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Eastern Mennonite University (EMU), based in Harrisonburg, VA, seeks an exceptional senior leader who excels in organizational innovation, recruitment, administrative leadership, and entrepreneurial vision to serve as Vice President for Enrollment & Strategic Growth (VPESG). The ideal candidate will enable the University to continue to succeed academically, financially and spiritually in an increasingly competitive higher education enrollment environment.
THE UNIVERSITY

EMU offers rigorous academic study at the undergraduate, graduate and seminary levels. More than 2,000 students are enrolled in programs at the main campus in Harrisonburg, Virginia; the Lancaster, Pennsylvania site; the Washington Community Scholars’ Center in Washington, D.C.; and online. EMU is grounded in values including service to others, Christian discipleship, peacemaking, and community building, all of which prepare students to serve and lead in a global context. While some EMU students come from a Mennonite faith tradition, the majority of EMU students come from other, or no identified, faith traditions. Rooted in the historic peace church tradition, EMU is a welcoming, inclusive, accepting, and loving place to learn and grow.

Eastern Mennonite University, founded in 1917, is an educational institution of Mennonite Church USA, serving students of diverse religious and cultural backgrounds. EMU confers undergraduate, graduate, and seminary degrees in the liberal arts, applied sciences, and professions.

EMU’s mission, vision and values, quoted below, are the foundation of EMU’s strategic plan.

MISSION
EMU prepares students to serve and lead in a global context in the spirit of Micah 6:8: “to do justice, love mercy and walk humbly with God.”

Our community of learning integrates Christian faith, academic rigor, artistic creation and reflective practice informed by the liberal arts, interdisciplinary engagement, and cross-cultural encounter.

VISION
We will open new pathways of access and achievement for all students who aspire to grow as unifying leaders equipped with intercultural competence, oriented toward peace and justice, and rooted in an active faith modeled on the life and teachings of Jesus.

VALUES
EMU’s mission and vision are grounded in the enduring biblical values of Christian discipleship, community, service, and peace.

These values are embodied throughout the university in our distinctive commitment to peacebuilding, social justice, cross-cultural engagement, and sustainability. Rooted in the Anabaptist tradition, we follow Jesus’ call to bear witness to truth, serve with compassion, and walk boldly in the way of nonviolence and peace.

EMU is known internationally for its pioneering work in conflict transformation and restorative justice; nationally for its signature travel program of cross-cultural engagement; and regionally for its superb academic preparation and placement of students in STEM disciplines and the helping professions and its competitiveness in one of the nation’s top Division III conferences: the Old Dominion Athletic Conference (ODAC).

A few points of note:

- Incoming class strength is noted by a 3.67 average GPA.
- Top areas of study include education, nursing, business & leadership, and STEM programs.
THE UNIVERSITY (CONT.)

- The class of 2020-21 graduated 429 students: 300 with bachelor’s degrees, 125 with master’s degrees or graduate certificates, and 4 with doctoral degrees.
- 98 percent of graduates are employed within one year of graduation.
- Enrollment and financial positioning are strong despite the pandemic. The University is up 3 percent over last year in new first-year students. Mennonite enrollment is up, and student athlete numbers remain at 42 percent of the undergraduate student body.
- The racial/ethnic diversity of our student body is at 33 percent.
- EMU has enjoyed four straight years of balanced budgets, with margin.

The University employs approximately 100 full-time faculty members. The student to faculty ratio is 12:1, so students enjoy focused attention to become the best versions of themselves. Members of the EMU community feel a sense of belonging and a true commitment to the “common good.” True linkage between theory and practice in pedagogy allows for students to thrive in a liberal arts-based education that encompasses the impact of science and technology on issues around social justice, bringing awareness of values and ethics, as well as sustainability and global perspective.

