SEARCH PROFILE:
PRESIDENT
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Concordia College announces the search for its 12th president. Located in the growing Fargo-Moorhead community, the campus serves 1,900 undergraduate and graduate students, educating them to Learn, Work, and Lead with intention, using their talents for the well-being of the world. A second campus in northern Minnesota hosts the Concordia Language Villages, educating children, adults, families, educators, and military officials in fifteen languages. This presidency affords an exceptional opportunity for an accomplished, creative, and charismatic leader to set an ambitious course for the future. The President of the college will be a Christian and demonstrate a deep understanding of and commitment to the values of the college and to Lutheran higher education.
CONCORDIA COLLEGE

Concordia College, located in Moorhead, Minnesota, is a private liberal arts college rooted in the Lutheran tradition serving approximately 1,900 mostly undergraduate students. The college was founded in 1891 by Norwegian Lutheran immigrants who valued education and their religious heritage. Concordia is an inclusive college welcoming of individuals of different backgrounds, religions, and aspirations as they join a community where the life of faith and pursuit of learning occur in dynamic interaction. There is freedom to search for truth, and an open invitation for inquiry and critique. The Lutheran theological tradition emphasizes that all are called to love and serve their neighbor and care for creation. Thus, Concordia strives to equip students for vocation, use their talents for the well-being of the world, and "Learn, Work and Lead" with intention.

Committed to educating students in every aspect of their lives, Concordia is known for its applied and integrative learning, interfaith study, excellence in music, and strong student outcomes. Among the college’s many accolades, U.S. News & World Report recognized Concordia as among the top 150 National Liberal Arts Colleges, and Concordia was the top-ranked school in the Fargo area and #5 in Minnesota for WalletHub’s 2022 College Rankings report.

Concordia is one of 26 colleges and universities affiliated with the Evangelical Lutheran Church in America (ELCA). In 2021, Concordia joined the Annapolis Group, which represents the leading national liberal arts colleges across the United States. The college is accredited by the Higher Learning Commission and the next reaffirmation visit is scheduled for the 2023-24 academic year.
Concordia is guided by the strategic plan, *Concordia Leads: The Plan for 2030*, developed and enriched by an inclusive planning process and affirmed by the Board of Regents in 2019. It centers around four goals that guide and inspire the college’s actions to innovate and flourish for current and future students and for the public good. The goals are Transformational Learning, Excellence through Diversity, Wholeness and Health of Community, and Financial Foundation. Work on the plan is underway and presents the new President with a roadmap while allowing opportunity to refine and shape future directions for the college.

**MISSION STATEMENT**

The purpose of Concordia College is to influence the affairs of the world by sending into society thoughtful and informed men and women dedicated to the Christian life.

**LEARN. WORK. LEAD.**

Rooted in a strong liberal arts foundation, Learn | Work | Lead embodies the educational experience at Concordia. Through this transformational experience, Concordia graduates will be prepared to face life’s unscripted challenges and thoughtfully influence the affairs of the world.

**LEARN**

Learning at Concordia centers on DISCOVERY. From challenges in the classroom to moments of epiphany in the lab, in a musical ensemble, or hands-on learning — students begin to discover they can achieve more than they ever thought possible.

**WORK**

Concordia students build on their learning to pursue their passions through ACTION — taking on undergraduate research, creating art, participating in athletics, or completing a nursing clinical or a semester as a student teacher. Rich work experiences join students together with others who have different perspectives, in action for the good of others.

**LEAD**

Each day, Concordia students are challenged to ENGAGE their learning to become the type of leaders the world needs now. Students develop leadership skills through classroom work and engagement in campus organizations and activities through both small and big acts of leadership. Opportunities to lead present themselves each day, helping the student to grow in ways that serve their neighbors and support the communities they love.

That is the VALUE of a Concordia education.
ACADEMICS

With a 12:1 student to faculty ratio and an average class size of 18, Concordia features small classes and hands-on opportunities for students to work closely with faculty mentors. The 137 full-time and 49 part-time faculty are dedicated to helping students reach their full potential and motivating them to learn and engage with the world around them. Of the full-time faculty, 89% hold the highest degree in their field and 64% have tenure. The faculty are joined by an equally dedicated staff of 278 full-time and 146 part-time employees who are devoted to serving the needs of Concordia students.

