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The Board of Trustees, through its Presidential Search Committee, invites inquiries, nominations, and applications for the position of President of Simpson College. The College seeks an exceptional leader who will bring demonstrated success in senior-level leadership that includes management of a substantial and complex organization, along with a deep understanding of and appreciation for a liberal arts education. It is expected that the next president of Simpson College will take office no later than June 1, 2020, earlier if possible.
Simpson College is a four-year private college of the liberal arts and sciences affiliated with The United Methodist Church. Located just 12 miles south of Des Moines, the capital of Iowa, Simpson’s picturesque 75-acre campus in Indianola is home to more than 1,100 full-time undergraduate students with an additional 200 part-time, mostly adult students, at a site in West Des Moines.

The College has a strong academic reputation and is a highly student-centric institution, placing significant value on co-curricular learning. As one member of the Simpson College community put it, “Simpson is a place where students learn to stand up and become persons who stand out.”

The Simpson College trustees, faculty, and staff are deeply committed to the mission of the College and believe that Simpson’s considerable assets, in combination with a collective effort behind a unifying vision, will help Simpson thrive in the years ahead. The College acknowledges the challenges facing residential liberal arts colleges brought about by demographic and economic changes. Proactive approaches to balance the annual operating budget while actively growing enrollment will position the College to move forward in the coming years.

**Des Moines Area Attributes**

Greater Des Moines serves as the government, commercial, cultural and recreational hub for the state of Iowa. Des Moines prides itself on its vibrant economy, world-class amenities, friendly communities, short commutes, affordable housing, excellent education system, and high-quality health care. Des Moines has been nationally recognized as a top place to live and work by a wide range of publications including Forbes and U.S. News & World Report. The region has experienced the fastest population growth of any major metro in the Midwest over the past decade and is home to a regional labor shed that now exceeds 800,000 residents. Top industries include insurance and financial services, agribusiness, advanced manufacturing, information technology, and logistics. Some of the largest employers include Principal Financial Group, Wells Fargo, Meredith Corporation, Wellmark, Nationwide, John Deere, and Corteva. Tech giants Microsoft, Facebook and Apple also have or will have significant facilities in the region.

Des Moines has a thriving arts and culture scene and features the nationally acclaimed Des Moines Art Center and the Pappajohn Sculpture Park, Wells Fargo Arena which hosts major concerts and minor league sporting events, Principal Park which is the home to the Iowa Cubs, the Des Moines Civic Center which attracts touring Broadway shows, Blank Performing Arts Center in Indianola which hosts the Des Moines Metro Opera, and a wide range of other performing arts and sports venues. The Science Center of Iowa, Blank Park Zoo, Greater Des Moines Botanical Garden, and Living History Farms also offer family-centered activities. Signature outdoor events include the nationally recognized Des Moines Arts Festival, the Downtown Farmers’ Market, and the National Balloon Classic in Indianola. Des Moines features robust outdoor recreation opportunities, including 800 miles of interconnected recreational trails, 150 miles of water trails, and a wide range of signature parks. Des Moines also is home to a wide range of high-end restaurants, shopping options, breweries, wineries and a thriving live music scene. For more information, visit www.dsmpartnership.com.
Founded as Indianola Male and Female Seminary on September 24, 1860, the school changed its name to the Des Moines Conference Seminary in September 1865. Two years later, the school was upgraded to a college. Simpson Centenary College was named to honor Methodism's 19th century most renowned bishop, Matthew Simpson (1811-1884), and to celebrate the centennial of American Methodism. Bishop Simpson spoke at Abraham Lincoln’s funeral in 1865 (he was known as a great pulpit preacher) and delivered the commencement address at Simpson in 1882. In June 1885, Centenary was dropped from the name, and the institution has been Simpson College ever since.

Simpson’s most noted alumnus, George Washington Carver, began his college education at Simpson College in the fall of 1890 after being denied admittance by several other colleges. Dr. Carver studied art, for which he had great talent and skill, but upon realizing that he loved science, in which he was more likely to earn a living, his teachers encouraged him to transfer to Iowa State to study agriculture. He, of course, went on to a remarkable career at the Tuskegee Institute, with which Simpson maintains a relationship. Simpson’s Carver Science Center is named in honor of Dr. Carver.

