

SEARCH PROSPECTUS:

PRESIDENT



WHITWORTH
UNIVERSITY

TABLE OF CONTENTS

ABOUT WHITWORTH	4
ACADEMIC PROGRAMS	7
UNIVERSITY FACTS AND HIGHLIGHTS	9
STUDENT LIFE	10
FINANCIAL OVERVIEW	10
STRATEGIC PLAN	11
BOARD OF TRUSTEES	11
PRESIDENT'S CABINET	11
LIVING IN SPOKANE	12
LEADERSHIP AGENDA	13
QUALIFICATIONS AND ATTRIBUTES	16
APPLICATIONS AND NOMINATIONS	17



WHITWORTH UNIVERSITY: AN EDUCATION OF MIND & HEART

The board of trustees invites inquiries, applications and nominations for the position of president of Whitworth University. Located in Spokane, Wash., Whitworth University is a nationally ranked, private Christian liberal arts institution serving undergraduate, graduate and continuing studies students. At the conclusion of President Beck A. Taylor's 11-year tenure, student enrollment is stable, the balance sheet is strong, the endowment is at a record level, and major campus building projects and enhancements have been completed or are underway. The Whitworth presidency offers an exceptional opportunity to lead a successful institution with an outstanding reputation, exciting history and promising future.

The Whitworth community seeks a Christian leader who will embody a commitment to Whitworth's mission to provide its diverse students an education of mind and heart that enables them "to honor God, follow Christ and serve humanity." The next president will be an engaging and effective leader. The Whitworth community seeks a leader who manifests ethics and integrity, and who will be successful

in managing a complex organization. This leader will demonstrate a deep understanding of and commitment to the culture and distinctive values of Christ-centered institutions.

The ideal candidate will have excellent leadership and communication skills, a demonstrated and ongoing commitment to diversity, equity and inclusion, and experience in securing and increasing financial resources. The president will build on the strengths of the past, including the successful navigation to date of COVID-19 challenges. The president will also provide leadership as the university embarks on new endeavors aligned with its steadfast commitment to liberal arts residential education while promoting innovation within a comprehensive university framework.

To help Whitworth find an innovative, dynamic, student-centered president, the following profile provides information about the university, surrounding community, leadership agenda and desired qualifications for its next leader. The new president will take office no later than July 1, 2022.

ABOUT WHITWORTH

MISSION STATEMENT

Whitworth University is a private, residential, liberal arts institution affiliated with the Presbyterian church. The university's mission is to provide its diverse student body an education of the mind and the heart, equipping its graduates to honor God, follow Christ and serve humanity. This mission is carried out by a community of Christian scholars committed to excellent teaching and to the integration of faith and learning.

Since 1890, Whitworth has held fast to its founding mission in all its endeavors.

Recognized as one of the top regional colleges and universities in the west, Whitworth University enrolls more than 2,600 undergraduate students and close to 400 graduate students. It offers more than 100 undergraduate and graduate degree programs. Undergraduate students come from 33 states and 34 countries (5 percent of the student population is international). Approximately 57 percent of students are female; 32 percent of incoming students are from underrepresented racial and ethnic backgrounds; and 35 percent are first-generation college students. Study abroad opportunities are available in more than 60 countries. About 86 percent of graduates finish within four years, and 95 percent of Whitworth graduates are employed or enrolled in graduate school within nine months of graduation.

Faculty-student interaction is a hallmark of a Whitworth education. Whitworth seeks to equip its students to be inquisitive, creative and discerning thinkers who

effectively address the complex issues they face in the world. The university works to cultivate an intellectually vital and inclusive campus culture in which faculty and students engage regularly in civil discourse on challenging ideas. To attract and retain high-achieving students, Whitworth focuses on providing compelling opportunities for advanced collaborative learning, creative expression, in-depth research, cross-cultural engagement and leadership development.

In recent years, Whitworth has enjoyed record student enrollment and retention, the strongest financial position in the university's history, and increased external visibility.

The university's 200-acre campus of red-brick buildings and tall pines offers a beautiful, inviting and secure learning environment.