Concordia recently adopted a “Three Schools, One College” model that showcases the academic strengths of the college and enhances its commitment to students’ career exploration, preparation, and on-time graduation. The three schools — arts and sciences, business, and health professions — offer BA, BM, and BSN degrees in more than 120 areas of study, including 13 preprofessional programs, in addition to undergraduate offerings. The SAS consists of 18 departments and nine interdisciplinary programs that offer a wide array of subjects of study. Students have rich extracurricular opportunities to enhance their learning, including music ensembles, theatre productions, competitive speech, as well as hands-on research projects. In addition to undergraduate offerings, SAS offers three graduate programs that leverage faculty expertise to meet growing demand: an online Master of Education in World Language Instruction, a new online Master of Education in teaching and learning, and a new Master of Music in Music Education.

The Offutt School of Business (OSB) is dedicated to developing global, entrepreneurial, and ethical leaders for a world of change. Built on a strong tradition that prepares leaders in the fields of business, international business, accounting, finance, and computer science, the Offutt School offers six undergraduate majors and eight concentrations through an experiential-based education. OSB students gain hands-on experience through a finance lab, student-run fund portfolio, team projects, and entrepreneurial opportunities. The Offutt School offers two unique scholarships to OSB students, and the Anderson Office of CareerSuccess supports OSB students in their pursuit of career exploration, networking opportunities, and internships. Faculty Senate recently approved a new Master of Science in Management Science and Quantitative Methods to be housed in the OSB; Higher Learning Commission approval is pending.
The Sanford Heimarck School of Health Professions prepares students to become professionals, practitioners, and leaders in a wide variety of health-related careers. Students learn through interprofessional, interdisciplinary, and team-based approaches as they prepare for future careers in the health professions. In addition to offering a combined Dietetic Internship and Master of Science in Nutrition, the school offers nationally accredited undergraduate programs in social work, dietetics, nursing, and long-term care administration, as well as programs in exercise science and healthcare leadership, and preprofessional programs in dentistry, athletic training, medicine, pharmacy, and more. Students have plentiful opportunities in the greater Fargo-Moorhead area for practical and applied learning through internships, practicums, and clinicals. Several programs have some of the highest pass rates on licensure exams in Minnesota and North Dakota, and Concordia’s health professions programs have a long and distinguished history of student placement in various professional and graduate programs.

The academic programs in all three Schools are grounded in the liberal arts and offer students ample experiential learning opportunities, including global learning, community engagement, and undergraduate research. In direct support of Concordia’s mission and in keeping with the Concordia Leads strategic plan, the college offers and is working to revise a strong and innovative core curriculum around the theme of Engaged Citizenship and creating new courses focused on justice and sustainability. The revision builds upon the core’s current focus on “Becoming Responsibly Engaged in the World” (BREW). Core courses are designed to provide a solid foundation in written and oral communication and establish a methodological competency and sensitivity to intellectual perspective through the study of a variety of disciplines. Core courses emphasize the development of analytical and critical thought and the ability to deal constructively with significant problems. Throughout the core, students also develop an appreciation for other peoples and cultures and an ability to respond to change in creative, effective ways.

Consistent with Concordia’s emphasis on integrative learning, students are required to complete two intensive integrative learning experiences known as PEAKs (Pivotal Experience in Applied Knowledge). PEAKs can vary in format and type of experience: some PEAKs may be linked to courses, some may involve research-intensive experiences, and some may be connected with internships; others may occur through study off campus or student leadership positions on campus or in the wider community. Students may also create independent PEAKs to match their interests in consultation with advisors and mentors. PEAKs are designed to build on what students learn in the classroom by providing them with real-world experiences to better prepare them for life after graduation.

Concordia has introduced for Fall 2022 a number of special academic interest programs — cohorts — for incoming first-year students. Members of these cohorts will form a sense of community, experience unique and compelling events and activities around a shared interest, and take deep dives into issues and ideas they care about. The 2022 pilot programs include: Learn, Work, Lead Internship; Leadership Council; Women in Business; STEM Discovery; and Environmental Leadership.
Concordia enrolls approximately 1,900 mostly undergraduate students. New students in the 2021-22 academic year included 473 first-year and 47 transfer students. For Fall 2021, 56% of undergraduate students identified as female; 12% as students of color; 6% were international; 65% were from Minnesota; 11% were first-generation college students; and 30% received Pell grants. Of those who reported, 51% had a Lutheran religious affiliation. The next President will work with the campus to determine and plan for the ideal enrollment of undergraduate students and will continue the ambitious goals for graduate and post-baccalaureate growth.