Mission Statement
Simpson College is an independent, selective, church-related, comprehensive liberal arts college dedicated to excellence in higher education. The Simpson College community is equally committed to:

• Promoting integrative learning that enables students of all ages to develop intellectual and practical skills
• Nurturing values which foster personal worth and individuality within a creative, diverse and just community
• Graduating students who continue to grow as free, responsible and fulfilled individuals in the world of family, work, service and scholarship
• Drawing upon our relationship with The United Methodist Church and our religious traditions that guide us on issues of personal integrity,

  moral responsibility, social justice and global citizenship

Vision
Simpson College serves the diverse communities of the Midwest and the nation by providing academic and co-curricular programs designed to educate students of all ages and backgrounds. The Simpson community therefore aspires to become the exemplar of comprehensive liberal arts colleges in the Midwest.

Diversity and Inclusion Statement
We, the members of the Simpson College community, recognize as an essential component of its mission and history that Simpson College is committed to creating and maintaining a creative, diverse, just and inclusive community in which all develop their abilities to live and thrive in a complex and interconnected world. Consistent with our educational mission, we recognize ourselves as a community that respects individual identities linked to varying sociocultural characteristics including, but not limited to: race, ethnicity, gender identity and expression, sexual orientation, national origin, citizenship, first language, religious or spiritual tradition, age, functional ability, socioeconomic status, physical attributes or familial status.

Further, we recognize that diversity of identities exists in a context of differential power and privilege that we as a community must critically evaluate and engage.

At Simpson College, we strive to create a socially just world that honors the dignity and worth of each, and we seek to build a community centered on equality, mutual respect and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating an affirming, safe and inclusive environment. We recognize that our community is most inclusive when all participate to their full capacity in the spirited, and sometimes challenging, conversations that are at the center of the College’s educational mission to develop personal integrity, moral responsibility, social justice, and global citizenship.
The 20 academic departments house 80+ majors and minors, as well as three graduate programs. The most in-demand programs include Business Management, Education, Exercise Science, Mathematics and the sciences. Newer majors include Sports Communication, Human Services, Social Justice Studies, Data Science, and Health Services Leadership. The student-to-faculty ratio is 13:1, allowing access to faculty in the rigorous, yet supportive, learning environment. Simpson prides itself in the fact that nearly 100% of reporting graduates are employed, enrolled in graduate school, or in service to others within six months of graduation.

Simpson’s general education curriculum focuses on high-impact educational practices such as undergraduate research, service learning, first-year experiences, and capstone courses in the major. It emphasizes areas of engagement linked to liberal arts modes of knowledge and embedded skills most valued by today’s employers. The College operates on a 4-4-1 calendar year, which features a three-week May Term for students to focus intently on one specific area of study and empowers students to take advantage of Simpson’s many community partnerships and internships.

Through lab experimentation, art, field research and performance, Simpson College students engage in myriad undergraduate research and creative engagement opportunities.

Simpson’s Continuing & Graduate Programs offer high-quality, affordable, and flexible degree programs both online and in the evening at its West Des Moines campus. Adult undergraduates who aim to complete their degrees can earn a Bachelor of Arts in one of seven high-demand degree areas, including Accounting, Computer Information Systems, Criminal Justice, Human Services, Management, Management Information Systems, and Marketing Communication. Graduate degrees include a Master of Arts in Criminal Justice, Master of Arts in Teaching/Transition to Teaching, Master of Music in Choral Conducting, and a Graduate Certificate in Justice Leadership. Certificate programs are offered in Accounting and Computer Science.
FACULTY AND STAFF