EMU has been recognized repeatedly by U.S. News and World Report as a best value school—being among the “Top Performers on Social Mobility” and ranking as a “Low Debt University.” The Wall Street Journal named EMU in the top quarter in the South and the top third in the country of schools for superb community engagement, campus environment, outcomes, and resource management. The Sierra Club rated EMU as a “Cool School” in recognition of the university’s strong commitment to environmentalism and sustainability. EMU won a 2019 CASE Educational Fundraising Award, an honor given each year to exceptional fundraising programs at educational institutions in the United States. This Spring, the Wall Street Journal named EMU in the top quarter of “Universities in the South.”

DIVERSITY, EQUITY, AND INCLUSION

DEI Initiatives have historically been, and remain, a long-term focus at EMU, which was the first non-HBCU in the Commonwealth of Virginia to admit a black student. Despite this last, pandemic-challenged year, where faculty hires were not prioritized, EMU still made good on its promise outlined in a 3-year DEI plan to hire a new cabinet level DEI Executive Director to lead transformative change and strategic vision to advance DEI initiatives. Loyal and generous alums and supporters have embraced our new vision statement (“to open new pathways of access”) and its DEI focus, giving $120,000 at the EMU Day of Giving in April. In addition, overall giving to EMU year-to-date is up nearly 10 percent above last year at $5M. Also this year, the President’s Cabinet voted to make Juneteenth a permanent paid holiday. Last year EMU observed the holiday for the first time, making it the 15th paid holiday. “As a community of learners that values peace and justice,” said President Huxman, “and in this moral crucible of the pandemic, it is in keeping with our mission and values that we pause to honor and elevate this day.”
INFORMATION ABOUT ENROLLMENT
EMU serves approximately 2,000 students across traditional undergraduate, accelerated undergraduate, graduate, seminary and non-credit programs, as captured by its 12-month unduplicated enrollment. The traditional undergraduate population is approximately 800.

In the traditional undergraduate program, first-time, first-year classes hover around 200 students in recent years. The university also recruits approximately 40 undergraduate transfer students into the traditional program each year. First-to-second year retention rates average approximately 78 percent.

Student achievement goals, measures and performance data is available [here](https://emu.edu/ir/fact-book/enrollment).

The institutional Fact Book (enrollment section) contains a wide variety of data points pertaining to all enrollment. [https://emu.edu/ir/fact-book/enrollment](https://emu.edu/ir/fact-book/enrollment).

STUDENT DEMOGRAPHIC INFORMATION, DIVERSITY BREAKDOWN
The traditional undergraduate student population is approximately 65 percent white, 30-35 percent first generation, and 34 percent Pell eligible. More specifically:

- University overall BIPOC: 20 percent (24 percent including International)
- All undergraduate (including degree completion) BIPOC: 25 percent (28 percent including International)
- Traditional undergrad: BIPOC: 27 percent (31 percent including International)

In terms of geography, the traditional undergraduate student population represents 28 states and 23 countries. Seventy percent of traditional undergraduates are from Virginia, with the next highest number from Pennsylvania.

As a whole, the university serves students from 36 states and 45 countries. Sixty-one percent of all students are from Virginia, 19 percent from Pennsylvania. A significant number of non-traditional undergraduates and graduate students attend via the university’s instructional site in Lancaster.

PLACEMENT RATES
Upon graduation, each year more than 95 percent of bachelor’s degree earners are employed within 12 months. Nursing and teacher education grads are generally placed at or near 100 percent. General institutional outcome data is published at [https://emu.edu/about/accreditation/student-achievement](https://emu.edu/about/accreditation/student-achievement).

BUDGET – OVERALL AND FOR E&SG
- EMU’s operating budget: $30M
- Overall budget for enrollment (excluding financial aid): $2.3M
- Undergraduate admissions: $1.4M
- Graduate and professional recruitment: $260K
- Marketing and communications: $600K

TUITION AND FEES
Tuition and fees for the traditional undergraduate program for 2020-21 were $39,990, with room and board for residential students at $11,900 for a total of $51,890. A comprehensive report of tuition and fees across all programs is available at: [https://emu.edu/business-office/tuition](https://emu.edu/business-office/tuition).

