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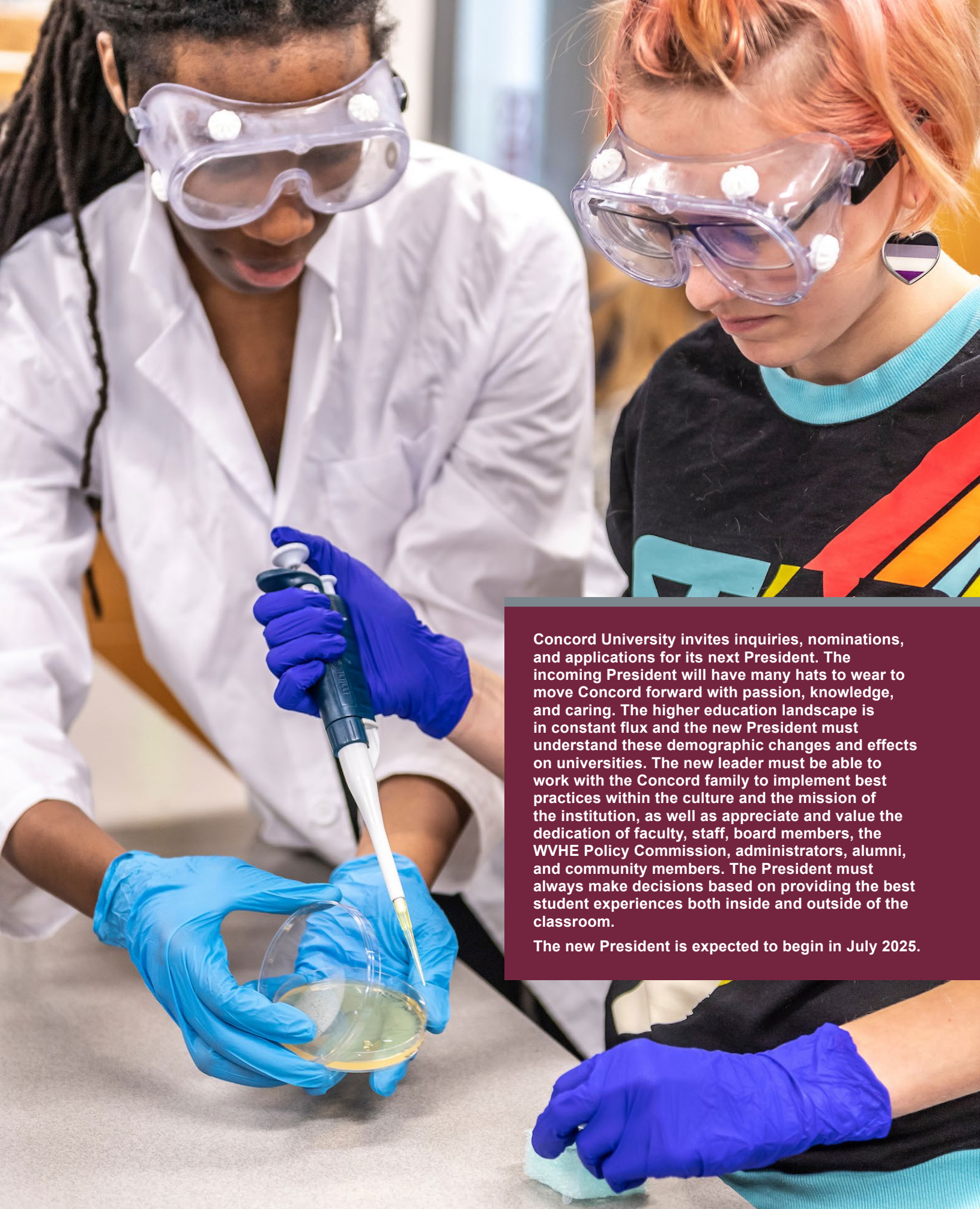
PRESIDENT



CONCORD *U*

TABLE OF CONTENTS

ABOUT CONCORD	4
LEADERSHIP AGENDA	6
QUALIFICATIONS	6
APPLICATIONS AND NOMINATIONS	8



Concord University invites inquiries, nominations, and applications for its next President. The incoming President will have many hats to wear to move Concord forward with passion, knowledge, and caring. The higher education landscape is in constant flux and the new President must understand these demographic changes and effects on universities. The new leader must be able to work with the Concord family to implement best practices within the culture and the mission of the institution, as well as appreciate and value the dedication of faculty, staff, board members, the WVHE Policy Commission, administrators, alumni, and community members. The President must always make decisions based on providing the best student experiences both inside and outside of the classroom.