The Simpson faculty comprises 72 full-time tenure and tenure-track members, 94% of whom hold a doctorate or other terminal degree. The faculty hail from more than a half-dozen countries. Nine full-time adjuncts (five have a doctorate or terminal degree) and 10 teaching specialists (two with a doctorate or terminal degree) round out the faculty. There are currently 127 full-time and 23 part-time dedicated staff members. Together, they uphold Simpson’s long-standing commitment to educating the whole person by nourishing the intellectual, spiritual, emotional, social, and physical dimensions of students’ lives.
Faculty and Staff Accomplishments

- **Luke Behaunek**, Dean of Students/Director of Residence Life, Iowa Student Personnel Association Distinguished Service Award (2018)

- **Heidi Berger**, Associate Professor of Mathematics, is the Principal Investigator for a National Science Foundation Carver Bridge to STEM grant. She is a Regional Director for the Center for Undergraduate Research in Mathematics and has led Simpson College to become nationally recognized for the level of student participation in the MCM/ICM mathematical modeling competitions.

- **Maeve Callan**, Associate Professor of Religion, is the author of The Templars, The Witch, and the Wild Irish, published with Cornell University Press in 2014. She was recently awarded the Interfaith Youth Core Regional Lab Grant.

- **April Drumm-Hewitt**, Associate Professor of Psychology, was co-author of a psycholinguistics article that was internationally recognized and became a viral sensation. This work focuses on the interpretation of punctuation in text messages versus other written materials.

- **Laurie Dufoe**, Assistant Director, Career Development, President of the Iowa College Recruiting Network (2019-20)

- **Roy Janisch**, Associate Professor of Sociology & Criminal Justice Professor of Philosophy, presented on culture, sustainability and restoration of the buffalo into Native American communities at the InterTribal Buffalo Council National Conference, Las Vegas, NV.

- **Tayler Keitzer**, Assistant Director, Residence Life, Iowa Student Personnel Association Outstanding New Professional Award (2018)

- **Heidi Levine**, Vice President for Student Development, past president American College Personnel Association (ACPA; 2011-12); ACPA Foundation Board vice president, 2017-present; co-editor of New Directions in College Student Mental Health (2016)

- **Bernard McDonald**, Associate Professor of Music and G. Dewey and M. Maine Larsen Chair in Opera, conducted La bohème by Giacomo Puccini, Mobile Opera, Mobile, Alabama and Carmen by Georges Bizet, Opera Kelowna, Kelowna, British Columbia.

- **Clint Meyer**, Associate Professor of Biology and Environmental Science and Co-Director
of Undergraduate Research, co-presented at an innovation and technology showcase with students and John Pauley, Professor of Philosophy and Division Head of Humanities (The Palmer Project)

- **Ellie Olson**, Assistant Dean for Counseling, Health & Leadership, served as campus lead for 3-year collaborative Department of Justice – Violence Against Women Act grant; Center for Collegiate Mental Health advisory board member

- **John Pauley**, essay “The Conditions for Creativity in Conversation” has been accepted for publication in the journal Culture and Dialogue. His essay “Narrative Art, Evil and Insanity” has been accepted for presentation at the 14th Annual Conference of the Arts in Society

- **Anna Peña**, Director of First Year Experience & Community Engagement, member of the Iowa Campus Compact capacity committee

- **Nick Proctor**, Professor of History, was presented the Cutting-Edge Curriculum Award by the General Board of Higher Education and Ministry of The United Methodist Church for his work at the forefront of Reacting to the Past, an innovative role-playing historical pedagogy

- **Rich Ramos**, Associate Dean of Students/ Director of Student Activities, curriculum development leader and faculty member for Association of College Unions, International Large Scale Event Management certification program

- **Aswati Subramanian**, Assistant Professor, Department of Biology and Environmental Science, Principal Investigator on a grant that was funded by the Iowa Science Foundation to enhance the microscopy facilities for studying ciliary movement in the single-celled organism Tetrahymena

- **Chad Timm**, Associate Professor of Education, was awarded grants from the National Endowment for the Humanities, Library of Congress Teaching with Primary Sources and United States Department of Education

- **Jesse Wilcox**, Assistant Professor of Teacher Education, Distinguished Science Teaching Award presented by the Iowa Academy of Science