DISCOUNT RATE
The overall discount rate for students in the traditional undergraduate program is approximately 51 percent. In recent years, EMU has substantially increased its discount rate to adapt to market realities. Detailed data on tuition discounting and financial aid is available in a summary slide deck from the university’s consulting work with Ruffalo Noel Levitz.

FINANCIAL AID DATA
The university dedicates approximately $16M to institutional student financial aid annually. For the traditional undergraduate program, endowed funds provide approximately $900K of $15M in institutionally funded aid.

MARKET ANALYSIS
The university conducts a wide variety of market analyses across both undergraduate and graduate programs. This work informs the development of new programs and the evaluation of existing programs.

Newer programs include traditional undergraduate...
majors in Global Development, Global Studies, Political Science, Engineering, Marketing, and Organizational Leadership. Additionally, the university has added non-traditional and graduate programs in Doctor of Nursing Practice, Transformational Leadership, Trauma & Resilience in Educational Environments, Trauma & Resilience in Healthcare Settings, Restorative Justice in Education, and an Aviation concentration within Leadership and Organizational Management. A new Human Resources Management program is slated to launch in fall 2022, pending approval by the Southern Association of Colleges and Schools Commission on Colleges.

ATHLETICS
Intercollegiate athletics are an integral part of life at EMU. Christian values, goals and standards serve as the foundation for sports activities. The athletic program provides men and women with the opportunities to integrate personal growth in leadership, athletic skills, wholesome attitudes and spiritual understanding. EMU emphasizes a balance between academic achievement and athletic accomplishment.

The dynamics of interpersonal relationships are an important consideration of the Athletic Department. Coaches stress teamwork, interpersonal communication, self-sacrifice and the building of friendships. As athletes interact with others and are challenged to develop their talents, they learn about themselves in a way not possible in the classroom.

EMU participates in the National Collegiate Athletic Association at Division III, the Old Dominion Athletic Conference, and, for men’s volleyball, the Continental Volleyball Conference. Women participate in the eleven sports of Basketball, Cross Country, Field Hockey, Golf, Lacrosse, Soccer, Softball, Indoor Track and Field, Outdoor Track and Field, Triathlon, and Volleyball. Men participate in Baseball, Basketball, Cross Country, Golf, Soccer, Indoor Track and Field, Outdoor Track and Field, and Volleyball. The two newest athletic teams are women’s Lacrosse and women’s Triathlon.
PRESIDENTIAL LEADERSHIP

Dr. Susan Schultz Huxman has served as Eastern Mennonite University’s ninth president since January 1, 2017. Citing evidence of exemplary leadership in guiding the university into its second century, EMU’s Board of Trustees unanimously appointed President Huxman to a second five-year term beginning in October 2020.

She chairs the president’s group of the 27 institutional members of the Council of Independent Colleges of Virginia. She also chairs the president’s group of the Mennonite Higher Education Association. She has served on the board of Mennonite Education Agency (MEA) and of Western District Conference of Mennonite Church USA.

Dr. Huxman has served for more than 25 years in higher education in a variety of administrative and academic leadership roles. From 2011 till she came to lead EMU, she was president of Conrad Grebel University College Waterloo, Canada. Previously, she was director of the Elliott School of Communication at Wichita State University, the only comprehensive, integrated communication program in the state of Kansas. A graduate of Bethel College, Dr. Huxman holds an M.A. and Ph.D. in communication studies from University of Kansas.

Dr. Huxman has won numerous awards and recognition for teaching excellence when on the faculty at Wichita State and continues to teach and mentor at EMU. She has published more than two dozen scholarly articles and book chapters and is co-author with Karlyn Kohrs Campbell of The Rhetorical Act: Thinking, Speaking, and Writing Critically, 5th ed. (2015) and editor of Landmark Speeches on U. S. Pacifism, Texas A & M University Press (2015).

