

SEARCH PROFILE:

PRESIDENT



**LYCOMING
COLLEGE**

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The Board of Trustees of Lycoming College announces the search for Lycoming's 16th President. The College, located in Williamsport, Pennsylvania, is one of the nation's oldest and most respected liberal arts and sciences undergraduate colleges. The new president will take office in July 2025, succeeding Dr. Kent C. Trachte who will retire after 12 transformative years. Lycoming seeks an innovative, inspirational, and collaborative leader who will build on the College's strengths and develop an ambitious plan to extend its more than 200-year legacy into the future.



ABOUT LYCOMING COLLEGE

Founded in 1812, [Lycoming College](#) is one of the nation's oldest and most respected residential liberal arts and sciences undergraduate colleges and is becoming increasingly recognized for the quality of its experiential programming and for launching students with essential skills needed upon graduation in today's world. Students partner with faculty in doing original research, thrive in a robust program of internships and field experiences, study abroad in more than two dozen countries, and compete in 19 NCAA Division III sports. Lycoming College's strong endowment per student helps to fund its ability to support a first-rate undergraduate education.

The College offers 48 majors and 65 minors to 1,200 active learners, including 32% international and domestic students of color. Students are drawn to the College from 22 states and territories and 17 countries.

The College proudly celebrates and values the principle of inclusive excellence. In accordance with the institution's 2021 Strategic Plan, Lycoming College has committed to recruiting more faculty and staff from historically underrepresented groups with

HISTORY

Lycoming College is now in its third century. From its beginnings in 1812 as the Williamsport Academy, its curriculum has centered on the liberal arts and sciences. The Academy fell on hard times in the early 1840s, and a group of Methodists, led by the Rev. Benjamin Crever, purchased the College and changed its name to the Williamsport Dickinson Seminary. The Seminary thrived through the early 20th century and expanded in the 1920s under the leadership of President John W. Long. In 1929, it became the Williamsport Dickinson Seminary and Junior College, Pennsylvania's first private junior college. After World War II, the flood of returning military service personnel swelled the enrollments of all colleges and led some, including the Seminary and Junior College, to move to full four-year college status. Lycoming College emerged in 1947, marking a fourth change in the institution's history and continuing the liberal arts and sciences as the central focus of the curriculum, believing that this is the best preparation a person can have for a happy and successful life. The College continues to be affiliated with the United Methodist Church.

ABOUT LYCOMING COLLEGE (CONT.)

the recognition that doing so advances institutional excellence. The College is committed to fostering an inclusive campus community supporting all faculty, staff, and students. Lycoming College is an equal-opportunity employer.

The College is accredited by the Middle States Commission on Higher Education, which in its June 2021 review granted full accreditation for the maximum allowable eight years. Lycoming is also a member of the Annapolis Group, a higher education consortium that convenes institutional leaders from the nation's very best liberal arts colleges. Notable rankings and recognitions in recent years include the following:

- No. 100 overall on the 2025 U.S. News & World Report National Liberal Arts Colleges list
- No. 22 in Best Value Schools on the 2025 U.S. News & World Report National Liberal Arts Colleges list
- No. 7 in Social Mobility on the 2025 U.S. News & World Report National Liberal Arts Colleges list
- Recognized as one of "The Best 390 Colleges" in 2025 for undergraduate education by The Princeton Review
- Named a College of Distinction, with special distinctions for Career Development, Business, and Education

STRATEGIC PLAN

After the successful execution of a strategic plan from 2014-2019, the College embarked on a new strategic planning process in 2018, acknowledging and responding to a dramatically changing higher education environment and world by prioritizing the three equal aims of increasing enrollment, bolstering institutional reputation, and growing revenue. The 2021 strategic planning process was developed through broad campus engagement emanating from six working groups. The [2021 Lycoming College Strategic Plan](#) was endorsed by the faculty and adopted by the College's Board of Trustees in the fall of 2021. It continues to be adjusted, including recently identified initiatives that respond to the post-pandemic changes in the higher education landscape.