- **Jay Wilkinson**, Director of International Education & Adjunct Geography Instructor Selected, was selected to participate in a Fulbright International Education Administrators seminar in India

**Accreditation**

Simpson is fully accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The next site visit will occur in 2025-2026. The Education Department is accredited by the Iowa Department of Education (Des Moines). The Athletic Training Department is accredited by the Commission on Accreditation of Athletic Training Education (Austin, TX), and the Music Department is accredited by the National Association of Schools of Music (Reston, VA).
The Simpson College educational experience is enhanced by numerous on-campus resources. The Center for Academic Resources and Simpson Writing Center are committed to providing confidential and respectful programming to promote academic and personal success through academic support and accessibility services, and writing skills development. TRIO Student Support Services provides academic support, cultural activities, and personal development programming for first-generation, low-income, and/or disabled students. Dunn Library enhances learning experiences through collections, expertise, partnerships, and research spaces. The Career Development office focuses on vocational discernment, internships, and experiential learning to help all students be competitive candidates for their first-choice destination after graduation. International Education prepares students for global citizenship through direct experience with other cultures. Several centers provide rich engagement opportunities in key areas as well. The John C. Culver Public Policy Center is dedicated to engaging in public policy. Emerge@Simpson is a program for real-world entrepreneurial experiences in start-up businesses and nonprofits. The Simpson Urban Studies Institute acts as a social impact incubator, serving the larger Des Moines metropolitan area and amplifying experiential learning for students. The Iowa History Center offers programming to fully enrich public awareness about the state’s history and culture.

The Arts
The Department of Music at Simpson is widely recognized as offering a premier education for instrumental, vocal, and piano students. The Amy Robertson Music Center houses nine primary vocal and band ensemble opportunities, as well as music festivals, camps and workshops. The Theatre department in the Blank Performing Arts Center encourages students to study all aspects of theatre productions, including playwriting, acting, and design. Simpson Productions - a collaborative enterprise of the Theatre and Music departments - embraces live performances in all forms including opera, new and classical plays, non-traditional performances geared toward community engagement, and musical theatre. In the summer, the Blank Performing Arts Center hosts the nationally acclaimed Des Metro Opera. The Department of Graphic Design teaches current practices and digital programs for building effective advertisements. Graphic Design students create brochures and posters for events on campus, make contributions to the college newspaper and student-run magazine, and also complete internships with businesses in Indianola, Des Moines, and other parts of the country. The English department’s Poets & Writers series presents regionally and nationally-known authors such as Joseph Geha, Hai-Dang Phan, Ray Young Bear, and Leni Zumas.
During Fall 2018, the vast majority of students were ages 18 – 24 (84%). Females comprised 53% of the student body with males representing 47%. Regarding ethnicity, 80% identified as White and 13% as Asian, Black/African American, Hispanic/Latino, or as two or more ethnicities. Approximately 78% of students hail from Iowa and 22% from other states. Demographics in the region are shifting, especially with the college’s focus on access and increasing the number of out-of-state students (particularly Arizona, Colorado, and Texas). This focus is increasing students among diverse populations, first-generation students, and the Pell-recipient population. Undergraduate students are required to live in on-campus housing. Two co-ed residential halls house first-year students, while traditional and suite-style residence halls and several apartments are available for upperclass students. The college also has five college-owned fraternity/sorority houses, and two sororities have privately-owned houses.

Approximately 43% of current students are athletes, while 60% of the incoming Fall 2019 Freshman class are athletes. The Simpson College Storm is a member of the American Rivers Conference. The College sponsors 22 NCAA Division III athletic teams (11 for men, 11 for women) and two Club Sports for both men and women (Rugby and Shooting Sports). Men’s teams include baseball, basketball, cross country, football, golf, soccer, swimming & diving, tennis, track & field, and wrestling. Women’s teams include basketball, cheer, cross country, dance, football, golf, soccer, softball, swimming & diving, tennis, and track & field. E-sports, while not a conference activity, has recently been added and is growing rapidly.

