SEARCH PROFILE:

PRESIDENT

Berea College
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The Board of Trustees of Berea College announces the search for Berea’s 10th president. The College, located in Berea, Kentucky, is a private, residential, undergraduate liberal arts college with a historic and distinctive mission to educate students of great academic promise but limited economic means. Dr. Lyle D. Roelofs will retire in June 2023 after 11 years of accomplished service and with Berea well-positioned for the future. Building on that success, Berea seeks an inspirational, innovative, and collaborative leader who will extend the College’s 167-year legacy and develop a bold plan for the future.
Berea College offers a high-quality, tuition-free education to bright and talented students who have limited economic resources. Founded in 1855 in a slaveholding state by ardent abolitionists and radical reformers, Berea was the first interracial and coeducational college in the South, designed expressly to educate women and men, Black and White students, all living and learning together.

Today, Berea is consistently ranked as one of the leading private liberal arts colleges in the United States. In its 2021 rankings, Washington Monthly listed Berea as the No. 13 Best Liberal Arts institution in the country, as well as No. 1 Best Bang for the Buck for the South region. Such recognition is earned through Berea’s focus on rigorous yet supportive academic programs that enable a student body comprised of nearly all Pell Grant recipients to graduate with little or no student loan debt. Berea is not just a college; it is an engine of social and economic mobility.

With an enrollment of approximately 1,600 students, Berea awards each admitted student a Tuition Promise Scholarship—an investment in every student worth almost $200,000 over four years—rather than charge students for tuition. No Berea student ever pays tuition because no Berea student could afford to do so. Academic and financial eligibility are important criteria for determining admission. Tuition Promise Scholarships are made possible, in large part, by the College’s endowment, with a market value of $1.582 billion on March 31, 2022. Since Berea is not tuition-driven, fundraising has replaced tuition revenue. During the 2021 fiscal year, almost 15,000 alumni, friends, current students, and organizations helped the College raise nearly $50 million. The current fiscal year of fundraising is trending to be the College’s most successful year ever.

Historically, a small amount of tuition was charged from Berea’s founding until 1892, when the finances of the College became less precarious, and a
nascent student work program was established. Students have not been charged tuition since 1892. They are responsible for housing, meals, fees, and personal expenses to the extent of their ability to pay, and most qualify for grants to offset these costs through the financial aid process. Because tuition is fully covered, students may use Pell Grants to assist with housing and meals, meaning Berea students graduate with the lowest educational debt in the country; more than 50 percent graduate with zero debt.

As one of nine federally recognized Work Colleges, Berea doesn’t just admit students, it hires every one of them. Students are required to work at least 10 hours per week in one of more than 130 departments across campus. Students are paid for their work, and they use their earnings for personal expenses, including housing and meals. In addition to earnings, they get valuable workplace experience that can complement their academic major, helping them to launch meaningful and successful lives upon graduation. The Labor Program is one of the distinctive elements of a Berea education and links generations of Bereans to one another.

Berea’s founding motto comes from Acts 17:26: “God has made of one blood all peoples of the earth.” The College was founded on inclusive and non-sectarian Christian values of love over hate, human dignity and equality, and peace with justice. In keeping with its motto, the College is comprised of students, faculty, and staff from around the world of all races, ethnicities, gender identities, and religious traditions (or no religious tradition). All are expected to learn about and champion the eight Great Commitments that form Berea’s mission. The Willis D. Weatherford, Jr. Campus Christian Center leads Berea in achieving its third Great Commitment to “stimulate understanding of the Christian faith and its many expressions and to emphasize the Christian ethic and the motive of service to others.”
HISTORY OF BEREA
In 1855, the Rev. John G. Fee built a one-room school on a ridge in Madison County given to him by fellow abolitionist Cassius Clay. Fee named Berea after the Greek town mentioned in the Bible’s book of Acts because Bereans were open-minded. This school eventually became Berea College, with its first Bachelor of Arts degree awarded in 1873.