ACCREDITATION

EMU is nationally accredited by the Southern Association of Colleges and Schools (SACS) Commission on Colleges. Additional accreditations include:

- State Council of Higher Education for Virginia (SCHEV)
- Council for Accreditation of Counseling and Related Educational Programs (CACREP)
- Commission on Collegiate Nursing Education (CCNE)
- Council on Social Work Education (CSWE)
- Council for the Accreditation of Educator Preparation (CAEP)
- Association of Clinical Pastoral Education (ACPE)
- Association of Theological Schools in the United States and Canada (ATS)
EMU AND THE MENNONITE FAITH TRADITION

EMU was founded in 1917 and is affiliated with Mennonite Church USA. From its beginnings as a small Bible college, EMU has grown into a vibrant learning community, offering more than 50 programs of study and serving people from many faith traditions, cultures, and nationalities. Core values of service, social justice, Christian discipleship, sustainability, peacemaking and restorative justice are engaged in the classroom environment. EMU strives to provide a community of learning where differences are valued, respectful debate is encouraged, and people collaborate across differences in order to constructively confront the very real challenges we face in the world with compassion and care for others, the environment and the world’s resources. You can find the priorities that guide the mission and ministry of the Mennonite Church USA at the Mennonite Church USA site link above.

EMU is home to students from all walks of life. While a portion of the student body attend Mennonite churches, over 70 percent of the student body comes from other faith traditions. More than 30 religious groups are represented on campus from all over the world.

Mennonites at EMU have much in common with all Christians. Mennonites are distinctive among followers of Jesus in being among the group of “historic peace churches,” along with the Church of the Brethren and Quakers.

Students connect to faith communities and congregations of many types, in a variety of settings and styles; and EMU provides opportunities for students, faculty and staff to explore and discuss faith and spiritual formation together.

LOCATIONS

EMU’s main campus, in Harrisburg, VA, is located in the spectacular Shenandoah Valley. The area boasts a historic, vibrant, and diverse city tucked up against beautiful mountain ranges and recreation spots that host bountiful outdoor activities. Rated one of the top college towns in the U.S., Harrisonburg has been recognized recently by Realtor.com as a "Best City for First-Time Home Buyers", and 9th nationally as a “Top City for Renters.” To learn more about the region please explore one or more of the following sites:

- Harrisonburg Downtown Renaissance (annual community events)
- Downtown Directory (restaurants, shopping, etc.)
- City of Harrisonburg (municipal website)
- visitshenandoah.org
- shenandoahvalleyweb.com

EMU at Lancaster (PA) offers undergraduate and graduate academic programs that serve the needs of non-residential and post-traditional adult learners in southeastern Pennsylvania. EMU at Lancaster works closely with local civic and business organizations to ensure that its programs of study meet educational and workforce development needs of the regions. Commitments to love, service, non-violence, and peacebuilding form the distinctive community of care for which EMU at Lancaster is known.

The Washington Community Scholars’ Center (WCSC), located in Washington, D.C., offers cross-cultural urban studies, internship, and community living experiences. WCSC prepares students for their careers by providing guided development through an integrated group cross-cultural experience. Since 1976, EMU has welcomed students from universities across the country to practice their passion for justice in the nation’s capital.
THE VICE PRESIDENT FOR ENROLLMENT & STRATEGIC GROWTH

POSITION SUMMARY
The Vice President of Enrollment & Strategic Growth (VPESG) at EMU is responsible for the full spectrum of student recruitment at EMU (undergraduate, graduate, pre- and post-graduate). The selected candidate is expected to be an external-facing leader, in addition to leading the university community in developing and implementing a compelling strategic enrollment plan and providing inspirational and motivational leadership for the Enrollment Management team.

The Vice President for Enrollment & Strategic Growth reports directly to the President, serves as a vital member of the President’s Executive Leadership Team and President’s Cabinet, and works closely with the EMU Board of Trustees Strategic Position & Growth subcommittee to foster the institutional mission of EMU.