Facilities include the Buxton Stadium (football, soccer, track & field), Cowles Fieldhouse (basketball, wrestling, volleyball), the Indianola YMCA (swimming & diving), Buxton Tennis Complex, McBride Field (baseball), Simpson Softball Complex and the Steve Johnson Fitness Center.

The year 2018 was one of major accomplishments for Simpson athletics. Among those were Matt Jeter, head football coach, was named Football Coach of the Year, both for the American Rivers Conference. Tom Caccia, head swim coach, was awarded his third National Swimming Hall of Fame Award.

The College offers approximately 60 clubs and organizations in the areas of academics, service, culture and diversity, religious life, and student media, and about 84% of students participate in on-campus activities. Student leaders are engaged through the Student Government Association, Campus Activities Board, and Residence Life. Simpson’s debate team, which was established in 2011 and has grown to more than 95 students, has won the Pi Kappa Delta National Debate Championship three times in the last four years. Simpson has a long history of Greek life, and our sororities and fraternities have received national recognition over the past several years. In 2017, Pi Beta Phi received the Balfour Cup award and Sigma Alpha Epsilon was named the national Chapter of the Year.

More than half of Simpson undergraduates are involved with intercollegiate athletics, intramural sports, and club sports (including a competitive Shooting Sports Club). The Simpsonian is the nation’s oldest continuously published student newspaper. The Religious Life Community provides multiple regular opportunities to support the religious, spiritual, and secular identities of college students and to engage the campus community in forming relationships, meaningful dialogue, and opportunities for worship, justice, and service. Community service is an important part of student life as evidenced by the Simpson community logging 33,000 volunteer hours last year.
ADVANCEMENT

The College and its Board of Trustees are supportive of advancement efforts, as demonstrated through their commitment to a $25-million comprehensive campaign which will be completed May 31, 2020. Launched in FY2017, the campaign will support the three pillars of annual giving, the endowment, and capital projects (i.e., renovations to Dunn Library to house Teacher Education and to the Carver Science Building).

Simpson takes pride in the achievements and contributions of its more than 20,000 alumni, 50% of whom reside in Iowa. Each year a growing number of alumni give to the Simpson Fund or volunteer in a variety of capacities. This is demonstrated by the fact that the annual fund has surpassed goals and achieved record levels of giving for the past two years. A desire exists, however, to continue to engage more alumni and to increase levels of giving. The 25-member Alumni Board of Directors represents the best interests of alumni with the College’s administration, fosters relationships among constituencies, and encourages alumni participation in fundraising.

FINANCES

Simpson College and its Board of Trustees strive to provide academic and co-curricular programs that meet the needs of its students and families by the development, preservation, and deployment of the financial, physical, and human resources of the College. The administration prioritizes allocation of these resources to ensure a balanced budget that includes seeking additional revenue sources, managing expenses, and providing for future contingencies. In addition, the administration shall evaluate and monitor the financial position for the College, making recommendations for annual operating and capital expenditures budgets and maintaining the financial integrity of Simpson College. Simpson has an annual operating budget of approximately $36 million, while maintaining an endowment of over $85 million with an increasing annual fund to help offset the higher cost of education.

LEADERSHIP AND GOVERNANCE

The Board of Trustees currently consists of 42 members, including the President who is an ex-officio voting member, 21 Honorary Life Trustees (without voting rights), and six advisors. Members are elected to three-year terms without term limits. There are term limits for board officers and committee chairs, however. There are three classes of trustees, and each class includes an alumni representative and a Methodist Church representative. The Bishop and the District Superintendent of The Iowa Methodist Church are ex-officio trustees with voting rights. Faculty, student, and staff representatives without voting rights also attend all meetings. Standing committees of the Board include Learning Programs, College Advancement, Enrollment Management, and Resource Management. Other committees include Audit and Compliance, Board Affairs (governance), Endowment Management, Executive, and Executive Compensation.