Created to educate the needy and deserving, the College was open to all races and was coeducational from its beginning. As a rising tide of segregation swept the country after the end of Reconstruction, segregation was forced on Berea, the only integrated college in the Commonwealth of Kentucky, by a criminal statute (the “Day Law”) enacted by the Kentucky General Assembly in 1904. The College challenged the law, which was upheld by the U.S. Supreme Court in 1908. The College raised funds and purchased land for a Black institution, opening the Lincoln Institute near Simpsonville, Kentucky, in 1912 to continue educating Black students. Following the partial repeal of the Day Law in 1950, the College began the process of reintegration.

BEREA’S MISSION
Berea’s complex and enduring mission is outlined in the Great Commitments, which guide the work of the College.

The Great Commitments
Berea is an educational institution firmly rooted in its historic purpose “to promote the cause of Christ.” Adherence to the College’s non-denominational spiritual foundation, “God has made of one blood all peoples of the earth,” shapes the College’s culture and programs so that a student body, faculty, and staff from diverse backgrounds can work toward both personal goals and a vision of a world shaped by inclusive Christian values, such as the power of love over hate, human dignity and equality, and peace with justice. This environment frees persons to be active learners, workers, and servers as members of the academic community and as citizens of the world. The Berea College experience nurtures intellectual, physical, aesthetic, emotional and spiritual potentials and, with those, the power to make meaningful commitments and translate them into action.

Berea bases all curricular and co-curricular activities on the College’s Eight Great Commitments, a broad mission statement focusing on equality, inclusivity, service, work, the liberal arts, and Appalachia.

Originally adopted in 1962 and last revised in 2017, all who encounter Berea see its fidelity to these Great Commitments:

- To provide an educational opportunity for students of all races, primarily from Appalachia, who have great promise and limited economic resources.
- To offer a high-quality liberal arts education that engages students as they pursue their personal, academic, and professional goals.
- To stimulate understanding of the Christian faith and its many expressions and to emphasize the Christian ethic and the motive of service to others.
- To promote learning and serving in community through the student Labor Program, honoring the dignity and utility of all work, mental and manual, and taking pride in work well done.
- To assert the kinship of all people and to provide interracial education with a particular emphasis on understanding and equality among Blacks and whites as a foundation for building community among all peoples of the earth.
- To create a democratic community dedicated to education and gender equality.
- To maintain a residential campus and to encourage in all community members a way of life characterized by mindful and sustainable living, health and wellness, zest for learning, high personal standards, and a concern for the welfare of others.
- To engage Appalachian communities, families, and students in partnership for mutual learning, growth, and service.
WORKPLACE EXPECTATIONS
The Workplace Expectations guide the staff in creating a work environment based on the ideals of the Great Commitments.

As a continuous learning environment built upon Berea’s Great Commitments and learning goals, Berea College expects employees “to be active learners, workers and servers” and to contribute to a workplace where human compassion, dignity and equality are expressed and lived. To that end, the College has codified the following workplace expectations: exhibit enthusiasm for learning, act with integrity and caring, value all people, celebrate work well done, work as a team, serve others, and encourage plain and sustainable living.

RANKINGS & RECOGNITION

**Washington Monthly, 2021**
#13 Best Liberal Arts College
#1 Best Bang for the Buck in the South

**Wall Street Journal, 2021**
#1 Best College in Kentucky
#3 Best Value College

**Forbes, 2021**
#5 Best Value College

**U.S. News & World Report, 2021**
#30 National Liberal Arts Colleges
#1 Service Learning
#2 Most Innovative Schools
#3 Co-ops/Internships
#4 First-Year Experiences (tie)
#6 Top Performers on Social Mobility (tie)
#13 Best Undergraduate Teaching
#28 Senior Capstone (tie)
#46 Undergraduate Research/Creative Projects (tie)

**Essence/MONEY magazines, 2021**
#18 Best College for African Americans
Although the great majority of Berea’s approximately 1,600 students come from Kentucky and Appalachia, as directed by the College’s Charter, the student body is geographically diverse: more than 40 U.S. states are annually represented as well as more than 70 countries. Each year, the College reserves approximately 30 slots for F-1 international students and receives 700 or more applications for them.