The new President is expected to begin in July 2025.



MISSION

The mission of Concord University is to improve the lives of our students and communities through innovative teaching and learning, intellectual and creative activities, and community service and civic engagement.

ABOUT CONCORD

Nestled in the charming town of Athens, West Virginia, Concord University has a storied history that began in 1872 as a humble teacher’s college. With a steadfast commitment to academic excellence and community service, Concord has evolved into a dynamic institution that meets the diverse needs of its students, both in the region and globally.

Concord offers a comprehensive selection of 70 majors, minors and areas of study that align with both student aspirations and workforce demands. Alongside foundational programs in education, business, and social work, we have expanded our curriculum to include high-demand fields such as nursing, substance use counseling, physician assistant programs, and various pre-medical studies. These programs are designed to equip students with the essential skills for successful careers, supported by dedicated faculty and ample resources. Class sizes are small with an average class size of 14 students.

Concord University exemplifies the power of education and community. From its origins as a teacher’s college to its current status as a comprehensive institution, Concord prioritizes student success and community engagement. The nurturing environment, combined with a commitment to academic excellence, ensures that students are not only prepared for their futures but also find a true sense of belonging.

The stunning campus, often referred to as “The Campus Beautiful,” is set against the backdrop of the Appalachian Mountains, offering an inspiring environment for learning. The natural beauty enhances the academic experience, encouraging students to connect with both their studies and the surrounding landscape.

THE REGION

Southern West Virginia is renowned for its breathtaking scenery and year-round recreational opportunities. From skiing and snowboarding in winter to hiking and whitewater rafting in summer, the region invites students and visitors to explore its stunning outdoors. Autumn paints the mountains in vibrant colors, perfect for scenic drives and outdoor activities. Campus life thrives with a robust athletic program that promotes physical health and camaraderie among students. Game days and team events foster school spirit and create lasting memories.

THE COMMUNITY OF FACULTY, STUDENTS, AND STAFF

What truly sets Concord University apart is its extraordinary sense of community. Our welcoming and inclusive atmosphere encourages students from all backgrounds to thrive. With a student-centered approach, every individual is valued and supported, fostering an environment where lifelong friendships and meaningful connections flourish. Kindness and compassion are woven into daily interactions, creating a culture of understanding. The pride shared by students, faculty, and staff as part of the Concord family enhances the overall experience, instilling a strong sense of belonging.

Our faculty members go beyond traditional teaching roles; they serve as mentors deeply invested in student success, providing personalized guidance and support. The commitment to student well-being extends to our exceptional staff, who have established the largest endowed scholarship in West Virginia, further demonstrating their dedication. Both faculty and staff are passionate about Concord’s mission, working tirelessly to uphold our legacy of educational excellence.

ABOUT CONCORD (CONT.)

With approximately 1,800 students, Concord's diverse student body includes individuals from various states and countries, with many first-generation college students. The blend of commuter, non-traditional, and resident students enriches our campus culture, fostering a well-rounded academic environment. We celebrate our international community through events that highlight diverse traditions, creating an inclusive atmosphere where every student feels valued.

Moreover, Concord University was the first institution in West Virginia to establish its own Esports program—a cutting-edge, STEM-inspired initiative that showcases our students' talents outside of traditional academics. In addition, Concord's Greek life and social clubs offer numerous opportunities for students to connect and network beyond the classroom.

The number of employees at Concord University in 317. Of the 106 full-time faculty members, 58 are female and 48 are male; 12% are from a minority background, and 67% hold a terminal degree.

