

SEARCH PROFILE:

PRESIDENT




HAMLIN UNIVERSITY

— MINNESOTA'S FIRST UNIVERSITY —

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The Board of Trustees of Hamline University has launched a search for the university's 22nd president. Hamline is a private comprehensive university dedicated to excellence in liberal arts education, with the distinctive purpose of providing every student with a transformational experience. Hamline embraces different cultures and identities, offers a model of civility and seeks diversity of all kinds among its students, faculty, and staff.

The Board of Trustees seeks an innovative and passionate champion of the liberal arts and professional education, who will chart an ambitious course and set the vision for the changes anticipated in higher education over the next 10 years. There is a strong interest in finding a collaborative leader, one who will be very intentional in building strong relationships with students, faculty, staff, trustees and alumni. The new president is expected to take office on July 1, 2025.



ABOUT HAMLINE UNIVERSITY

Hamline is Minnesota's first university, founded when Minnesota was still a territory. The university's existence predates that of the State of Minnesota by four years. Hamline was founded in 1854 in Red Wing, Minnesota, before operations moved to the state's capital city of Saint Paul in 1880.

Hamline has a long history of promoting inclusion. The university's first two graduates were women—the Sorin sisters, for whom a residence hall is named on today's campus—and has been in the national forefront of promoting equity and diversity ever since. For example, Hamline also is known for its work with Japanese-American students during World War II and more recently was one of the first universities in the United States to offer a George Floyd endowed scholarship.

Hamline University strives to ensure that each student graduates prepared to flourish in their communities. A Hamline education gives students the tools to change the world. Hamline University is one of only four private universities in Minnesota, Wisconsin, Iowa and the Dakotas that rate within the top 20% for students' economic mobility according to the national non-partisan think tank "Third Way."

Hamline is the only United Methodist Church-affiliated institution in Minnesota. Hamline University lives by John Wesley's motto of "doing all the good we can, in all the

MISSION

Hamline's mission is to create a diverse and collaborative community of learners dedicated to the development of students' knowledge, values, and skills for successful lives of leadership, scholarship, and service.

HAMLINE UNIVERSITY PURPOSE AND BELIEF

- A History of Firsts and a Commitment to Educate All
- A Career-Ready Education
- Building a Better Society Through Education

To read the entire Statement of Purpose and Belief, go to (www.hamline.edu/about/mission-history)

*Do all the good you can, by all the means you can,
In all the ways you can, in all the places you can,
At all the times you can, to all the people you can,
As long as ever you can.*

--Attributed to John Wesley

To access the list of Hamline Firsts, go to:
www.hamline.edu/about/mission-history

ways we can." Academic excellence goes hand-in-hand with improving the lives of others. While embracing the values of the Methodist tradition, Hamline University welcomes people of all religious traditions as well as those with none.

The university's 62-acre campus is located midway between Minneapolis and Saint Paul, and the light rail line, just a mile from campus, provides easy access to both downtowns and the Minneapolis-St. Paul International Airport. Hamline's campus features eight academic buildings, seven residence halls/apartments, six administrative buildings, the Bush Memorial Library, and many other facilities that house student life, auxiliary, and athletic functions.

ACADEMIC PROGRAMS

Hamline University offers undergraduate and graduate programs through its College of Liberal Arts, School of Education and Leadership, and School of Business. The university offers more than 75 undergraduate program areas, an online bachelor's degree completion program, and over 50 graduate degrees, licenses and certificate programs including 12 master's degrees and two doctoral degrees.

The faculty is an active partner with leadership in developing new and innovative programs that have the potential to drive revenue. Two years ago, the faculty completed a program review that resulted in 36 new and/or transformed majors, concentrations, minors, and graduate degrees. They developed skills-based minors that intentionally connect the curriculum to life after Hamline.

Hands-on experiential learning is built into every undergraduate degree program. Every Piper will complete at least one paid internship, and/or a collaborative research project or service-learning experience. All students have the

opportunity to work side-by-side with a faculty mentor on at least one research or engaged-learning project.

The Hamline experience is rooted in equity, justice, and civic engagement. Students learn the essential skills that empower them to excel in the rapidly changing job market and contribute meaningfully to society. A Hamline education fuels students to create change through an experience-based approach to learning, enabling a career-ready, change-ready education.

Mitchell Hamline School of Law was formed in 2015 through the combination of William Mitchell College of Law and Hamline University School of Law, with a strong, visible, and long-lasting affiliation to Hamline University. Hamline students can apply to earn their JD through the 3+3 program or earn dual graduate and JD degrees through the Mitchell Hamline School of Law and Hamline University affiliation. The Hamline University president sits on the Board of Trustees of the Mitchell Hamline School of Law.