Over the last five years, Berea has graduated 1,558 graduates. Of those,
- 70 percent were the first in their families to graduate with a four-year college degree
- 19 percent were student-athletes
- 61 percent female, based on birth sex
- 10 percent were Hispanic
- 20 percent were African American
- 9 percent were International

In any given year, roughly 98 percent of domestic students who are citizens are Pell grant recipients; other students who are ineligible due to citizenship still must meet similar financial eligibility requirements as domestic students. Berea also enrolls non-traditional students who represent approximately 4 percent of the student body. In keeping with its mission to offer holistic student support, single- and married-family housing and a nationally accredited Child Development Laboratory are available on campus for students, faculty, staff, and community members with young children.

Berea attracts academically prepared students who are seeking to further their academic success and develop personally and professionally. It is the most selective institution in Kentucky, accepting 33 percent of applicants. Yield rates are consistently above 50 percent. Ninety-seven percent of 2021 first-year students had a recalculated high school GPA of 3.00 or higher. The average entering ACT score was 25.2. That strong preparation combined with the quality of a Berea education and the unparalleled support provided to students is reflected in retention and graduation rates unheard of for a student population of almost all Pell Grant recipients. The first-year retention rate for students who entered in fall 2020 was 84 percent, down from the previous year of 87 percent. The latest six-year graduation rate is 66 percent.

Thanks to philanthropic support, the College can assist students in what it calls the bridge into college, the bridge through college in four years, and the bridge out into the world beyond. Here are a few examples for each phase:
BRIDGE IN
- A summer Berea Bridge experience for 60 incoming first-year students who are randomly selected from the entering class. These students have had retention rates above 90 percent since the program’s inception.
- A group of Admissions Representatives who travel throughout Berea’s Admissions Territory of Kentucky and Appalachia to ensure students are informed of Berea College; these representatives support the work of Admission Counselors.

BRIDGE THROUGH
- A recently endowed dental clinic that offers free dental care to all Berea students, made possible by two Berea alumni.
- Well-trained academic advisors who ensure that students get the support they need to maneuver through and take agency for their own education.

BRIDGE OUT
- Every student has an opportunity to receive financial support for professional clothing, a dream internship without worry about how to pay for it, professional test preparation, graduate school visits, and more.
- Every graduate has recently been awarded $500 to facilitate relocation and living expenses to begin graduate school or employment.

Students value the close and caring community at Berea, where they can build meaningful relationships with members of the faculty and staff. The College’s 139 full-time faculty members are committed to helping prepare undergraduate students for long-term success. Of the full-time faculty, 56 percent are tenured, and 90 percent hold the highest degree in their disciplines. Approximately 20 percent of the faculty represent an ethnic or racial minority, 8 percent are Berea alumni, and 51 percent identify as female. The student-to-faculty ratio is 9:1, and the average class size is 14.

The faculty are joined by an equally dedicated and talented staff of 400-plus full-time, internally funded members who are committed to creating a supportive and welcoming community for Berea students, particularly in the crucial role of labor supervisors. Ten percent of the staff represent an ethnic or racial minority, 31 percent of staff members are Berea alumni, and 66 percent identify as female.
Berea is well-regarded for the excellence of its academic program, which is grounded in the traditional liberal arts and humanities but also includes several longstanding professional programs. Academic offerings are complemented by strong labor, residential, and service programs. At Berea, classes are small, faculty are accessible, and faculty, staff, and students see to it that learning takes place not only in classrooms, labs, and studios, but also in Labor Program worksites, in the residence halls, and in all areas of the residential campus.

Berea offers Bachelor of Arts and Bachelor of Science degrees in 34 fields, including the arts and sciences, interdisciplinary programs, and select professional fields. The College offers a dual-degree program in Engineering in cooperation with the University of Kentucky. Among professional programs, the Nursing Department, for example, is the oldest west of the Allegheny Mountains and ranks among the best in the Commonwealth of Kentucky. Berea nursing graduates have had a 100 percent first-time passing rate on the National Council Licensure Examination (NCLEX) for registered nurses annually since 2015. Berea also has historic programs in Education Studies, Engineering Technologies and Applied Design, and Agriculture and Natural Resources. Academic disciplines are organized by department and program and housed in six divisions. The divisions are led by chairpersons who are elected by divisional faculty for a term of five years. The College’s most popular majors for the last five years are Computer and Information Science, Business Administration, Biology, Psychology, and Communication.