Concordia attracts academic achievers who seek to challenge their intellect and expand their critical thinking skills. Among first-year students in 2021, 24% were in the top 10% of their high school graduating class and the average ACT score was 23. That preparation and the quality of a Concordia education are reflected in strong retention and graduation rates. The retention rate for undergraduates who started in Fall 2020 was 82%, which was slightly lower than in prior years and likely impacted by the pandemic. The latest six-year graduation rate was 74%, and 85% of students reported being in graduate school or employed full-time within six months of graduation.

The excellence of a Concordia education is also reflected in students’ higher than average graduate school acceptance and passing rates for licensing exams. Students have achieved a 91% acceptance rate to medical school and a 96% acceptance rate to law school. Nursing students at the college have an average 97% first-time passing rate on the National Council Licensure Examination (NCLEX), notably 100% in 2021. Similarly, nutrition/dietetics students and education students perform well, achieving 86% and 98% first-time passing rates on their respective licensing exams.

The Student Development and Campus Life (SDCL) division at Concordia uses a curricular model focused on student learning and is centered on the following four goals: practical competence, personal development, intercultural maturity, and community engagement. Each office within SDCL enacts its work intentionally around these developmentally sequenced goals to facilitate and measure learning and to create a more coherent learning experience for Concordia students.

Concordia students are engaged and active; a 2019 Wall Street Journal ranking placed Concordia in the top 20 nationally for student engagement. They explore their passions through involvement in the more than 100 student organizations, including club and intramural sports; professional, departmental, and honors organizations; fine and performing arts groups; and interest clubs ranging from fitness to political, faith-based, and community service. Students can find opportunities for leadership, engagement, and service through the Student Government Association, The Concordian, Hands for Change, Asian Student Organization, Outdoor Recreation Club, Cobber SALT, Black Student Union, Gaming Club, Habitat for Humanity, and more.

Performing and fine arts opportunities abound at Concordia, and more than 30% of students participate in musical activities. Concordia’s talented musicians, both majors and non-majors, are welcome in the 19 music ensembles. Each year, student musicians embark on national or international tours, which have taken them to Italy, China, and South Korea in recent years. Concordia’s Emmy Award-winning Christmas Concerts, which feature three choirs and a full orchestra, are a regional highlight during the holiday season. The concerts started in 1927 and now involve more than 300 student musicians and attract thousands of guests each year.

The Concordia Cobbers compete at the NCAA Division III level as part of the Minnesota Intercollegiate Athletic Conference (MIAC). About 25% of students participate in one of the 22 varsity sports. Men’s sports include baseball, basketball, cross country, football, golf, hockey, track & field, soccer, tennis, and wrestling. Women’s sports include basketball, cross country, golf, hockey, soccer, softball, swimming & diving, track & field, tennis, and volleyball. Recently announced, Concordia will be adding e-sports to its varsity lineup in 2023. Concordia student-athletes have a long tradition of excellence in the classroom as well as on the playing field. The Cobbers have had 13 Academic All-Americans in the past 10 years, one of the top totals among MIAC schools.
Concordia is focused on providing a diverse and inclusive college community in which every member feels a sense of belonging. The college recognizes that a transformative education calls for learning across difference and has emphasized Excellence Through Diversity as one of the four goals of the strategic plan. The college has declared in its Statement on Diversity that Concordia aspires to be a diverse community that affirms an abundance of identities, experiences, and perspectives in order to imagine, examine, and implement possibilities for individual and communal thriving. Critical thinking grounded in the liberal arts compels the Concordia community to participate in intentional dialogue, careful self-reflection, and honest interactions about difference, power, and inequity. As responsible engagement in the world calls the Concordia community to recognize worlds that are familiar or unfamiliar, visible or less visible, the college will act to increase and support diversity in all areas of college life.