FACULTY AND STAFF

Hamline employs over 100 full-time faculty in three schools spanning both the undergraduate and graduate programs, in addition to a robust portfolio of certificates, concentrations, and a growing portfolio of fully online bachelor's degree completion programs. The majority of the faculty are tenured or on the tenure track, publish regularly, and maintain strong

regional, national, and international reputations in their disciplines. The faculty-to-student ratio is 1:13.

Hamline University employs over 200 staff members who serve the university with dedication and professionalism, to provide a superior student experience.





STUDENTS

Hamline’s students are at the heart of its mission. Faculty and staff are committed to empowering each student to pursue a lifetime of learning and accomplishment in all arenas of human endeavor. High-impact learning is a commitment—all Hamline undergraduate students participate in internships, field-based or collaborative research, apprentice teaching, and/or service learning. Students are active in 70+ clubs and organizations.

Hamline currently enrolls 2,438 students, of which 1,716 are undergraduate and 722 are graduate students. Of the undergraduate students enrolled, 42% are the first in their families to attend college, 41% identify as Black, Indigenous or people of color, and 26% are student-athletes.

Hamline is recognized as one of the top institutions in the nation for student voting participation and is home to five Rhodes Scholars, 57 Fulbright Scholars, three Truman Scholars, and numerous other academic laurels including Phi Beta Kappa scholars and winning teams in national data analytics competitions. Four of the last 10 Minnesota Teachers of the Year are Hamline graduates.

Hamline is nationally recognized for the percentage of students who participate in undergraduate research projects

and conferences. Each year Hamline sends one of the largest delegations of students to the National Conference on Undergraduate Research. Students have access to state-of-the-art science facilities, including Minnesota’s only environmental scanning electron microscope. The Pipers to Professionals Internship Program, which was launched in 2023 after receiving \$2.5 million in federal and donor support, provides wages and wrap-around support services while students engage in active internships.

Hamline University has 22 varsity sports, 20 of which are members of the Minnesota Intercollegiate Athletic Conference (MIAC). Hamline University is the birthplace of intercollegiate basketball. The men’s and women’s hockey teams play at TRIA Rink—the practice facility for the Minnesota Wild—and Hamline’s baseball team shares space at CHS Field with the Class AAA St. Paul Saints. Both venues are located in the Lowertown area of downtown Saint Paul, conveniently connected to Hamline’s campus by the Green Line train. Hamline athletic teams routinely participate in postseason competitions, with women’s hockey, women’s lacrosse, women’s gymnastics and men’s basketball earning recent distinctions.

INCLUSIVE EXCELLENCE

The Office of Inclusive Excellence provides institutional leadership on all matters of diversity, equity and inclusion. Inclusive excellence is an integral part of the university’s identity. The office seeks to support a campus climate and culture where all community members feel welcome, supported and experience a sense of belonging. This overall

well-being will be tangible through authentic, respectful, engaged relationships.

The university, consistent with its history and values, formally adopted a statement of civility in October 2020 which further reinforces its commitment to creating a vibrant and respectful institutional culture.

Hamline is dedicated to intellectual inquiry in its full depth, breadth, abundance, and diversity. It is committed to academic freedom and celebrates free expression for everyone. The university embraces the examination of all ideas, some of which will potentially be unpopular and unsettling, as an integral and robust component of intellectual inquiry. It is expected that the expression of ideas will be done in ways that are respectful of others and which do not include personal vilification based on race, ethnicity, religion, gender, sexual orientation, sexual identity, appearance, disability or political affiliation. Hamline University encourages all, whether it be on campus or off, to foster a respectful, and inclusive community defined by a concern for the common good, by developing relationships and through a culture that promotes the rights, safety, dignity, and value of every individual. A university community embracing these common values, consisting of students, faculty, staff, the Board of Trustees, and external constituents, is vital to the pursuit of excellence in research, scholarship, and creative activity.



