Learning Commission (www.hlcommission.org).

McKendree is supported by 92 full-time faculty and 164 staff. The University offers 52 undergraduate majors, 11 graduate programs, two specialist and two doctoral programs. There are 34 intercollegiate athletic sports teams and more than 70 student organizations, including an active Greek system, service organizations, and special interest groups. The University participates in NCAA Division II athletics and is a member of the Great Lakes Valley Conference. Campus housing includes traditional style residence halls, suite style, and apartment style living facilities. Ninety percent of first-year students live on campus.

Ranked by *U.S. News and World Report's* 2020 "Best Colleges" edition in the top tier of Midwest regional universities, students are drawn to McKendree's reputation for academic excellence and student engagement. McKendree has been recognized for many years as a "Military Friendly School" and one of "America's 100 Best College Buys." The University's commitment to volunteerism, service learning and civic engagement earned it a place on the President's Higher Education Community Service Honor Roll for the seventh time since 2006. For more information about McKendree University, please visit <https://www.mckendree.edu/>.

Position Summary

Reporting to the Board of Trustees, the President serves as the University's chief executive officer and is charged with setting the University's vision and directing the effective deployment of its assets to realize this vision. In the role of President, this individual will further strengthen McKendree's critical role in the lives of its students by ensuring its ability to continue providing the rigorous, broadly based liberal arts education and educational experiences for which it has become known. McKendree's next President will continue the University's tradition of academic

excellence while embracing its commitment to improving the lives of its students, citizens within its community, and beyond. In doing so, the President will champion McKendree's values by encouraging a broader vision, enriched purpose, engagement with community, commitment to responsible citizenship, openness to new ideas, and a dedication to lifelong learning among its campus and surrounding communities.

In guiding the University's academic, scholarly, co-curricular and outreach efforts, the President will serve as a driving force in McKendree's efforts to shape its students' experience through innovative thinking, community engagement, and transformative education. He or she will be an accessible leader to students of the University and recognize the centrality of students to the University's mission. He or she will inspire the faculty and show appreciation for the efforts of staff. The president is the leading spokesperson and will be an influential leader who possesses excellent judgment and diplomacy, personal and professional integrity, and a reputation for working collegially and collaboratively with internal and external constituencies.

Qualities and Characteristics

In promoting McKendree's liberal arts history and traditions, its strong and growing professional programs, and its deep commitment to student success, the President must possess the following qualities and characteristics:

- A high level of integrity and a trustworthy nature; authenticity; a genuine, personal investment in the success of the University and its people;
- The ability to earn the trust of faculty, staff and students, and the ability to attract, develop, and retain a high-quality team;
- A track record of commitment to diversity of all types;
- A proactive leadership style; someone who is collaborative, accessible, visible and engaged;
- The ability and desire to partner with the Board of Trustees, key community stakeholders, alumni, foundations, corporations, and individual donors in advancing the University's external relations and fundraising efforts;
- The ability to approach the issues of a liberal arts institution with an open mind, creativity, and vision;
- A deep passion and resonance with McKendree's student-centered environment; a keen focus on student success and wellness and a commitment to engaging students and helping them achieve their academic and personal goals;
- An understanding and appreciation for the role and importance of student-athletes, and other co-curricular groups, in fostering an educational environment that promotes academic excellence for all students;
- An appreciation for and valuing of the historical relationship between McKendree University and the Methodist Church.

Opportunities and Challenges

McKendree's President will provide leadership in a number of critical areas including, but not limited to:

- **Developing an Ambitious Vision for the Future** – The President will have the opportunity to create a bold vision for the University and develop an ambitious strategic plan that will bring together stakeholders to achieve the University's goals—further strengthening its efforts toward ensuring student success. McKendree's President must possess a high level of enthusiasm and passion for its work and the ability to inspire

excitement for the University's future and upward trajectory. In working as a transparent and inclusive leader, the President will serve as a guiding force in bringing clarity and stability to a transformational process that will build upon the University's legacy as it realigns its many strengths to support a new vision for the future.

- **Fostering a Data-Informed Culture** – The President will lead by example and establish a culture that approaches decision making using a process that invites community engagement, rigorous analysis, and data-informed decisions that protect and uphold McKendree's identity, traditions, and student-centered environment.
- **Commitment to McKendree's Mission** – McKendree's President must possess a deep and unquestionable passion for the University, its mission, and its dedication to fostering a student-centered environment that provides a well-rounded learning experience for all students. The President's unbridled enthusiasm for the University's mission will serve to inspire key stakeholders and reinforce the importance of the contributions made by faculty, staff, and administrators to the lives of all students.
- **Serving as an Advocate** – In serving as the University's champion and primary spokesperson, the President must be willing to immerse him/herself in the McKendree community and clearly demonstrate to internal and external constituents the important role they could play in partnership toward fulfilling the University's goals.
- **Enhancing McKendree's Brand and Reputation** – The President will be an integral player in leading McKendree's ongoing efforts to enhance its existing brand identity and reputation locally, regionally, and nationally. The President will work with campus leadership to develop a well-coordinated and dynamic marketing and media strategy to promote the University's vision and priorities—enhancing McKendree's stature as a liberal arts institution with an extraordinary commitment to its students and its community. Furthermore, increasing the University's visibility within the region will allow the President to capitalize on opportunities to recruit high-caliber faculty, students, and staff in an increasingly competitive academic environment and create new partnerships with key business and community stakeholders in nearby St. Louis, Missouri that will ultimately lead to exciting opportunities for McKendree's students.
- **Developing Long-Term Enrollment Strategies** – McKendree, like many institutions of higher education, has been impacted by the national trends of stagnant and declining enrollments, coupled with financial challenges. The President must play a central role in developing innovative strategies and initiatives to ensure the recruitment, retention, and successful graduation of McKendree's traditional and non-traditional adult students. The President will guide the University in creating a long-term and sustainable enrollment management plan that will focus not only on attracting students from within the region, but also across the nation, further enriching the McKendree student experience and campus community. In this capacity, the President must serve as a thought leader and provide a clear vision and fervent voice for the University's efforts in this area—bearing in mind current and future trends in developing its enrollment plan. Specifically, considering how decisions made today that work toward McKendree fulfilling its commitment to student success may also impact the University's position, mission, and educational environment in the future.