ACADEMICS

Lycoming has a robust set of [curriculum options](#). At present, there are 48 majors and 65 minors. The College prides itself on working with students to develop customized degree programs to match the unique interests of its students. In 2024, the top majors include psychology, business, criminal justice, biology, history, accounting, art, English, mathematics, and physics.

Lycoming has in recent years expanded its academic offerings to build on its strengths and meet student demand. The newest major in environmental science, launched in fall 2024, builds on the strength of the [Clean Water Institute](#) (CWI) and an already robust biology program while attracting students interested in the rapidly growing green jobs sector. The CWI provides students hands-on experience performing research on local streams in the lab and in the field, working alongside local, state, and federal organizations on restoration and conservation projects, leading outreach experiences for local K-12 schools, and engaging in collaborative student-faculty research and publishing opportunities.

The College's Center for Enhanced Academic Experiences (CEAE) facilitates experiential learning across all academic disciplines. These experiences include internships, research, fieldwork, or global study. Global educational opportunities include more than 100 study abroad programs on the campuses of international institutions, as well as Lycoming faculty-led instructional experiences outside of the United States. Many students complete more than one such experience during their time on campus. The CEAE's career staff helps students identify and participate in opportunities to evaluate career options, put classroom skills into practice, and explore the world.

The College's [Humanities Research Center](#) (HRC) recently received national recognition for its work to enhance educational opportunities for students majoring or minoring in any of the humanities by supporting

MISSION

The mission of Lycoming College is to provide a distinguished baccalaureate education in the liberal arts and sciences within a coeducational, supportive, residential setting.

GUIDING PRINCIPLES

Lycoming College is committed to the principle that a liberal arts education provides an excellent foundation for an informed and productive life. Consequently, the Baccalaureate degree (Bachelor of Arts or Bachelor of Science) is conferred upon the student who has completed an educational program incorporating the two principles of a liberal arts education known as distribution and concentration. The objective of the distribution principle is to ensure that the student achieves intellectual breadth through the study of the arts, humanities, mathematics, natural and social sciences, and modern or ancient languages and their literatures. The objective of the concentration principle is to provide depth of learning through the completion of a program of study in a given discipline or subject area known as the major. The effect of both principles is to impart knowledge, inspire inquiry, and encourage creative thought.

Lycoming College promotes individual growth and community development through a combination of academic and co-curricular programs in a supportive residential environment that seeks to foster self-awareness, model social responsibility, and provide opportunities to develop leadership skills. Students are encouraged to explore new concepts and perspectives, to cultivate an aesthetic sensibility and to develop communication and critical thinking skills. The College is committed to promoting racial inclusiveness, gender equality and an appreciation of cultural diversity. Through a holistic approach, Lycoming College encourages students to become ethical, informed, and engaged individuals.

collaborative student-faculty research, internships, guided scholarship, study abroad opportunities, education certification, digital humanities, graduate school placement, and fellowships. In a vibrant physical space celebrating student excellence in the humanities,

ACADEMICS (CONT.)

the center advocates for cultural literacy and creates a supportive atmosphere that encourages students to engage in interdisciplinary research and professional development. The HRC is dedicated to developing students' thoughtful engagement with the world around them and launching successful careers. In addition, the HRC and its students host a regional undergraduate research conference and publish the *Mid-Atlantic Humanities Review: A Journal of Undergraduate Research*.

Lycoming has developed several cooperative programs with partner institutions. Qualified students can take part in the Doctor of Osteopathic Medicine 4+4 program

with Philadelphia College of Osteopathic Medicine, the Law Degree 3+3 Program with Widener University Commonwealth Law School, or the MBA 4-1 Program with Rochester Institute of Technology.

The student-to-faculty ratio at Lycoming is 11:1, with 91 full-time faculty members. Ninety-six percent of full-time faculty hold a doctoral degree or the highest degree in their field. The most recent first-year-to-sophomore retention rate is 76.1% and the current four-year graduation rate is 52.3%. The six-year graduation rate is 59.6%. Enhancing retention is one of the major foci of the College.