HAMLIN FAST FACTS

63%

of undergraduate students are women

44%

of undergraduate students are students of color

47%

of undergraduate students are first-generation students (meaning neither parent has a four-year bachelor's degree)

44%

of undergraduate students receive Pell grants

70+

student organizations (more than 20 are dedicated to advocacy and service)

13:1

student-faculty ratio

23

average class size

22

varsity sports (20 of which are members of the Minnesota Intercollegiate Athletic Conference, or MIAC)

More than **95%**

of incoming undergraduates receive Hamline grants and/or scholarships (gift aid does not need to be repaid)

BEST VALUE REGIONAL UNIVERSITY IN MINNESOTA
14TH IN THE MIDWEST

—U.S. News and World Report, 2022

BEST REGIONAL UNIVERSITY IN MINNESOTA

—U.S. News and World Report, 2022

BEST COLLEGE OR UNIVERSITY IN MINNESOTA FOR SOCIOECONOMIC MOBILITY
post-graduation

—ThirdWay.org

100%

of students participate in internships, field-based or collaborative research projects with faculty, apprentice teaching, and/or service learning



1536 HEWITT AVENUE, SAINT PAUL, MN 55104



FINANCIAL OVERVIEW

Hamline University has an annual operating budget of approximately \$65 million and an endowment of \$137 million. The university's total net assets equal \$189 million (FY 2023), and the university's total debt is \$42 million. Gross tuition and fee revenue total \$91 million, and institutional scholarships and grants awarded are at \$42 million. Spending on instructional and academic support accounts for more than 57% of total expenses, which is on par with, or higher than, most same-sized and similarly endowed private colleges and universities in the state.

Despite the nation's financial downturn over the past few years, Hamline's endowment has had returns better than peer average, and the university also has received new gifts to build the endowment. Donors contributed \$4.5 million to the endowment in FY 2023, giving \$12 million to all funds, and there are currently over 418 endowed scholarships. Hamline University successfully completed the *Take the Lead* Campaign on December 31, 2023. The campaign goal of \$110 million was surpassed realizing more than \$122 million in gifts and pledges. The results will benefit students with increased scholarships, improved facilities, and additional faculty and student research opportunities.

Like many small private liberal arts colleges, Hamline is tuition-dependent in its operating budget. The university has maintained a lean budget with limited operating reserves since at least 2008. There has been strategic management of the resources; however, as the environment grows more challenging, the current business model of Hamline University is being strained.

Faculty, staff and trustees have been deeply engaged in discussing how to build on Hamline's strengths, offer programs and degrees that match the market's needs and student interests, and deliver them in a way that is compelling and accessible. Strategic focus and bold initiative will be required to distinguish Hamline in a state rich with opportunities to gain a higher education degree. In addition, investment in capital improvements, growing the endowment and developing an operating cash reserve to allow implementation of new revenue opportunities will be critical to successfully position Hamline for more success in the future.

POINTS OF PRIDE

- The campus boasts state-of-the-art learning and recreational facilities including the Anderson Center, Klas Center and Sundin Music Hall—all well-known regionally.
- Hamline is recognized as one of the top institutions in the nation for student voting participation and is home to five Rhodes Scholars, 57 Fulbright Scholars, three Truman Scholars, and numerous other academic laurels including Phi Beta Kappa scholars and winning teams in national data analytics competitions. Four of the last 10 Minnesota Teachers of the Year are Hamline graduates.
- Hamline is nationally recognized for the percentage of students who participate in undergraduate research projects and conferences. Our students have access to state-of-the-art science facilities, including an environmental scanning electron microscope.
- Hamline is the home of the internationally recognized Violence Prevention Project Research Center.
- Hamline University is the birthplace of intercollegiate basketball. On February 8, 1895, Hamline hosted a hard-fought contest with the University of Minnesota School of Agriculture. Despite losing 9-3 in 1895, today's Pipers serve as a touchstone to an iconic moment in intercollegiate sports history.
- Hamline athletic teams routinely participate in postseason competitions, with women's hockey, women's lacrosse, women's gymnastics and men's basketball earning recent distinctions.
- Hamline faculty are recognized for their teaching and research and are leaders in their fields of study as determined by numerous professional organizations and academic societies.
- Pipers to Professionals Internship Program launched in 2023 after receiving \$2.5 million in federal and donor support to level the playing field for students by providing wages and wrap-around support services while they engage in an active internship.



UNIVERSITY LEADERSHIP TEAM

Dr. Kathleen Murray took office as the 21st president of Hamline University on January 1, 2024, becoming the third consecutive woman to lead Minnesota's oldest institution of higher education, which enters its 170th year in 2024. She currently serves as Acting/Interim President.