The selected candidate will focus on operational excellence in recruitment and marketing; partner with all campus stakeholders, including alumni and trustees, in expanding the recruitment reach in developing territories and populations; and be committed to NCAA Division III athletics and building partnerships with coaches and athletic administrators to facilitate the strategic recruitment of student-athletes.

The VPESG provides oversight for 20 staff: 12 in Admissions and eight in Marketing & Communication. The cohesive Admissions unit includes Undergraduate (majors, minors, and concentrations) and Graduate (degrees, diplomas, and certificates) recruitment as well as an emerging Pre-Graduate sector (high school and middle school academic camps & programs) and Post-Graduate (continuing education and professional development sector).

The strong Marketing and Communications team rolled out a new brand positioning campaign in 2019-20 that was well received by the university's many stakeholders—internal and external. For more information on the “Lead Together” Brand, visit brand.EMU.edu. The team promotes recruitment on the main campus and at its other instructional sites.
THE VICE PRESIDENT FOR ENROLLMENT & STRATEGIC GROWTH (CONT.)

LEADERSHIP AGENDA
The next VPESG must be innovative and data driven, and well versed in current demographics and enrollment trends in higher education. Primary goals will be growth in total enrollment, improvement in retention, and increased diversity of the entire student body. Strong communications and establishing a collegial partnerships with the President and Provost are especially critical. The VPESG activities are broken out below.

OVERSIGHT OVER ADMISSIONS
• Assure the recruitment process remains personal and creative, connecting with families and students to effectively tell the EMU story.
• Support direct reports to continually analyze, refine, and manage processes, policies, technologies, and resources dedicated to delivering admission, financial aid, recruitment activities, holistic review processes, admission strategies, and enrollment student services.
• Encourage innovation and entrepreneurialism.
• Ensure direct reports’ responsibilities are structured effectively to attract and support motivated, high-level and successful experience from initial contact, to campus visit, and further through the entire enrollment funnel from initial course registration, graduation, and beyond.
• Ensure a motivated and effective admissions team uses all the technology tools and innovative techniques to convert leads into enrollment.
• Support direct reports in their work to develop strategies for effective use of scholarship and other financial aid funds to recruit, retain, and graduate students.
• Provide content expertise to Institutional Advancement to help secure additional scholarship funding.

OVERSIGHT OVER MARKETING & COMMUNICATIONS
• Provide clear oversight in brand consistency and a consistent marketing strategy that synthesizes and gives clear direction of highest priorities to the marketing team.
• Determine and assist in leading the overall enrollment marketing strategy, implementation, and budget supervision of all lead-generation and enrollment marketing with the brand standards of the university.
• Lead the university marketing team to ensure that signature programs have the necessary sub-branding and differentiated identity that directly appeals to the target prospective student pool and that the website and other marketing efforts are driving enrollment appropriately.

COLLABORATION WITH ATHLETICS
• With the Athletic Director currently as a dotted-line report, provide guidance for the athletic department with respect to enrollment targets by team and practices for awarding talent-based aid to athletes in a manner which demonstrates good stewardship of institutional resources.
• Bring a passion for NCAA Division III athletics and the ability to build partnerships with coaches and athletic administrators to facilitate the strategic recruitment of student athletes.
• Ensure Athletics remains a strong part of the university enrollment plan in both recruitment and retention.

COLLABORATION WITH FINANCIAL AID
• Provide oversight for development of a creative and data-driven comprehensive financial aid strategy that leverages the University’s available funding to support specific enrollment strategies for recruitment and retention for all student populations inclusive of short- and long-term financial goals.
• Partner with the Vice President for Finance and Director of Financial Aid in the development of a critical strategy to ensure it is sustainable.
THE VICE PRESIDENT FOR ENROLLMENT & STRATEGIC GROWTH (CONT.)