STUDENTS AND STUDENT LIFE

Lycoming College offers students numerous opportunities for personal growth through co-curriculum programs such as outdoor leadership and education, community service, civic engagement, fraternity and sorority life, and services for student health and well-being. Lycoming requires students to live on campus throughout their undergraduate years, with limited exceptions. The College's residential programming provides first-year students with a shared experience and upper-class students the opportunity to move from traditional residential housing to a choice of independent living in College-owned apartments. The College is home to eight residence halls and about 82% of the students live on campus.

The more than 60 [clubs and organizations](#) include the Black Student Union, Campus Activities Board, Club Franco, Crossing the Frames Productions, Equestrian Club, Gaming and E-Sports Club, Habitat for Humanity, LEAF (environmental awareness), Multicultural Awareness Group, Pom and Dance, Shotokan Karate Club, Student Senate, UNICEF, and more. About 10% of the student population are involved in fraternities and sororities.

The Lycoming [Warriors](#) athletic teams participate in 19 NCAA Division III sports as part of the Landmark Conference. Men compete in baseball, basketball, cross country, football, golf, lacrosse, soccer, swimming, tennis, and wrestling; women compete in basketball, cross country, field hockey, lacrosse, soccer, softball, swimming, tennis, and volleyball. Approximately one in three students at Lycoming is a student-athlete and student-athletes and non-athletes

alike participate in an array of intramural sports and recreational activities offered by the College.

Many Lycoming students are also engaged in music, not only as students majoring in the subject but also as participants in the College's Concert Band, Tour Choir, Orchestra, Chamber Choir, Brass Quintet, Woodwind Quintet, and Jazz Ensemble. Every year, more than 200 students engage in music-making on campus through their participation in the College's music programs.





FINANCES

Lycoming College's FY 2024 operating budget is \$40 million. Tuition, room, board, and fees account for 63% of revenue. With an endowment of approximately \$200 million, Lycoming is less reliant on tuition revenue than many colleges. The College awards \$36 million annually in financial assistance, and more

than 85% of the students receive need-based aid. The total direct cost for new students in FY 2024 is \$63,636 (both semesters). Lycoming's bond rating is BBB+ with a stable outlook (Standard and Poor's). Outstanding debt as of the end of December 31, 2023, is \$38 million.

FUNDRAISING

The Office of College Advancement at Lycoming supports a robust fundraising program. Recent accomplishments include securing more than \$620,000 from 1,573 donors during the 2024 annual Days of Giving. The College's annual fund supports a range of institutional priorities including student emergency resources, retention programs, scholarships, internships and undergraduate research, outdoor leadership, and general operations.

In the past three years, fundraising has made possible the construction of a new music center, soccer/lacrosse/field hockey stadium, baseball complex, and improvements to science facilities and laboratories. Fundraising in support of the endowment has prioritized scholarships, new academic program

ALUMNI

Lycoming College is proud of its 16,000 alumni worldwide who excel in every field and serve as contributors and leaders in their own communities. The College's graduates include business executives, professional athletes, actors and artists, nonprofit leaders, and government officials. Alumni assist in recruiting prospective students, support the College financially, and attend events held on campus and in other communities. The motto for Lycoming alumni is "Once a Warrior, always a Warrior."

funds, entrepreneurship, and the Center for Enhanced Academic Experiences. The FY 2023 alumni giving rate was 23%. Total giving in FY 2023 exceeded \$5.5 million and the three-year average is over \$8 million. The College raised \$79.4 million in its most recent comprehensive campaign concluded in 2019.



FACILITIES AND CAMPUS FEATURES

Lycoming College is located in Williamsport, Pennsylvania, on 60 acres that abut downtown Williamsport, providing substantial opportunities for students. In addition to the main campus, the College's [Biology Field Station](#), a living laboratory for ecological research, education, and stewardship of the natural world, includes another 110 acres along the Loyalsock Creek just 15 minutes from campus.