Acting/Interim President Murray has a twenty-year track record of effective and outcome-based leadership at private institutions nationwide. She most recently served for seven years as president of Whitman College in Walla Walla, Washington, coming out of retirement to serve in this temporary role. Dr. Murray succeeds Dr. Fayneese Miller, who retired on June 30, 2024 after leading the university

for nine years. Dr. Miller oversaw the university's largest first-year enrollment growth and initiated the Take the Lead campaign which surpassed its fundraising goal and realized more than \$122 million in pledges and gifts to the university.

The University Leadership Team is composed of a dynamic, creative, and energetic group of senior leaders. This diverse team includes both seasoned and newly-appointed members, all deeply committed to promoting diversity and the success of every student. Together, they work tirelessly to foster an inclusive and supportive environment where every student can thrive. Some members also support one or more committees of the Board of Trustees.

BOARD OF TRUSTEES

Hamline is governed by an active, vibrant 30-member Board of Trustees, which meets at least three times a year and has the following standing committees: Executive Committee, Audit Subcommittee, Academic and Student Affairs Committee, Facilities Committee, Finance Committee, Investment Committee and Trusteeship Committee.

The new president will benefit from a strong, dedicated Board that has demonstrated a willingness to embrace change and invest in innovative initiatives that support the mission of the university. The Board works in partnership with the president to advance the mission and well-being of the faculty, staff, students and community.



LIFE IN THE AREA

Hamline is located in Saint Paul, Minnesota, the capital city of the state and part of the beautiful Twin Cities metropolitan area. The Twin Cities, comprising Minneapolis and Saint Paul, offer a compelling array of advantages and attractions that appeal to residents and visitors alike. Renowned for their cultural richness, the cities boast a vibrant arts scene, featuring world-class museums, theatres and music venues such as the Guthrie Theater and the Walker Art Center. Beyond cultural amenities, the Twin Cities are celebrated for their robust economy, anchored by Fortune 500 companies and a thriving healthcare sector, providing ample employment opportunities and economic stability. The region's commitment to education is exemplified by the plethora of fine institutions of higher education, enhancing the area's intellectual vitality and fostering innovation. Moreover, the cities' natural beauty, with numerous lakes, parks, and bike trails, encourages an active lifestyle and outdoor recreation year-round. Combined with a reputation for safety, excellent healthcare facilities, and a strong sense of community, life in the Twin Cities offers a unique blend of urban sophistication and natural serenity, making it an appealing destination for individuals and families seeking a high quality of life.

The light rail line, just a mile from campus, provides easy access to both communities, downtowns, and the Minneapolis-St. Paul International Airport. Saint Paul is a city of over 303,000 residents that retains a strong sense of charm through defined neighborhood identities. Saint Paul is home to Summit Avenue, which is the longest preserved Victorian avenue in the United States, highlighted by the Governor's Mansion.

Saint Paul also hosts the Minnesota History Center, the Science Museum of Minnesota, the Como Park Zoo and Conservatory and the Minnesota Children's Museum. Allianz Field, home of Minnesota United of Major League Soccer, is less than two miles from campus. CHS Field, home to the St. Paul Saints, the Class AAA affiliate of the Minnesota Twins, is also nearby. Saint Paul also houses the Xcel Energy Center, home of the NHL's Minnesota Wild and the PWHL women's professional hockey team.



OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The Hamline presidency is an exceptional opportunity for a strategic and visionary president to lead the university into a new era of academic excellence, enrollment and resource growth, and heightened visibility and influence.

The university seeks a bold leader who will drive opportunities for innovative change that meets the challenges facing independent higher education; an effective leader who will strategically enhance and strengthen the university's academic profile and financial position, a collaborative leader who will build upon the efforts of Dr. Miller and Dr. Murray to construct productive relationships with students, faculty, staff, trustees and alumni; and an inspirational leader who will raise the university's visibility and influence in the Twin Cities, the region, and nationally.

POSITION HAMLINE FOR LONG-TERM FINANCIAL STRENGTH

Negotiating a path that demonstrates a clear sense and understanding of the budgetary environment in private higher education while maintaining quality academic programs is one of the president's main priorities. The next president will need to grapple with the new financial realities of higher education, including federal and state funding. The next president must ensure that Hamline's operating budget remains aligned with available resources, protect the long-term purchasing power of the endowment, and ensure that the university's overall financial model serves its mission and strategic objectives. The president will also foster an entrepreneurial culture in which people are encouraged to pursue opportunities for resources that will advance the institution's mission. In a very transparent fashion, the president will need to face the fiscal environment of higher education and involve senior administrators along with the Board of Trustees and other stakeholders in discussions and actions on moving the university forward.