STRATEGIC PLAN

The 2023-2026 strategic plan, [Next Steps on the Way Forward](#), reinforces the overall goals to "Reinvigorate the University" and "Sustain the University." The top strategies to be achieved by 2026 include four priorities:

Grow enrollment—to increase enrollment and reverse declining enrollment trends experienced during the past decade.

ACCREDITATION

Concord is accredited by the Higher Learning Commission.

Program Accreditations:

- Commission on Accreditation of Athletic Training Education (CAATE)
- Council on Social Work Education (CSWE)
- Council for the Accreditation of Educator Preparation (CAEP)
- Accreditation Council for Business Schools & Programs
- National Council for State Authorization Reciprocity Agreements
- Commission on Collegiate Nursing Education: Nationally Accredited for Nursing (CCNE)

Enhance the student experience—to enhance the distinctly positive Concord Experience for students.

Foster University renewal—to accelerate CU's progress from a surviving to a thriving university.

Enhance financial self-sufficiency—to continuously improve financial self-sufficiency and decrease reliance on state allocations.

LEADERSHIP AND GOVERNANCE

Concord University is governed by a Board of Governors that provides strategic guidance and support. Board membership guidelines are established by the WV legislature. The Board is comprised of a full-time faculty member elected by the faculty, a student elected by the student body, a member of the classified employees elected by that group, and nine lay members appointed by the governor, of which no more than five may be from the same political party and at least five must be residents of the state. The Board is responsible for hiring and evaluation of the Concord University President.

In addition, the WV Higher Education Policy Commission works with the public institutions in West Virginia to assist in accomplishing their missions. This 10-member board oversees a public policy agenda for the 12 four-year public campuses.

At the local level, the President works with a leadership team of 10 administrators. The President's Cabinet is comprised of the Provost/VPAA, Associate Provost, Vice President for Business/Administration/Finance, Vice President for Operations/COO, Executive Director for Advancement, Chief Enrollment Management Officer, Chief Student Affairs Officer/Dean of Students, Chief Information Officer, and the two Co-Athletic Directors. The President's Office includes an Executive Assistant to the President & BOG Liaison and an Executive Assistant to the President and Special Events Liaison.





LEADERSHIP AGENDA

Concord University held numerous listening sessions to gain insight and wisdom from its constituent family. The new leader will be expected to excel in several overall leadership agenda areas:

PLAN AND IMPLEMENT ESSENTIAL STRATEGIES FOR FUTURE FINANCIAL STABILITY

Concord needs a leader with strong business acumen and successful experience in making sound financial decisions. It is essential that the new President can optimize enrollment and garner needed resources.

FOSTER THE ENVIRONMENT AS A STRONG CAMPUS COMMUNITY

The new President must be able to motivate the campus through collaborative engagement, appreciation,

transparency, and strong communication skills. The leader must appreciate the importance of a vibrant campus life, with exciting student programming inside and outside of the classroom.

ESTABLISH PARTNERSHIPS TO ENHANCE CONCORD UNIVERSITY

The campus will benefit from a leader who can maintain current partnerships and be entrepreneurial with establishing new partnerships within WV, the Appalachian region, and a wider national and international approach. The President must be a cautious risk-taker, working with the Board of Governors to entertain possible engagements with businesses, corporations, other institutions, foundations, and private donors who have a passion for a better future.

QUALIFICATIONS AND DESIRED ATTRIBUTES

- 1. Visionary Leadership:** The President should demonstrate a clear and compelling vision for the University that aligns with Concord's mission. This vision must inspire and unite faculty, staff, and students while navigating the evolving landscape of higher education.
- 2. Financial Acumen:** A higher education background with strong financial management skills is essential. The President should be business-minded, budget oriented, and familiar with auditing requirements.
- 3. Focus on Fundraising:** The ability to cultivate relationships with alumni, donors, and community partners is vital for securing financial support and enhancing the University's reputation. A successful President should possess knowledge and skills necessary to effectively raise funds from a diverse range of sources, including government agencies, corporations, private donors, and philanthropic foundations. Additionally, the President should actively engage with stakeholders to foster a culture of giving and support, encouraging contributions that align with Concord's mission and strategic goals.