In addition to completing one or more majors, all Berea College students complete a robust General Studies program that includes five interdisciplinary core classes, a series of perspectives courses, and a vibrant weekly Convocations program during the academic year, featuring notable speakers, scholars, and performers who enrich the campus community. Berea’s curriculum offers rich high-impact learning opportunities. The College has nationally recognized programs in service-learning, internships, undergraduate research, and Entrepreneurship for the Public Good. Nearly half of Berea’s 2020 graduates studied abroad at least once; more than half completed a funded, credit-bearing internship; and more than half had taken a service-learning course. Prior to the COVID-19 pandemic, 94 percent of graduates completed at least one paid internship, studied abroad, completed a service-learning course, or participated in paid faculty-student research.
LABOR PROGRAM
Central to Berea’s identity and educational enterprise is its celebrated Labor Program. Berea is one of nine federally recognized Work Colleges in the U.S. and the only one where students receive a portion of their earnings to defray their expenses. The College is the founding institution of the Work Colleges Consortium. At Berea, all students work at least 10 hours per week through the College and are evaluated each term for their accomplishment of the learning goals of the Labor Program. First-year students are assigned to labor positions, while continuing students may seek positions from across campus, often choosing one that complements their academic area of interest. Upon graduation, students are provided with a work transcript in addition to an academic one.

CO-CURRICULAR OFFERINGS
Berea is a residential campus where more than 85 percent of students live in one of 15 residence halls. With more than 100 clubs and organizations to choose from, students have many opportunities to explore their passions, expand their sense of self, discover their purpose, and learn and serve together. Berea has nearly 20 dance and music ensembles, various academic honor societies, and opportunities to volunteer in the community. With groups including Black Student Union, Campus Crusade for Christ, Cosmopolitan Club, Latin American Student Association, Student Government, Volleyball Club, a campus newspaper, and more, students can find opportunities for leadership, service, and engagement.

Berea offers an array of vital offices, centers, and gathering spaces that provide academic, career, and social support for students and help the College adapt its commitments to the 21st century:

- bell hooks center
- Black Cultural Center
- Carter G. Woodson Center for Interracial Education
- Center for Excellence in Learning through Service (CELTS)
- Center for Teaching & Learning
- el Espacio Cultural Latinx
- Francis and Louise Hutchins Center for International Education
- Loyal Jones Appalachian Center
- Office of Internships and Career Development
- Office of Student Success and Transition
- Willis Weatherford, Jr., Campus Christian Center

The Berea Mountaineers compete in 14 varsity sports in the NCAA Division III. Earlier this year, Berea joined eight other institutions to create the Collegiate Conference of the South, which will begin competition in fall 2022. Men’s sports include baseball, basketball, cross country, golf, soccer, tennis, and track & field. Women’s sports include basketball, cross country, soccer, softball, tennis, track & field, and volleyball. Bereans excel on the field and in the classroom, with more than 100 student-athletes earning Academic All-Conference status. In 2021, 23 student-athletes were named to USA South All-Conference teams and 71 student-athletes made the Dean’s List during the Spring 2021 semester.
DIVERSITY, EQUITY, AND INCLUSION
The courage and vision of Berea’s founders in 1855 remains central to the campus today. The College continues to nurture a campus that founders would celebrate were they to return. Much of this work revolves around the Fifth and Sixth Great Commitments focused on interracial education and democratic society and gender equality, respectively. In addition to the model established by Berea’s founders, the example of Carter G. Woodson, a 1903 graduate considered the “father of Black history,” continues to guide Berea. In 2011, Berea established the Carter G. Woodson Center for Interracial Education, which focuses work on the interrelationship of race and poverty through coalition building, on campus and in the community and region. Its main program is PACE, which strives to Keep Moving toward Justice, based on four pillars: Poverty, Anti-Racism, Coalition building, and Education. It also leads the Civil Rights Seminar and Tour in odd years for Berea College faculty and staff and in even years for students. The Center is adjacent to the Black Cultural Center and provides services that support the needs of African American people at Berea College, particularly students.