INCREASE ENROLLMENT, RETENTION AND GRADUATION RATES

The next president must be familiar with marketing and enrollment strategies and be ready to take advantage of the strengths of existing distinctive programs, as well as develop new or revise current academic programs, to grow student populations. This will require working closely with the Board of Trustees and the University Leadership Team to propose

and advocate optimal, achievable goals for undergraduate, graduate and continuing education 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. Hamline is deeply dedicated to student success and aims to surround students with the support they need to succeed.

GENERATE NEW REVENUE STREAMS

The primary opportunity for the next president is to engage and inspire the Hamline community around a vision for growth in enrollment and new revenue streams. Entrepreneurial leadership and dynamic partnership-building will be required to determine how best to take advantage of growth opportunities, consistent with Hamline's identity, culture and values as a dynamic university. The president will lead the Board of Trustees, faculty and staff in defining and communicating the Hamline brand and identifying and launching a bold program of new initiatives.

INCREASE FUNDS RAISED AND THE ENDOWMENT

The president will provide strong leadership to strengthen annual giving, prepare for future capital campaigns and develop an effective strategy to continue to increase the endowment. Working closely with the leadership in advancement, the president will build relationships and engage alumni and friends. The president will also raise funds from institutional donors and generate corporate sponsorship through partnerships with businesses, foundations, nonprofit and other civic and public-sector enterprises. A feasibility study for the next campaign is underway.

CLARIFY AND STRENGTHEN HAMLINE UNIVERSITY'S BRAND

In a region rich with institutions of higher education, Hamline must build on its prior brand campaign and articulate its distinctiveness and set itself apart from peers. To increase the university's brand awareness, the president will lead efforts to clearly articulate and emphasize the exceptional faculty and student contributions that encapsulate the unique Hamline experience. The president will be the university's enthusiastic

OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP (CONT.)

and compelling chief advocate and spokesperson to internal and external constituencies. Hamline is noted for its ability to change the trajectory of student lives and is listed as the best college or university in Minnesota for socioeconomic mobility post-graduation by [ThirdWay.org](https://www.thirdway.org). The new president will work to broadcast the institution's brand and build upon its strengths to enhance the reputation of the university.

CREATE AND EXECUTE A BOLD AND COMPELLING STRATEGIC PLAN

Having recently completed its last five-year strategic plan, *Leading for the Future*, (<https://www.hamline.edu/about/university-leadership/presidents-office/strategic-plan>) the next president will within the first two years work with the entire university community to articulate a shared and inspirational vision for Hamline through the creation of a new strategic plan. The new plan should be congruent with the mission, values and traditions of the university, differentiate Hamline from other colleges and universities, envision Hamline's future upward trajectory and lead to a long-term sustainable financial model.

The president will face the challenge of leading a strategic plan for the institution as it confronts major changes in the way higher education is delivered. These changes include AI, the culture of student learning, the use of technology in creating and disseminating knowledge, an increase in working across disciplines and challenging traditional disciplinary boundaries, and the need to support both undergraduate and graduate programs. The president will serve as an inclusive change agent, leading the efforts to ensure Hamline is on the path to success.

ENHANCE HAMLINE'S COMMITMENT TO DIVERSITY

Diversity and inclusion are core institutional values. Recognizing that diversity is a foundation of excellence, the new president will enhance the university's sense of community, respect and appreciation for the broad spectrum of backgrounds, beliefs, talents, interests and life choices of students, faculty and staff. As an academic and administrative leader, the president will build on past successes at appealing to an increasingly diverse college-bound student population as well as strengthening the recruitment and retention of a diverse community of faculty and staff. By their public expression of the deep value of diversity, the president will further the goals of inclusive excellence by fostering an environment where the campus population is diverse, and members of all constituencies are encouraged to be active collaborators in shaping the academic culture.

ENGAGE AND CONNECT

As Minnesota's oldest university, Hamline is deeply rooted in the surrounding Hamline-Midway neighborhood and the Twin Cities region. The community looks to its campus presidents for personal as well as academic leadership to foster collaborative partnerships and meaningful engagement on campus, in the Twin Cities, the Midway neighborhood community, the state of Minnesota and beyond, and with civic and industry leaders to assert and leverage Hamline's role as an urban university. On behalf of Hamline, the president is a public citizen and must be an active and respected member of the community broadly writ. Importantly, the president must be deeply engaged with the Board of Trustees, fostering relationships and collaboration, inviting input and consultation. The next president will keep the Hamline community informed of university news and initiatives through frequent and transparent communication.