Concordia is one of 10 higher education institutions selected to partner with the University of Michigan in the “Just Futures Initiative,” funded by the Andrew W. Mellon Foundation. The funding supports research-informed reparation plans in partnership with local community organizations. Concordia’s focus will be to work with Indigenous leaders to enhance the lives and opportunities for Native Americans in the region. Concordia College also is a member of the highly regarded Liberal Arts College Racial Equity Leadership Alliance (LACRELA).
CAMPUS FEATURES

Concordia’s attractive 120-acre campus is in the heart of a bustling metro region that offers a small-town feel with big-city culture and business opportunities. The suburban campus features more than 35 residential and academic buildings, arts and athletic facilities, a skyway, and open spaces, including an organic garden and Prexy’s Pond. Concordia has undertaken several renovations in recent years, including the Knutson Campus Center (2007); Grant Center, home to the Offutt School of Business (2012); and Normandy Center to house the Center for Student Success (2018). The $45 million renovation of the Integrated Science Center, the largest capital project in the college’s history, was completed in 2017. In 2022, the college will receive additional property and a building from Sanford Health to serve as home to the Sanford Heimarck School of Health Professions. The new Heimarck Center will open in 2023 following renovations to create lab spaces, a simulation lab, telehealth and consultation rooms, and interactive spaces for informal gathering and study.

Through the efforts of an inclusive steering committee, the college developed a Campus Master Plan in 2021 to support campus planning and align with the goals of the strategic plan. The Master Plan offers near-term improvements through the next decade and sets the direction for long-term campus development. Several priority projects are identified that will enable the campus to be flexible and responsive to the needs of students, provide diverse and supportive settings for learning, include places or elements that symbolize and support the college’s Christian roots, identify opportunities to support outreach activities, advance sustainable design, and preserve and enhance the aesthetic appeal of the campus.

Concordia is a leader in sustainability, making the 2022 list of most environmentally responsible colleges by The Princeton Review. In 2021, the college also achieved a Silver STARS (Sustainability Tracking, Assessment & Rating System) rating from the Association for the Advancement of Sustainability in Higher Education.

Key drivers for the rating include Concordia’s annual greenhouse gas emissions tracking and carbon reduction planning; the college’s Bee Campus certification; construction of the LEED Gold certified Integrated Science Center; Concordia’s key role in launching the Moorhead Community Resilience Task Force; and more.

CONCORDIA LANGUAGE VILLAGES

Since 1961, the Concordia Language Villages (CLV) has been offering internationally recognized language and culture immersion programs. Typically, more than 4,900 youth participate in one-, two- or four-week summer sessions. In addition, CLV offers programs for approximately 5,500 families, adults, educators, and school groups throughout the academic year. In the Language Villages, participants are immersed in the culturally authentic world of a native speaker where they can truly learn to live a language, not just speak it. Led by an executive director, CLV offers its programs in 15 world languages and in architecturally authentic year-round educational facilities on 875 acres of college-owned property on Turtle River Lake in northern Minnesota. In 2018, the Language Villages received a $5 million gift from a corporate donor to construct a culturally authentic Korean Language Village.

The Concordia Language Training Center (LTC) is one of eight LTCs funded by the Defense Language and National Security Education Office and administered by the Institute of International Education. The Concordia LTC is a program of Concordia College and Concordia Language Villages and was established in 2016 in collaboration with the Army National Guard; additional partners have been added since then. CLV has also recently expanded its scope by offering language training through a regional corporate partnership.
ABOUT THE FARGO-MOORHEAD REGION

Separated by the Red River, Fargo (North Dakota) and Moorhead (Minnesota) encompass a growing metropolitan area with nearly 250,000 residents, including 30,000 college students attending eight colleges and universities. The Fargo-Moorhead area is known for its educated workforce, robust business environment, thriving arts community, and excellent education options. Residents and visitors enjoy museums, galleries, concerts, theater, biking and walking trails, recreation along the Red River, a zoo, and numerous athletic amenities. Along with shopping and entertainment, there are one-of-a-kind local restaurants to explore and experience. The community offers a friendly atmosphere with many of the advantages of a big city.