More recently, the Espacio Cultural Latinx was established to provide Berea’s Latinx community with a safe space where studies and enriching conversation can take place. Its goal is to build awareness of Latinx issues and embrace the richness of Latinx culture by building a foundation that encourages growth for the Berea College community and for its students. It approaches these goals by creating culturally relevant and community-building programming and activities.

In September 2021, Berea formally launched the bell hooks center, named after the late feminist scholar, writer, and poet bell hooks, who at the time of her death in December 2021 was the College’s Distinguished Professor in Residence in Appalachian Studies. Supported by a major grant from the Mellon Foundation, the bell hooks center is an inclusive space where historically underrepresented students can come to be as they are, outside of the social scripts that circumscribe their lives. It offers programs, collaborations, and events that affirm these students’ sense of self and belonging—on campus and in the world. The work of those in the center is motivated by bell hooks’ famous insights that “patriarchy has no gender” and that “feminism is for everybody.”
CAMPUS FEATURES

Berea’s beautiful 140-acre campus reflects the character, history, and charm of the College while also demonstrating the power of state-of-the-art technologies that enhance teaching and learning. Many new and historic buildings and attractive green spaces define this vibrant learning environment. The campus is the center of activity in the town of Berea, and there is an unusual campus-city symbiosis arising out of the College’s long history and its importance to the town and region.

Recent campus construction includes the Margaret A. Cargill Natural Sciences and Health Building, a 133,000 square-foot facility, that houses the College’s science disciplines, mathematics, and nursing program; Danforth Residence Hall; and Kettering Residence Hall, which opened in 2021. The College’s new Facilities Management Complex was completed in the spring of 2021.

Berea has invested more than $124 million in renovations over the last decade, with a special focus on ecological design and green building techniques recognized by the U.S. Green Building Council for Leadership in Energy and Environmental Design (LEED) certification. There is one LEED Platinum residence hall as well as seven LEED Gold buildings and residence halls and three LEED Silver buildings. Another building is currently under evaluation for LEED certification. The College has been recognized for its commitment to sustainability with a feature in The Princeton Review’s 2019 edition of its Guide to Green Colleges and a #1 ranking in the world for “Highest Score for Residence Halls” by the U.S. Green Building Council.

The College owns additional acreage just beyond campus. The Berea College Farm, which celebrated its 150th anniversary in 2021, is the longest continuously operating college farm in the country. It covers 1,400 acres, including gardens and 500 organic acres. The Berea College Forest is one of the oldest sustainably operated forests in America, consisting of 9,180 acres and serving as a watershed for the College and the town of Berea. Certified by the U.S. Forest Stewardship Council, the forest also offers opportunities for recreation, conservation, research, and more. It provides carbon offset credits to the California Cap and Trade Program and the Forest’s carbon capture is significant in Berea’s commitment to sustainability.

Berea College is the first higher education institution to build and operate a hydroelectric generating plant. This has been accomplished in association with the assistance and involvement of many local and regional partners. Located 45 minutes from campus on the Kentucky River, the Matilda Hamilton Fee Hydroelectric Station is named for Berea’s co-founder and initial First Lady. The plant is the first of its kind to use existing infrastructure - in this case, a retired navigational lock - coupled with some of the most modern technology available. The facility generates the equivalent of roughly half of the College’s electrical usage, although the power is sold at a price attractive to a rural electric cooperative that serves Estill and Jackson counties. A second facility is in the initial phase of construction further upriver in Lee County. Together, these plants will completely offset Berea’s electrical power usage and generate attractive financial returns for the College.
OTHER CAMPUS HIGHLIGHTS

The Seabury Center is home to Berea’s Health and Human Performance Department, its 14 varsity athletic teams, and an array of recreational and intramural sports programs. Seabury offers gymnasia, an indoor pool, racquetball courts, indoor track, weight room, wellness center, state-of-the-art classrooms, and multipurpose spaces. Its main arena is used for basketball games and stage events and hosts the annual Spring commencement ceremony. Just outside are athletic fields, an all-weather track, and tennis courts.