The President’s administrative Cabinet currently includes, but is not limited to, Senior Vice President and Academic Dean, Vice President for Business and Finance, Vice President for College Advancement, Vice President for Enrollment, and Vice President for Student Development and Planning --- all of whom aid in leading the College community.
The leadership agenda for the President of Simpson College is varied but includes the following:

**Focus on Students**
- Focus on attracting and retaining the optimal-size student body that is geographically, racially, and ethnically diverse, as well as of the highest possible academic quality.
- Ensure that the Simpson experience prepares students to launch lives of significance, thriving at home, in their careers, and in their communities and beyond.

**Enrollment Management and Marketing**
- Like all institutions of higher education, and especially those in college-rich Iowa, Simpson College has experienced increasing challenges in enrollment. The next President must be familiar with marketing and enrollment strategies and be poised to take advantage of the substantial strengths of the institution, as well as new or revised academic programs, to grow student populations.
- Work closely with Marketing to develop and strengthen the Simpson College brand, including the website, print advertising, advertising in the greater Des Moines area, and social media presence.
Build and Enhance Relations with Campus, Community and External Constituencies

- Demonstrate authentic values and engagement to unify campus constituencies, the community of Indianola, and the greater Des Moines region.
- Simpson College historically has been an engaged partner in all aspects of its local community, region, and state. The President should maintain and enhance this relationship by being a visible presence and active leader in the Indianola community, as well as in the broader region and in the state while supporting the continued development of the College’s International Education opportunity.
- Establishing strong relations in the extended community will also assist with marketing and forming relationships and partnerships with business, government, and industry.
- The College has a long-standing and supportive relationship with The United Methodist Church. The new President should build on this heritage, opening new avenues of Church/College cooperation while fostering a campus environment that is open and inviting to students of all faiths or no faith.

Strengthen Resource Acquisition and Sound Financial Management

- Fundraising will continue to be a major focus. Increasing the College’s endowment to provide stronger support for the institution’s future development, operations, and cost of education for students is crucial.
- Be a steward of the College’s finances and investment performance from both strategic and operational perspectives, demonstrating sound business acumen.
- Focus on optimizing performance for the primary revenue stream, which includes both recruitment and retention of students.
- Actively pursue non-tuition revenue streams.

Build a Strong Team

- Given its current and future challenges and opportunities, it is imperative that the next President is committed to sourcing, developing and retaining superior talent across all College functions.
- A strong network of contacts and ability to attract and hire the level and quality of talent that assures Simpson operates in a model of continuous improvement is necessary.
- Including, engaging, aligning, motivating, and mobilizing diverse constituencies across the College community for purposes of the common and consistent pursuit and achievement of the College’s goals and plans is essential.

Effectively develop and promote the Simpson College Mission, Vision and Strategic Initiatives to internal and external constituencies

- Trustees, in collaboration with faculty and staff, are presently clarifying Simpson’s mission and vision. The new president will be expected to work with the Board of Trustees, cabinet, faculty, and staff, to establish a clear strategic direction that allows internal and external constituents to engage with that direction and support Simpson’s focus and brand. This includes the ability to assess the environment, develop strategies to maximize Simpson's potential, develop and manage a strong team, and lead the implementation of fundraising for those strategies.
- Be an effective spokesperson and enthusiastic champion of the strengths of a liberal arts college and of the distinctive academic program and mission of Simpson.
- Demonstrate the ability to articulate the relevance and value of a liberal arts education in the 21st century.
Focus and Build Upon Academic Strength

• Build upon Simpson’s strong academic quality. This will include the recognition of existing faculty strengths and the ability to attract and retain the highest quality faculty.

• Support and promote existing, as well as new, academic initiatives that position Simpson College to successfully compete in a changing educational environment.

• Work closely with the Board of Trustees to propose and advocate optimal achievable goals for undergraduate and graduate enrollment that is mission-relevant and complements the core curriculum.

• Program standards and assessment models must be reassessed to ensure the highest quality returns for students and the community.

Facility Improvement

• Assess condition of infrastructure and campus buildings.

• Develop a campus master plan that is based on strategic priorities that will enhance the campus experience as a learning environment and contribute to strengthened student recruitment.