- **Establishing New Partnerships and a Culture of Philanthropy** – McKendree’s President must be an inspirational and persuasive storyteller for the University who recognizes and values the University’s long history and traditions and is able to motivate others to invest in the University’s future. With this in mind, the President will have the opportunity to capitalize on McKendree’s existing partnerships and create new relationships with campus constituents, alumni, local community and business leaders, and private donors in developing a culture of giving and philanthropy. In leading an organization poised to bring forth a new vision and strategic plan for the future, the President will be uniquely positioned to extol McKendree’s academic values and mission while building relationships that establish the University as a prominent partner with key and potential donors at home, in St. Louis, Missouri, and in the region.
- **Creating a Viable and Sustainable Business Plan** – McKendree University is an institution with a storied past and a tremendous amount of future potential. However, to achieve its ambitious plans, McKendree must first develop a business plan and financial model that guarantees the University’s long-term financial sustainability. The President, in working with the Board of Trustees and members of the University’s leadership team, will serve as the primary architect in developing an organizational structure and business model that embraces entrepreneurship, lifetime learning, challenges conventional thinking, and places the University in a position to benefit from new revenue streams, philanthropic investments, and innovative program development.

Qualifications

Excellent communication skills are of paramount importance, as the President will serve as the chief representative and champion of the University to a wide variety of internal and external constituencies. Proven management experience, requisite expertise in working collaboratively with diverse groups in complex organizations, and strong interpersonal skills are essential. This includes, but is not limited to, the ability to motivate an organization to strive for a common goal. A track record of innovation; commitment to supporting teaching, research, and creative scholarship of the highest quality and the academic freedom on which they depend; and an appreciation for higher education structure and culture also are essential.

Although a terminal degree and exceptional academic administrative experience are preferred, the Board of Trustees also welcomes and encourages candidates who have achieved noteworthy success in their respective fields outside higher education to apply. These candidates must have demonstrated experience and a track-record of success working in a decentralized organizational structure where success is achieved in partnership and collaboration rather than solely direct authority.

Specifically, the successful candidate should be an individual who:

- Possesses a high level of energy, enthusiasm and understanding of the commitment needed to fulfill the duties associated with the role of President;
- Is passionate about the University’s mission, vision, and values as demonstrated through an authentic and genuine leadership style;
- Appreciates and promotes the University’s unique history, traditions, and student-centered mission and has a demonstrated ability to translate these into effective strategies for fundraising on behalf of the University;

- Understands the importance of creating and fostering a culture that promotes, rewards, and enhances academic excellence and an appropriate array of scholarship and creative activities;
- Possesses a high level of integrity and employs fact-based and ethical, data-informed decision making;
- Demonstrates commitment to diversity and inclusive excellence in all the University does;
- Possesses a commitment to addressing issues of affordability, access, and opportunity for students;
- Demonstrates the ability to maintain and motivate a strong and effective leadership team and has a collaborative and inclusive leadership style;
- Possesses the ability to be an effective delegator and developer of talent and fosters a culture of innovation and collegiality;
- Demonstrates an ability to work effectively with the Board of Trustees to leverage the experience, wisdom, leadership, vision, and dedication of its members;
- Has a deep commitment to and expectation of accountability for clear strategic and tactical goals, meaningful metrics of progress, and performance accountability, with an entrepreneurial mindset and a commitment to effective use of analytics across the University;
- Demonstrates ability to lead a complex and multi-site institution,
- Possesses superior interpersonal skills, including an ability and commitment to listening and problem solving, an ability to handle conflict and ambiguity, an ability to earn respect and trust across constituencies and levels of the organization, and an ability to make and explain hard decisions;
- Possesses a demonstrated record of managing both monetary and human assets and a keen sense of budget management; he/she will be a good steward of the University's resources and employ data in making critical decisions related to their strategic prioritization and allocation;
- Possesses an understanding of and appreciation for shared governance as well as the changing dynamics of higher education, its issues and changing delivery models;
- Demonstrates an understanding and experience with leading a Division II athletic program is preferred.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit a current curriculum vitae/resume and a letter of interest describing relevant experience. Submission of materials via e-mail is strongly encouraged. Nomination letters should include the name, position, address and telephone number of the nominee. All nominations and applications will be handled in confidence.

Applications and letters of nomination should be submitted to:



Alberto Pimentel, Managing Partner

Storbeck/Pimentel & Associates
6512 Painter Avenue
Whittier, CA 90601

Refer to code: "**McKendree-President**" in subject line

Email: apsearch@storbeckpimentel.com

EEO/ADA/Vet/Disabled