The Boyd and Gaynell Fowler Child Development Lab fulfills a multi-faceted mission to serve as a learning laboratory for Berea students and staff involved in the Child and Family Studies program; serve as a rich resource for scholarly and creative work of faculty and students; and serve the Appalachian region by providing exemplary early childhood education services to Berea students, staff, faculty, and community members.

Lincoln Hall, home to the Berea College administration, is a designated National Historic Landmark. The charming historic Boone Tavern Hotel and Restaurant, built in 1909, is located on the College Square in the heart of Berea. It is listed on the National Register of Historic Places and earned distinction as a LEED Gold Certified Green Hotel after a centennial renovation in 2009 and for its ongoing green practices. Also located on College Square, the Visitor Center & Shoppe offers Berea College branded merchandise, student-made crafts, and student-led craft demonstrations.

Built in 1917, the Log House Craft Gallery is a historic craft gallery owned by the College and features crafts from the Berea College Student Craft program and more than 450 other artists from the Appalachian region and beyond. The education of the hand has always complemented the education of the mind at Berea, and the Berea College Student Craft Program started in 1893 with Weaving. It added the Woodcraft program in 1895, with Broomcraft and Ceramics following in 1920. Thousands of students have contributed to and benefitted from this rich history by dedicating their labor experience to the pursuit of their craft.
Berea is a town of 15,500 residents, located in the gorgeous foothills of the Appalachian Mountains and situated 40 miles south of Lexington, Kentucky, and 130 miles north of Knoxville, Tennessee. Designated the “Folk Arts and Crafts Capital of Kentucky,” Berea is a hub for creativity—it is home to a growing population of weavers, instrument makers, furniture artisans, jewelry designers, glassworkers, potters, painters, sculptors, and musicians.

With numerous arts-and-craft and culinary festivals scheduled throughout the year, Berea is a perennial tourist destination. The area’s climate features moderate winters and warm summers, which supports College activities and the area’s active artisans and musicians. Berea has a pedestrian-friendly culture supported by miles of bike trails, sidewalks, and regularly held 5K runs and other fitness events. The College and the town are committed to the practice of sustainability and conservation for the region and have collaborated on several shared-use trails in and around the community.

The Berea area features attractive real estate options, a low cost of living, multiple good school districts, local and specialized health care, and a hospital. Its location along Interstate 75 provides easy access to employment centers and lively metropolitan areas.

**SUPPORT FOR APPALACHIA**

Berea serves students from within the region and beyond through the Loyal Jones Appalachian Center, established in 1970 and the first of its kind in the country. Named for alumnus and retired faculty member Loyal Jones, a foremost authority on Appalachia and the region’s culture, the center staff has led the weeklong Appalachian Seminar and Tour for faculty and staff for decades. The tour enables Berea employees to connect their work to Appalachia and learn more about the context from which Berea’s Appalachian students hail. Berea College also provides outreach to the Appalachian region through its own efforts along with support from external sources:

- **Brushy Fork Leadership Institute** provides established and emerging leaders with opportunities to enhance their skills, gain innovative perspectives, and create connections with others working on similar issues. A key principle of the Institute is to honor the voice and vision of local people, empowering leaders to transform their communities.

- **Grow Appalachia** partners with communities in six states throughout central Appalachia to combat food insecurity and malnutrition by empowering families in Appalachia to create healthy, resilient, and economically viable food systems.