Fargo-Moorhead is one of the fastest-growing metropolitan areas in the U.S. outside the South and West and continues to receive national recognition for its high quality of life, safety, low cost of living, and diversified economy. It was named the top job market for 2020 by ZipRecruiter.com. Fargo-Moorhead has a spirited entrepreneurial community, with high availability of jobs and many growing sectors, resulting in one of the nation’s lowest unemployment rates and economic stability. It is becoming increasingly diverse and nearly 100 dialects are spoken by students in the local K-12 school districts.

FINANCES

As might be expected, operating revenues and expenses were affected significantly during fiscal year 2021 due to the COVID-19 pandemic. Fewer students were living on campus, reducing room and board income, and the summer and most academic-year courses at the Language Villages were suspended. Efforts were made through salary and benefit savings to offset some of these losses. The college and its students benefited from Higher Education Emergency Relief Funds (HEERF; almost $2.4 million in FY2021, $4.1 million for FY2022).

Overall revenues last year totaled $68 million, equal to expenses. The largest source of funds stemmed from tuition and fees ($33 million, net of scholarships and grants). The market value of the endowment climbed dramatically during the last five years, reaching $185,052,062 as of April 30, 2021. The annual draw from the endowment in 2021-22 was $6.2 million and about 50% of that supported student scholarships, with the remaining amount supporting current operations and special programs.

To bring clarity and greater accessibility, the college reset tuition in Fall 2021, reducing it by more than 35%. In addition, a Flex Year was introduced, responding to the disruptions caused by the pandemic and providing students with additional time for learning.

Concordia, like many institutions in the Upper Midwest, has faced enrollment pressures in the last decade, exacerbated in recent years by the pandemic. During this period, new student enrollment has declined and overall enrollment numbers have fallen. Fall 2021 undergraduate enrollment was 1,883 down from 2,810 in 2010. The college has instituted several programs intended to bolster enrollment, but a continued focus on optimizing enrollment is an ongoing priority for the college.
FUNDRAISING

Concordia’s 34,000 alumni and a host of friends, foundations, and corporate partners consistently are generous to the college. Concordia’s most recent campaign – titled “RISE” – raised more than $150 million and concluded eight months early in April 2019. The campaign focused on growing the endowment and scholarship support, as well as contributing to the academic programs and facility improvements.

Last year, the annual fund was rebranded as The Cobber Fund to emphasize Concordia’s commitment to students and to maintaining affordability. More than $2.5 million was raised during 2020-21, including more than $500,000 raised in a single Giving Day from almost 1,600 donors. Overall, almost $11.5 million was raised last year, considerably more than anticipated during COVID.

The Advancement team totals 22, including 8 frontline fundraisers who raise money for CLV and the college as a whole.

ALUMNI

Concordia has a dedicated and loyal alumni base of more than 34,000 Cobbers. They participate in mentoring programs, offer internships to students, provide financial support, and more. They live throughout the United States and around the world; many live nearby and work for the college. These alumni are joined by hundreds of thousands of youth and adults who have participated in Concordia Language Villages during the 60 years of its existence.

GOVERNANCE & LEADERSHIP

Concordia is owned by the nonprofit Concordia College Corporation, which includes congregations of the ELCA in Minnesota, North Dakota, and Montana. Voting members of the corporation are responsible for electing members to the Board of Regents and staying informed about the progress, condition, and needs of the college.

The Board of Regents may consist of up to 30 members; two advisory members also serve the Board. Regents are elected for terms of four years and subsequently may be re-elected for two additional full consecutive terms. At least four of the elected members must be pastors of the ELCA, of whom at least one must be a bishop of a synod within the Corporate Territory of the college. In addition, at least three elected members shall be alumni of the college; at present, 20 Board members are alumni. The college draws on the expertise of Regents active in legal, health, business, education, and other professions.

Currently, the President’s Cabinet has eight members, including the Provost/Dean of the College, Vice President for Student Development and Campus Life, Vice President for Finance and Treasurer, Vice President for Advancement, Vice President for Enrollment and Marketing, Chief Diversity Officer, Executive Director of Faith and Learning, and Deputy to the President. The President’s Cabinet meets weekly.