Lycoming's main campus includes numerous historic and more modern buildings. During the past decade, more than \$65 million has been invested in constructing new facilities and renovating others. The Lynn Science Center opened in 2015 and serves as the home for flourishing programs in physics, astronomy, and astrophysics. The Heim Science Center, which houses the biology department and the chemistry and biochemistry department, has been completely renovated, and a majority of the classrooms in the Academic Center have also been modernized.

The Krapf Gateway Center, the catalyst of The Campaign for a Greater Lycoming, the College's most ambitious fundraising initiative in its history, was dedicated in 2019. The facility serves as home to the Office of Admissions, the Office of Alumni Relations and Advancement, the Center for Enhanced Academic Experiences, and the Outdoor Leadership and Education program. The 28,000-square-foot building also includes study and seminar rooms, a large presentation space, a café, and a three-story rock-climbing wall. Comfortable spaces encourage student engagement and interaction.

The College's new Trachte Music Center connects to the Mary Lindsay Welch Honors Hall and represents the first significant capital investment in the music program in more than 75 years. The state-of-the-art

THE WILLIAMSPORT REGION

Williamsport, Pennsylvania, is in the north-central area of the state in Lycoming County. The region includes the stunning Susquehanna Valley, an area celebrated for its beauty, historical significance, and opportunities to engage in various outdoor activities.

Nestled along the banks of the west branch of the Susquehanna River, Williamsport is a community with a notable history. It was once known as the "Lumber Capital of the World". In more recent years, Williamsport has been recognized as a destination location since the annual Little League World Series takes place in the community. The local Peter J. McGovern Little League Museum celebrates Williamsport's role in the origins of Little League baseball.

In addition to being the home of Lycoming College, Pennsylvania College of Technology (an affiliate of Penn State University) is located in Williamsport. Other economic engines in the region include manufacturing and healthcare. The University of Pittsburgh Medical Center North Central and Geisinger Medical Center are two regional health service providers.

Walkable from campus, downtown Williamsport has experienced a renaissance in recent years. There are numerous restaurants, several art galleries, breweries, and shops to enjoy. Centrally located is the Community Arts Center, a 2,200-seat performing arts facility that is home to the Williamsport Symphony Orchestra and produces theatre, music, and other performances. The local public and parochial schools both have excellent reputations. The population of Williamsport has become more diverse in recent decades.

For more information on Williamsport and the region, visit:

<https://williamsport.org/>

<https://visitlycomingcounty.com/>

<https://www.visitcentralpa.org/>

FACILITIES AND CAMPUS FEATURES (CONT.)

14,000-square-foot building, which opened in the fall of 2022, houses a signature rehearsal and recital space, classrooms, soundproof practice rooms, and offices for music faculty.

The campus residence halls have undergone recent renovation or are soon scheduled to be renovated. Students, faculty, staff, alumni, and community members may all use the Keiper Recreation Center. The Wertz Student Center and the Snowden Library are both hubs of daily campus life. Clarke Chapel, located practically in the center of campus, remains one of the school's most iconic performance, worship, and community spaces. The Shangraw Athletic Complex is located a half-mile from the main campus. The complex includes the Girardi Football Stadium, the new Keiper Stadium (soccer, lacrosse, and field hockey) and a softball field. Lamade Gymnasium is the home for Warrior volleyball, basketball, swimming, and wrestling. The College recently finished construction on a baseball field in partnership with the City of Williamsport in nearby Brandon Park.

In addition to anticipated renovations to residence halls, plans are underway for partnering with a developer to construct new retail, residential, and office spaces near the Krapf Gateway Center and adjacent to campus in "Old City" Williamsport.