The **Berea College Appalachian Fund** supports non-profit organizations that are working to improve the health, education, and general welfare of people living in the Appalachian Mountains and surrounding areas.
LEADERSHIP & GOVERNANCE

Berea’s active and engaged Board of Trustees is comprised of an accomplished and diverse group of alumni and friends of the College. The Board is presently comprised of 34 members, including four trustees nominated from the College’s alumni association. Trustee terms are for six years. The Board meets three times during the academic year. The Board is led by a Chair who typically serves for four years. Organized into an Executive Committee and nine standing committees, the Board provides oversight across the full range of the College’s academics, Board development, fundraising, finances, investments, student life, campus operations, physical plant, and external programs.

The president is supported by a talented and experienced leadership team that oversees all instructional and operational aspects of the College. The Administrative Committee is comprised of 10 members in addition to the President: Provost; Dean of Faculty; Vice President for Alumni, Communications and Philanthropy; Vice President for Operations and Sustainability; Vice President for Finance; Dean of Labor; Vice President for Student Life; Vice President for Diversity, Equity and Inclusion; Vice President for Strategic Initiatives; and Chief Information Officer.

The campus governance structure allows for the inclusion and participation at various levels of all employees of the College. All non-student employees are members of the General Faculty, but a smaller body of representatives, the General Faculty Assembly (GFA), serves as the voting body. The GFA concerns itself with nonacademic affairs. The College Faculty Assembly (CFA) acts on both academic program matters and recommendations related to faculty personnel policies. The Staff Forum serves in an advisory role, fostering community and advocating for staff priorities. The Student Government Association (SGA) represents the interests of all students and has members who serve on most College committees and the GFA.

The College and General Faculties are organized to conduct their affairs primarily through five program councils and their subordinate committees. The Executive Council coordinates this work and is generally responsible for the effective functioning of campus governance.

FINANCIAL MATTERS

Berea is proud of its commitment to providing a high-quality education to promising students and has continually worked to strengthen its financial position and endowment to sustain its no-tuition model. The March 31, 2022, endowment value was $1.582 billion. The spendable return from the endowment is the primary funding source for the budget and funds approximately 74 percent of the unrestricted educational and general operating budget. The remaining budget comes from federal and state aid, the Berea Fund, student fees, and some revenues from housing and meals. The College has a formal investment policy approved by the Board of Trustees and outsources the management and implementation of its investment policy.

Giving to Berea comes in many forms, including planned giving and bequests, foundation and trust support, individual philanthropy, and donations to the Berea Fund. In FY21, the College received nearly $50 million from more than 15,000 donors, including donations from students who contribute a portion of their labor earnings back to the College. Affirming that philanthropy is more about generosity than wealth, typically more than 60 percent of students, known as Berea Patrons, contribute each year.

Even through the pandemic, Berea has maintained financial stability. For the fiscal year ending June 30, 2021, Berea’s annual unrestricted educational and general operating budget was approximately $52 million, with assets totaling $2.1 billion and liabilities of $136.3 million. The College has $91.9 million in debt and a current Moody’s rating of Aaa. There are only five private colleges and eight private universities with a Moody’s Aaa rating.
THE LEADERSHIP AGENDA

The 10th president of Berea College will be a courageous visionary leader with a broad understanding of the higher education landscape, a collaborative individual who is student-centered, and someone who will enthusiastically build upon Berea’s outstanding reputation and distinctive 167-year history to advance the College. The new president will be privileged to pursue the following priorities:

- **Embrace, examine, and affirm Berea’s mission as outlined in the eight Great Commitments.** The new president will need to fully embrace the mission and bring an appreciation for the complexity of fulfilling the Great Commitments with balanced emphasis and in a context that is continually evolving.

- **Lead, renew, and strengthen the Berea College community.** Berea has a distinctive sense of community at its core and seeks a president with the commitment and skills to be an actively engaged community builder. The new president will lead a campus healing from the challenges of the COVID-19 pandemic with a desire for a greater sense of cohesion and connectedness. It will be vital that the president nurture relationships, engage in constructive discourse, and build trust with campus constituencies and in the town, state, and region.

- **Build upon Berea’s commitment to diversity, equity, and inclusion.** The new president will need to inspire and guide a campus that is increasingly more diverse and foster an environment that is respectful of differences and inclusive of all students, faculty, staff, and alumni. The president will need to be committed to action and outcomes that lead all people to feel secure, heard, and respected.