COMMITMENT TO INCLUSIVE EXCELLENCE

• Demonstrate a commitment to inclusive excellence for all students. This comprises a commitment to EMU’s mission and core values and that inspires community members to respect the dignity and humanity of all with an explicit emphasis on equity and excellence in student learning.

• Increase the diversity of the undergraduate and graduate student populations.

BUILDING EXTERNAL AND INTERNAL RELATIONSHIPS

• Engage external and internal constituents, fostering open communication, and develop partnerships with other educational institutions (K-12, community colleges, and other universities), businesses, government and nonprofit agencies, applicable community and higher education organizations, and advance the University reputation through enrollment efforts.

• Provide appropriate communication and information channels between Enrollment and Strategic Growth professionals with the Executive Leadership Team and the EMU Board of Trustees Strategic Position & Growth subcommittee.

• Represent the university, both on and off campus, as an exemplar of sound enrollment management.

Specifically, the Vice President for Enrollment & Strategic Growth will:

• Serve as a strong advocate and liaison with internal and external stakeholders for issues related to access, admissions policies, scholarships, athletics and other financial aid, and cultivate a synergy with academic leadership on student success and retention.

• Develop innovative program tracks to accommodate the growing number of post-traditional students’ work-life balance needs. This person will build upon the increasing number of transfer students through intentional partnerships with community colleges in the region and state.

• Partner with all campus stakeholders, including alumni and trustees, in expanding the recruitment reach in developing territories and populations.

• Oversee the formation of an Innovation Incubator at EMU—convening students, faculty, staff, and community members to prioritize “cutting edge” programs and initiatives that are mission-centric and market-ready.

• Continue work to elevate the racial/ethnic diversity recruitment initiative at EMU, and actively participate in the university’s vision to be an equity-minded and inclusive community of belonging, opportunity, and empowerment.

• Accelerate the college’s successful recruitment of students from diverse populations, leading the Enrollment Management team in further developing their own cultural awareness, competence and commitment to diversity, equity and inclusion.

• Lead University-wide, cross-departmental efforts to develop and execute a strategic enrollment management plan to meet goals for net revenue generation through the effective recruitment and retention of traditional undergraduate, post-traditional adult undergraduate, transfer, graduate, and international students.

• Develop and lead University-wide strategic plans to maximize retention and improve on-time graduation rates through collaboration with student affairs, athletics, and academic affairs functions. Convene and lead a cross-functional matrix of academic leaders, chairs and directors in key offices to continuously improve student retention.
THE VICE PRESIDENT FOR ENROLLMENT & STRATEGIC GROWTH (CONT.)

- Maintain a strong enrollment analytics function that leverages tools and access to data to inform decision making.
- In partnership with the Provost, Deans, and faculty, analyze ongoing assessment of the market readiness of new programs and continuing demand for existing programs of study and co-curricular experiences. Provide input on the enrollment and net revenue impact of current curricular design and potential changes to curricula, core requirements, transfer-of-credit, residency, and other academic policies. Advocate, as needed, for changes to academic programs and policies to ensure competitiveness of academic programs and growth in net revenue. This could include communication of which programs have increasing or decreasing demand and recommendations for enrollment targets by program.
- Collaborate with the Executive Leadership Team in leading the University’s annual and long-term tuition revenue projections, including revenue projections for annual budgets and medium- and long-term revenue forecasts.
- Monitor and communicate internal and external enrollment trends for all schools of the university and identify potential strengths, weaknesses, opportunities, and threats to current programs to ensure the University is meeting the current and future needs of students. Ensure close communication and collaboration with the Executive Leadership Team to prioritize and fund EMU’s most critical program development or enhancement.
- Promulgate—among leadership, staff and faculty—a university culture that makes enrollment and the interests of prospective students a high priority and a responsibility of all.
- Facilitate establishment and revision of enrollment processes across the University, ensuring compliance with applicable federal, state, accreditation, system, and university policies and rules.
- Collaborate closely with Athletics and with Financial Aid.
THE VICE PRESIDENT FOR ENROLLMENT & STRATEGIC GROWTH (CONT.)