The Faculty Executive Committee includes the President, Dean of the College, and five elected tenured faculty members, one of whom serves as Faculty Secretary. The Faculty Executive Committee coordinates the work of subordinate committees and sets the agenda for the twice monthly Faculty Senate meetings. Officially, the President chairs the committee; however, conventionally, the President has delegated the chairing to the Dean of the College. The Faculty Senate serves as the representative body and is composed of department chairs, at large elected members, administrators, and four students.

The President also benefits from an active National Alumni Board of Directors, the leader of which is one of the advisory members serving the Board of Regents.
Concordia seeks a transformative leader who will work with the Board of Regents and other constituencies to set directions and implement actions that will propel the college towards a vibrant future. With full understanding of the higher education environment, the next President will build upon the Board’s institutional advancement initiatives and the strategic goals established through *Concordia Leads: The Plan for 2030*, as well as Concordia’s considerable strengths in mission, people, and location. The President will:

- Establish priorities for action that will further distinguish Concordia in the years ahead. With significant, positive student outcomes to tout, the college is known for close mentoring of students by faculty and staff; educating students for engaged citizenry; its Three Schools, One College model; and a strong Lutheran identity that champions interfaith dialogue. The next President will seize opportunities to build on these strengths and others to grow Concordia’s reputation and market.

- Lead the Board and the campus in developing and successfully implementing an enrollment plan for Concordia’s next decade, including a study of such elements as the ideal size and composition of the undergraduate and graduate population, the processes used to enroll students, and the undergraduate, graduate, and other programs that will best serve students and the communities from which Concordia draws. The resulting plan also will address the college’s commitment to reflect the growing diversity of the Fargo-Moorhead community and the nation.

- Secure transformational philanthropic support to propel the college forward. Building upon the generosity of alumni, friends, and partners of the college, the President will meet donor passions with opportunities to invest significantly in new priorities and in established goals such as growing the endowment, enhancing faculty and staff salaries, and increasing financial aid to improve the college’s affordability.

- Partner energetically and enthusiastically with private industry, government, and nonprofit organizations to diversify revenue and expand opportunities for employment and experiential learning for Concordia’s students. In so doing, the President will take advantage of the wealth of talent in the college’s three schools and in the Concordia Language Villages (CLV).

- Seek new opportunities for growth and impact of the CLV and build upon the synergies offered by the CLV, strengthening the relationship between the two campuses.
QUALIFICATIONS

The President of Concordia will demonstrate a deep understanding of and commitment to the mission, vision, and values of the college and Lutheran higher education. The President will recognize the historic relationship between the college and the Evangelical Lutheran Church in America (ELCA) and will work to sustain and nurture the college’s affiliation with the ELCA. The President will be a professing Christian who is in good standing as a member of a Christian congregation.

Concordia also seeks a President who will bring competency, creativity, and charisma to the work ahead. The President will:

- Bring considerable success in cultivating a bold, nimble, and entrepreneurial campus culture and in leading and managing change, growth, and innovation
- Build and lead high-performing teams
- Demonstrate the resilience and good humor needed to lead through complexity
- Be committed to diversity, equity, inclusion, and justice
- Understand the trends, challenges, and opportunities in today’s higher education landscape
- Share Concordia’s commitment to excellence in the liberal arts
- Value shared governance and building relationships across constituencies
- Bring an active listening and transparent, inspirational communication style and the gravitas necessary to earn the respect of all constituents
- Possess a strong, ethical character and lead with integrity
- Enjoy the life of the college and interact enthusiastically, authentically, and charismatically with students, staff, and faculty and the external community
The Concordia College Presidential Search Committee is being assisted by Academic Search. Applications, nominations, and expressions of interest may be submitted in confidence to ConcordiaPresident@academicsearch.org. The position is open until filled, but only applications received by Sunday, October 2, 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 emailing ConcordiaPresident@academicsearch.org and one of the search team members will respond. The team for this search includes Sharon Herzberger, Jay Lemons, and Jennifer Kooken.

Concordia College is an Equal Opportunity/Affirmative Action college. The college will not discriminate against or harass any employee or applicant for employment because of race, color, creed, sex, religion, national origin, age, veteran’s status, disability, genetic information, sexual orientation, gender identity, marital status, familial status, public assistance status, membership or activity in a local human rights commission, or any other legally protected status.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Concordia 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.

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