Diversity and Inclusion

• Demonstrate that Simpson College is committed to a diverse and inclusive, culturally enriched campus community with many different identities, nationalities, sexual orientations, ethnicities, races, physical and mental abilities, and beliefs.

• Embrace and support diversity, inclusion, and equity as characteristics that improve and enhance the quality of academic experiences and campus life.
The next President will bring demonstrated success in senior-level leadership that includes management of a substantial and complex organization along with a deep understanding of liberal arts education. In order to provide the leadership required to enhance the College’s distinguished academic programs and community relationships, it will be important that the next President has high energy and a supportive family.

**Required Qualifications:**
- Bachelor’s degree required (advanced/terminal degree preferred)
- Progressively responsible executive-level experience and demonstrated record of success

**Highly Valued Qualifications:**

**Leadership & Strategy**
- Significant successful senior leadership experience with demonstrated ability to act decisively and effectively to bring about change that strengthens institutional reputation and position
- The ability to assess opportunities and take calculated risks
- The ability to promote and lead innovative and entrepreneurial planning and problem solving
- The ability and commitment to communicate effectively across multiple constituencies

**Management**
- The ability to value, motivate, and develop talented people while holding them accountable for their performance, being able to accurately evaluate employees and make personnel changes
- A collaborative and consultative leadership style that embraces transparency, builds community, and fosters teamwork while making difficult decisions

- The ability to build a successful team by attracting, hiring and retaining a high level and quality of talent across all constituencies
- An understanding of athletics, especially Division III, and its value in student recruitment, retention, and education for the whole person

**Fundraising**
- A commitment to and passion for communicating with alumni, friends of the College, and corporate donors, the necessary and vital financial support for Simpson

**Values**
- An informed commitment to and passionate support for the ideals of the liberal arts within an institution that prepares students in a wide range of professional fields, including appreciation for the distinctive culture and values of Simpson College and the ability to articulate those ideals persuasively
- A focus on students with a genuine enjoyment in interacting and participating in the life of the campus community
- A deep understanding of and appreciation for the elements of excellent teaching, learning, and scholarship in an institution that is responsive to the needs of today’s students and society
- An appreciation for the balance of academics, athletics, and other student co-curricular activities to educate the whole person
- A demonstrated commitment to the College’s historic focus on the values of diversity and inclusion, sustainability, civic engagement, and social justice

**Other Important Qualities**
- A person of integrity; a servant leader
- Energy, stamina, enthusiasm
- Authentic, compassionate, and approachable
Academic Search is partnering with Simpson College in this national search. Nominators and prospective candidates may arrange a confidential discussion about this opportunity with the consultants leading the search. Contact Academic Search President Dr. Jay Lemons (Jay.Lemons@academicsearch.org), Senior Consultant Dr. Wanda Bigham (Wanda.Bigham@academicsearch.org), or Consultant Ms. Penny Gibbons (Penny.Gibbons@academicsearch.org).

To apply, a candidate should submit: 1) a detailed letter of interest addressing the priorities and desired qualifications for Simpson College as outlined in this profile, 2) a full resume/CV with relevant administrative responsibilities and accomplishments, and 3) a list of five professional references, including names, phone numbers, and email addresses, noting the candidate’s relationship for each reference. References will not be contacted until later in the search process and only with the candidate’s permission. Please send materials as an email attachment in Word (3 separate documents) to SimpsonPresident@academicsearch.org. For full consideration by the Search Committee, applications should be submitted by Sunday, January 5, 2020. Additional information about the institution may be found at www.simpson.edu.

Notice of Nondiscrimination
Applicants for admission and employment, students, parents of students, employees, sources of referral for admission and employment, and all unions or professional organizations holding collective bargaining or professional agreements with Simpson College are hereby notified that this institution does not discriminate on the basis of race, color, national origin, sex, age, creed, religion, disability, genetic information, veteran or veteran disability status, sexual orientation, gender identity, or any other legally protected characteristic in admission, access to, treatment or employment in, its programs and activities.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Simpson College in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

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