REQUIRED AND DESIRED LEADERSHIP SKILLS, EXPERIENCES, AND QUALIFICATIONS

Hamline University is seeking a president who can address financial and enrollment challenges and help position the university for a bright future. Such a leader will understand the changing landscape for higher education and have a proven track record for innovation and leading change in organizations. Of interest are individuals who have led their organizations through challenging environments and successfully positioned them for a new era of dynamic growth.

The successful candidate will possess most, if not all, of the following qualities or experience:

Degrees: A graduate-level degree is required.

Executive Leadership: The ability to be collaborative and decisive, with a capacity to lead, navigate, and achieve results under conditions of ambiguity and uncertainty facing all higher education. An ability to listen and empathize, think critically and creatively, solve problems, and manage conflicts and crises. The willingness and ability to fully utilize the talents and expertise of others.

Financial Intelligence: Strong financial acumen including a comprehensive understanding of the financial pressures facing higher education, an understanding of different business models that could be applied to higher education, the need to align Hamline's operating budget with available resources, the unique role of the endowment for funding student tuition, and the ability to raise the resources to achieve strategic goals.

Higher Education Expertise: Strong understanding of the current climate and challenges in higher education and of potential innovations and adaptations which will enhance the power and attractiveness of a Hamline education. Experience successfully navigating some of these challenges through innovation will be seen as a plus.

Fundraising Capacity: Experience, capacity, and enthusiasm for the fundraising that will be required to help assure and bolster Hamline's future through campaign efforts; adept at building relationships with current supporters and potential partners in philanthropy. The growth of the endowment will contribute to financial stability and the ability to invest and innovate.

Entrepreneurial Mindset: Exhibits a strategic and entrepreneurial mindset, with extensive experience setting priorities and seizing opportunities for growth. Proven ability to work successfully with internal and external constituencies to build and enhance partnerships with other educational institutions, government, alumni and friends, foundations, corporations and the communities Hamline serves.

Shared Governance: Embraces the principles academic freedom and of shared governance in academia and has demonstrated skill in working in an environment of shared governance. Not only understands shared governance but is committed to building strong working relationships with faculty and Board of Trustees, respecting their unique roles.

Student Engagement: Finds joy in building connections with students through participation in campus events and personal interactions with a diverse student body. Derives pleasure from building relationships and enjoys being a visible, welcoming, friendly and engaged presence on a campus that is itself welcoming and friendly.

Relationship Building, Communication, and Collaboration: Experience with and valuing the importance of building relationships outside the university, and the ability to build rapport with corporate, educational, governmental and community leaders. Strong communication skills (written, oral, interpersonal), marked by simplicity, clarity and candor. Exhibits the ability to be a true collaborator, in promoting open communication, fostering a positive work environment, building strong relationships and leveraging the diverse skills and perspectives of team members. Emotional intelligence is essential.

Commitment to Diversity, Equity and Inclusion: Inspire and guide a campus that is increasingly more diverse and foster an environment that is respectful of differences and inclusive of all students, faculty, staff and alumni. A person committed to action and outcomes that lead all people to feel secure, heard and respected.

Personal Characteristics: A presence and persona which are inspiring, trustworthy, authentic, positive and passionate; a leadership style that garners respect and empowers people and organizations. An individual with strong emotional intelligence. A servant leader who has the ability to hold Hamline's needs as an institution in relation to any one individual's needs.



APPLICATION PROCEDURES

ASSISTING IN THIS SEARCH

Hamline University is being assisted in this search by Maya Ranchod Kirkhope, Vice President and Senior Consultant, and Dr. Katherine Haley, Senior Consultant from Academic Search.

Applications should include the following (as two separate PDFs):

- a thoughtful letter of interest addressing, as appropriate, the key responsibilities and qualifications outlined in this profile.
- a current resume, showing relevant administrative responsibilities and accomplishments.

Inquiries, nominations, and applications should be sent to HamlinePresident@academicsearch.org. For nominations, please include the nominee's name, position, employer, and email address.

By university policy and search committee affirmation, all information from and about candidates will be kept in strict confidence. For full consideration by the search committee, applications should be submitted by **September 23, 2024**.

Hamline University does not and will not tolerate discrimination, harassment, or retaliation based on race; color; religion; creed; sex; sexual orientation; gender expression; gender identity; national origin; marital status; familial status; status with regard to public assistance; service with local human rights commission; disability; age; or protected veteran status in its employment or educational opportunities. In addition, a romantic or physical relationship between a student and an employee who is not a student worker is prohibited.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Hamline 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.