QUALIFICATIONS

REQUIRED PROFESSIONAL QUALIFICATIONS

• Earned bachelor’s degree along with significant, progressive senior-level experience in enrollment management as it encompasses Admissions and Marketing & Communications.

• A minimum five years of experience working in enrollment management developing and executing successful enrollment management strategies with traditional, adult, and graduate student populations, preferably in a comprehensive institution with a liberal arts emphasis.

• Demonstrated success in evaluating and improving practices of the student enrollment experience, including timely, effective, and positive engagement with students and families throughout their experiences with the admissions and financial aid process.

PREFERRED QUALIFICATIONS, IDEAL QUALITIES AND PROFESSIONAL EXPERIENCE

• An advanced degree (Masters, Doctorate) and exceptional, well-documented.

• Innovative leadership in the business and/or education sector.

• A team-player attitude that encourages and fosters innovation, collaboration, and a results orientation.

• Proven ability in growing and sustaining racial, ethnic, geographic and economic diversity in a student body.

• Demonstrated commitment to fostering an inclusive climate for students, faculty, and staff.

• Successful administrative experience influencing change, turning around a business venture, and leading teams through paradigmatic market shifts.

• Eagerness to lead with passion, a tenacious work ethic, and a bias toward action.

• A philosophy of transparency and employee empowerment.

• Demonstrated track record of developing multi-year strategies to optimize an organization’s financial health using strong conceptual problem-solving skills and analysis to develop strategies and drive change within an organization.

• An analytical, outcomes-oriented perspective.

• Ability to make data informed decisions collaboratively with institutional stakeholders.

• Experience in forecasting, goal setting and revenue generation, with a thorough understanding of systems and using and manipulating data.

• Excellent oral and written communication, including a demonstrated ability to build relationships with external and internal constituents at the most senior level.

• Well-developed fiscal and budget management skills.

• Demonstrated skills in program assessment and evaluation.

• Ability to articulate the breadth and values of the private, liberal arts experience.

PERSONAL QUALITIES SOUGHT:

• Impeccable integrity, maturity, emotional stability and flexibility, exercising of discretion and good judgment in handling confidential information.

• Compatibility with the Anabaptist-Mennonite faith tradition and a commitment to the mission, values and strategic direction of the university.

• Comfort in public settings.

• A good sense of humor.

POSITION DETAILS:

Twelve-month, full-time position. Remuneration commensurate with experience. Generous benefits package including 30 days of PTO and 15 paid holidays.

Beginning Date: On or around October 15, 2021.
APPLICATION AND NOMINATION PROCESS

Academic Search is assisting Eastern Mennonite University with this search. Nominators and prospective candidates may direct inquiries to Senior Consultant Kate Nolde at kate.nolde@academicsearch.org.

For the highest level of consideration, please submit application materials by August 20, 2021. The position is open until filled. Please submit the following application materials, in three separate documents, to EMUEnrollmentVP@academicsearch.org: 1) a thoughtful letter of interest, specifically addressing relevant experience and responsibilities and qualifications outlined in this profile, 2) a current CV highlighting responsibilities and accomplishments, and 3) the names and contact information of five professional references, including email address and a brief note of the candidate’s working relationship with each. References will not be contacted without the permission of the candidate and at a later stage of the search.

To submit a nomination, please send the nominee’s full name, title, institution, and email address to EMUEnrollmentVP@academicsearch.org.

EMU is an equal opportunity employer, committed to enhancing diversity across the institution. Eastern Mennonite University does not discriminate on the basis of race, color, national or ethnic origin, sex, disability, age, sexual orientation, or gender identity in administration of its employment and educational policies, admissions policies, scholarship and loan programs, athletic or other school-administered programs. EMU’s designated coordinator for matters related to nondiscrimination policies is the university provost.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Eastern Mennonite 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. For more information, visit www.academicsearch.org.

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