QUALIFICATIONS AND DESIRED ATTRIBUTES (CONT.)

- 4. Understanding of Athletics & Other University Sports and Clubs:** A President who recognizes that these organizations serve as the “front porch” of the University is essential. This understanding will help promote school spirit, community engagement, and positive public relations. The President must be willing to attend events as frequently as a schedule allows and support those program administrators and participants. The President must also become actively engaged in the Mountain East Conference, ECAC, and other governing agencies that oversee these activities.
- 5. Commitment to Facilities Improvement:** The next President must appreciate the importance of university facilities in enhancing the student experience and supporting academic and athletic programs. This commitment involves working as a strong advocate to obtain necessary resources.
- 6. Open and Willing to Listen:** An effective President must be open and willing to listen to the concerns and ideas of faculty, staff, and students. This approach fosters an inclusive environment and strengthens community ties. Transparent communication and a commitment to shared governance is essential. These skills will enhance retention and result in a feeling of appreciation.
- 7. Value in Teamwork and Family:** A collaborative spirit is essential. The President should foster a culture of teamwork and family within the University community, promoting an inclusive environment where all voices are heard and valued. The President will need to tell the Concord story to legislative groups, governing boards, and donors.
- 8. Focus on Student Success:** The President must prioritize initiatives that enhance student engagement, retention, and success. This includes supporting programs and services in Academic and Student Affairs and ensuring that the student voice is represented in institutional planning and decision making. The President must demonstrate enthusiasm about academic opportunities, including international education and potential modes of instruction.
- 9. Appreciation for Tradition with Openness to Change:** While valuing the University’s traditions, the President should also be open to innovation and change and comfortable using data to make decisions. The new leader must understand the current vision for our University and build on the successes we have realized.
- 10. Technological Proficiency:** In today’s digital age, the President must be knowledgeable about the role of technology in higher education. Comfort with technology and an understanding of its value to the University will help enhance learning, administrative processes, and communication. The President should be experienced with online opportunities to reach new demographic audiences and encourage the campus community to incorporate new technology into their courses to ensure that students are prepared to use such software in a career setting.
- 11. Expertise in Recruitment:** A strong understanding of recruitment strategies and avenues is crucial. The President should be proactive in promoting the University and attracting diverse student populations, ensuring that the institution remains competitive in a changing landscape.
- 12. Community Engagement:** The President should actively engage with local and state communities, while maintaining current partnerships and building new collaborative opportunities that enhance the University’s role in regional development. Collaborating with local leaders and businesses will strengthen ties and promote mutual growth. The leader must understand, value, and be invested in the community and have a public presence in at least the eight county local school areas.





APPLICATIONS AND NOMINATIONS

Academic Search is assisting Concord University in this search. All inquiries, nominations, and applications will be held in strict confidence. To learn more about this opportunity, potential applicants are welcome to schedule a conversation with the Senior Consultant for this search, Dr. Pam Balch (pam.balch@academicsearch.org). Please include a copy of your CV to inform the conversation.

APPLICATIONS

Applicants should send two separate documents (in PDF format) to ConcordPresident@academicsearch.org:

1. a detailed **cover letter**, addressed to the Search Committee, expressing your interest in this position and addressing how you meet the qualifications as outlined in the profile and
2. a current full **curriculum vitae**.

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit all application materials by Sunday, January 12, 2025. Semifinalists for the position will be invited for a confidential interview via Zoom. References will be requested at this time.

NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to ConcordPresident@academicsearch.org. Please include the nominee's full name, position, institution/organization, and email address. Academic Search will notify people of their nomination, provide details about the position, and encourage them to apply.

It is the policy of Concord University to provide equal employment opportunities to all qualified employees and applicants and to prohibit discrimination or harassment against any such individuals on the basis of protected characteristics. The university considers race, color, religion, sex/gender, national origin, ancestry, age, blindness, disability, pregnancy, genetic information, sexual orientation, gender identity, veteran or military status or other category that is protected under federal, State, or local antidiscrimination laws as protected characteristics and will not permit discrimination or harassment against any employee or applicant for employment on the basis of any such characteristic.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Concord University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