GOVERNANCE AND LEADERSHIP

The [Board of Trustees](#) consists of 31 distinguished alumni and non-alumni members who represent a range of professional backgrounds, including law, education, medicine, business, art, and entrepreneurship. The Emeriti Trustees are non-voting members of the Board but may attend meetings. The Board has two meetings and one retreat annually. Its 12 committees offer direction and oversight and have fiduciary responsibility for the College. The Executive Committee comprises the chairs of the 12 committees. Five officers lead the Board of Trustees.

The President is supported by an experienced [administrative cabinet](#) that currently consists of 10 members, including the Executive Vice President, Vice President for Finance and Administration, Vice President for Student Life, Provost and Dean of Faculty, Associate Vice President for Library and Information Technology Services, Associate Vice

President for Human Resources and Compliance, Associate Vice President for Enrollment Management, Director of Athletics, Special Assistant to the President and Chief Diversity Officer, and the Special Assistant to the President for International Initiatives and International Student Advising who also serves as Secretary to the Board of Trustees.

Faculty are represented by the Faculty Executive Council, which meets regularly. Shared governance is a key tenet of Lycoming with faculty serving on committees that provide input on curriculum, promotion and tenure, salary and benefits, and other College matters. The President meets monthly with the faculty to provide updates on enrollment, finances, and other relevant topics.



LEADERSHIP AGENDA

The new President of Lycoming College has an exciting opportunity to build on more than 200 years of educational excellence, a strong institutional standing and reputation, and a solid resource base in pursuit of the following important priorities:

ACADEMIC EXCELLENCE AND INNOVATION

There is considerable pride in the Lycoming community for the quality of the academic program and the faculty and staff who support student learning. The College is one of the oldest in the United States and its history bears an impressive ability to adapt to meet the needs of the times. The new President will need to understand and embrace this history, while championing academic excellence and working with the Board, academic leaders, and faculty in defining for the mid-21st century what it means to be a college of liberal arts and sciences. The new President will be expected to promote innovation and continue the commitment to providing students exceptional learning experiences.

ENROLLMENT

Enrollment success is critical for all colleges and universities. It is especially so for smaller institutions. The work of the past decade on campus facility improvements, the addition of new athletic programs, and further strengthening of the academic program has stabilized a decade long trend of shrinking enrollments and provides a foundation for meaningfully reversing the enrollment decline. The new President will be expected to be a catalyst and champion in supporting and advancing the College's enrollment efforts and results and in engaging the entire Lycoming community in recruitment and retention efforts to assure the financial foundation and health of the institution.

THE LEADERSHIP AGENDA (CONT.)

STRATEGY AND VISION

The President is charged with bringing the Board, faculty, staff, and students together around a common vision and sense of direction for the College. The new President is expected to engage these campus stakeholders in the development of a vision for the future of the College and the strategies and innovations needed to continue to advance the College's mission. The opportunity to build upon the history and successes of the past 25 years is ripe with promise and equally with urgency to assure the College continues to meet the needs of the students of today and tomorrow.

FINANCES, FUNDRAISING, AND RESOURCE MANAGEMENT

The President is the chief day-to-day steward with delegated responsibility from the Board of Trustees to assure that the resources of the College are devoted to mission and managed wisely and well. The new President will inherit a strong long-term resource base with an endowment of approximately \$200 million. However, the combination of recent enrollment declines and projected demographic challenges have strained operating resources and made careful stewardship of the budget an even more critical priority. The President will be expected to find ways of managing, growing, and utilizing the endowment well, working to increase student enrollment through recruitment and retention efforts, and to continually

find new ways of increasing resources through fundraising, grant-seeking, and collaboration at the local, state, and national levels.

INCLUSIVE EXCELLENCE AND BELONGING

The College has made considerable progress in increasing the diversity of its student body, which today is made up of 32% international and domestic students of color. There continues to be significant work ahead in recruiting and retaining a more diverse faculty and staff. As well, there is a need for continuing to advance the work of assuring that all members of the campus community experience a strong sense of belonging, including improving accessibility and removing barriers to student learning.