- **Engage and facilitate a collaborative strategic planning process that will encourage and consider views and perspectives from across the faculty, staff, students, alumni, and the local communities that are served by Berea.** Rooted in the Great Commitments, the plan will need to identify forward-looking strategies to leverage or optimize elements of Berea’s distinctiveness, including the Labor Program and its impact on students and the student experience; curricula that are grounded in the liberal arts while meeting the needs of future employers; ongoing ecological sustainability efforts; technological innovation and the ways in which it can enhance teaching and learning across the curriculum; and a campus community whose vibrancy is bolstered by rich co-curricular programming and robust athletics, music, and arts. The new president will then lead the implementation of this new visionary plan with measurement and feedback to the many constituent groups across campus and the community.

- **Lead strategic enrollment planning and execution to assure student enrollment of optimal size, composition, and quality, consistent with the Great Commitments.** The new president will work collaboratively to develop a strategy to address Berea’s complex and unique enrollment challenges amidst a changing and more competitive higher education landscape.

- **Steward and grow Berea’s resources by providing financial and fundraising leadership.** The new president will have strong financial acumen including a comprehensive understanding of the financial pressures facing higher education, the unique role of the endowment for funding student tuition, and the ability to raise the resources needed to meet Berea’s ambitious mission.
DESIRED QUALIFICATIONS, EXPERIENCES & CHARACTERISTICS

Berea College seeks a president with demonstrated evidence of significant, successful leadership in higher education and academic credentials that include a terminal degree. The president should be an energetic, thoughtful, and innovative leader who can set a bold vision for Berea’s future, while also appreciating its unique history and core values.

The ideal candidate will be a strategic thinker and consensus builder who will possess many of the following personal qualities and professional characteristics:

- A deep understanding of and affinity for Berea’s mission, vision, values, opportunities, and aspirations
- Excellent interpersonal skills and the ability to effectively communicate ideas, perspectives, and values while actively listening and engaging in open dialogue with persons with divergent views, ever mindful that the Berea president must be the leader for all
- Proven ability to work successfully with internal and external constituencies, building and enhancing partnerships with other educational institutions, government, alumni and friends, foundations, corporations, and the communities Berea serves
- Collaborative, authentic, inclusive, open, and highly engaged leadership style
- An accessible and student-centered leader who finds joy in engaging in campus life and building connections with a diverse student body
- Strong commitment to and advocacy for advancing diversity, equity, and inclusion initiatives; the ability to work with faculty, staff, students, leadership teams, and others with diverse backgrounds, experiences, and points of view
- Genuine appreciation of faculty and staff, and their respective roles and areas of expertise at the institution
- Deep commitment to shared governance
- Servant leader who is humble, earnest, and a low-ego leader
- Experienced fundraiser with a track record of cultivating major gifts both in and out of a comprehensive campaign
- Demonstrated ability to manage the fiscal resources of a complex organization with a commitment to maintain and enhance the fiscal soundness
- An understanding of technology and innovation and a commitment to embracing them to enhance institutional outcomes and shape the Berea educational experience
- A sense of humor
The Berea College Presidential Search Committee is being assisted by Academic Search. Applications, nominations, and expressions of interest may be submitted in confidence to BereaPresident@academicsearch.org. The position is open until filled, but only applications received by Monday, September 5, 2022, can be assured full consideration.

Applications must include a curriculum vitae; a substantive cover letter that addresses the expectations discussed in the leadership agenda; and contact information for five professional references who will not be contacted without the candidate’s permission. Confidential conversations about this opportunity may be arranged by contacting George Ross, Jay Lemons, or Jennifer Kookan.

Berea College, in light of its mission in the tradition of “impartial love” and social equality, welcomes “all peoples of the earth” to learn and work here. The College provides equal employment opportunity to all employees and applicants for employment regardless of their race, color, sex, sexual orientation, religion, age, national origin, political affiliation, disabling condition, or service in the uniformed services, in accordance with applicable law. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Berea College 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. For more information, visit www.academicsearch.org.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.