COMMUNITY BUILDING AND ENGAGEMENT

There is a strong sense of community among those who serve the College. Faculty and staff are bound by a common commitment to serving students. As has been common across higher education, there is a need to bolster and strengthen the bonds of community and communication in this post-pandemic era. The new President will be expected to be a leader of this effort. The campus is hungry for a President who will be fully immersed and engaged in the life of the campus. Equally, there are strong bonds between the College and the City of Williamsport, and the President is expected to be an active leader in the city and region.





DESIRED QUALITIES, ATTRIBUTES, AND EXPERIENCES

The next President of Lycoming College will have a deep understanding of the role of higher education in an increasingly competitive landscape while embracing its liberal arts heritage and values. The successful candidate will be a bold collaborator and a dynamic leader with a distinguished record of successful and progressive leadership in a complex organization. The following set of experiences, values, and personal qualities represent an ideal mix of the desired qualities, attributes, and experiences for the success of the next Lycoming College President:

- A person of impeccable integrity with the ability to inspire and engage diverse stakeholders in institutional planning with a common goal of creating a shared vision.
- An accessible, transparent, and engaging style accompanied by excellent communications skills.
- A clear track record of innovation, calculated risk-taking, and strategic decision-making; the ability to make courageous decisions and manage change.
- A depth of experience in the management and growth of small liberal arts colleges and a passion for continuing to advance Lycoming's move into the Top 100 ranking among National Liberal Arts Colleges.
- Substantial and demonstrated financial, business, and entrepreneurial acumen and a record of sound fiscal management.
- A consensus-builder who deeply values shared governance and shared leadership; one who listens to all and is collaborative, data-driven, and decisive.
- A keen understanding of the demographic challenges facing higher education and a record of success in enrollment management with demonstrated experience in improving retention and increasing enrollment through innovation, including without limitation the addition of athletic programs and new majors, minors, and academic programs.
- A dynamic and engaging individual who is eager to represent the College to a broad range of external constituents for philanthropic and community engagement, development of strategic partnerships, and to further enhance its reputation.
- A role model and champion for diversity, equity and inclusive excellence with a demonstrated record of success.
- A student- and community-centered leader who finds joy in engaging in campus life and building connections with a diverse student body.
- The ability to balance presence and attentiveness to the campus community with the need to bring Lycoming's message to the outside world.
- Demonstrated success and passion for working with donors, the ability to cultivate new donors, and the capacity to assume leadership of the next comprehensive campaign.
- An appreciation for the opportunities to collaborate with local and regional organizations and bring the resources of the campus to benefit the social, cultural and economic life of the greater Williamsport community.
- An enthusiastic team builder who brings people together, holds them accountable, celebrates successes, and leads with a genuine sense of pride.
- An authentic leader with a keen interest in others and gifted with humility and a strong sense of humor.



APPLICATIONS AND NOMINATIONS

Academic Search is partnering with Lycoming College in this search. Confidential discussions about the position are encouraged and may be arranged by contacting a member of the Academic Search team:

Dan DiBiasio: dan.dibiasio@academicsearch.org
Jay Lemons: jay.lemons@academicsearch.org
Jennifer Kooken: jennifer.kooken@academicsearch.org

Applications, nominations, and inquiries should be sent to LycomingPresident@academicsearch.org.

To apply, candidates should prepare a letter of interest addressing the leadership agenda and desired qualities and attributes outlined in this search profile. Also required is a current curriculum vitae. References will be requested later in the search. The position is open until filled, but only applications received by **January 13, 2025**, will be guaranteed full consideration.

If you have any questions or if you have a disability and need accommodation with pre-employment processes (i.e., applications, interviews, etc.), please email LycomingPresident@academicsearch.org.

EQUAL OPPORTUNITY EMPLOYER

Lycoming College proudly celebrates and values diversity. The College is committed to fostering an inclusive campus community supporting all faculty, staff, and students. The College encourages applications from candidates with diverse backgrounds and all who are interested in supporting and contributing to the mission. Lycoming College is an equal opportunity employer.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Lycoming 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.