Whitworth has invested heavily in new and improved academic facilities, making over \$170 million in campus improvements in the last 11 years. Major projects include the state-of-the-art Robinson Science Hall (\$32 million); the Whitworth Athletics Leadership Team Center (\$13 million), completed in 2020; the renovations and expansions of Cowles Music Center (\$13.5 million) and the Beekma Family Theology Center (\$2.8 million); and the renovations of the Megan E. Thompson Aquatic Center (\$1.5 million) and Cowles Auditorium (\$3.2 million). Construction has begun on a new health sciences facility and a new innovation lab that will each serve a variety of disciplines. Whitworth is accredited by the Northwest Commission on Colleges & Universities, a status that was reaffirmed in 2018.



ABOUT WHITWORTH (CONT.)

FAITH AND LEARNING

Whitworth is a Christian university focused on Christ that invites students with diverse beliefs and ideas to join its learning community. Whitworth is also a highly relational community that seeks to occupy the intersection between Christian faith and the rigorous pursuit of knowledge. Whitworth walks on what its presidents have described as the “narrow ridge.” This metaphor paints a picture of the institution situated on a precarious mountain crest that connects steep and dangerous slopes. On the narrow ridge, Whitworth is both fearlessly courageous in our unconstrained commitment to Christ and fearlessly courageous in our unconstrained commitment to intellectual inquiry and academic freedom. Whitworth elevates ideals that some may pit against one another: mind and heart; curiosity and conviction; grace and truth; free expression and civil discourse; courage and compassion. This kind of rigorous, thoughtful learning best occurs in the context of caring, steadfast relationships with mentors and peers. The narrow ridge is messy at times, yet that is the place to which God has called Whitworth, and from this vista, the opportunities for growth in faith and learning are limitless.

By aspiring to locate itself squarely on the ridge that separates these extremes, Whitworth commits itself to pursuing faith as rigorously as it pursues truth, and to pursuing truth as devotedly as it pursues faith. Whitworth subscribes to the Reformed theological view that all truth is God’s truth and we should honor that truth, whether it is revealed through an act of human discovery or divine revelation.

Holding on to Whitworth’s commitments to Christ and Christ’s redemptive work in this world, while at the same time remaining devoted to the courageous search for truth, is a challenging prospect. But the scenic views from the peak offer amazing perspectives on the world and the institution’s place in it. By remaining committed to academic excellence and to the integration of Christian faith and learning, and by continuing to provide a welcoming atmosphere that encourages challenging conversations, Whitworth offers its students and faculty the best opportunities to learn, question and discover.

Providing structure, substance and symbol to this ethos on campus is the Weyerhaeuser Center for Christian Faith & Learning. Its mission is to provide resources and support for faculty and students in their efforts to integrate faith and learning. The academic center has helped shape Whitworth’s culture by facilitating faculty scholarship, integrating faith and learning in and out of the classroom, and mentoring students toward vocations of Christian scholarship and service.

Whitworth is a place of fearless intellectual pursuit and unconstrained commitment to Christ. It is a place where answers are not given, but meaning is found. Chapel is not required but is often standing room only. Whitworth is a place where renowned scholars conduct research with students and meet them for coffee to talk about life. By bringing open minds and hearts together, Whitworth equips students to flourish and serve in a diverse and evolving world. Former President Beck Taylor very aptly described the distinctive nature of the Whitworth community by how relationships are shared and how those relationships are bound together through mutual fidelity to our mission. More information on Whitworth’s unique Christian identity can be found [here](#).



ABOUT WHITWORTH (CONT.)

HISTORY

While independent, Whitworth University has been affiliated with the Presbyterian church since 1890 and is anchored in the Reformed tradition with strong evangelical and ecumenical currents. The university was founded by George Whitworth, an ordained Presbyterian minister and pioneer. In 1883, he opened Sumner Academy in the village of Sumner, in the Washington Territory. On Feb. 20, 1890, the school's trustees signed resolutions to increase the curriculum and stature of the academy, which would be known as Whitworth College. By 1899, the college had outgrown the rural community of Sumner and moved to Tacoma, Wash. Fifteen years later, when Spokane, Wash., developer Jay P. Graves offered land in his Country Homes Estates, Whitworth moved a final time. In September 1914, classes began in Spokane. Whitworth began a new era after 117 years as a college when, in 2007, the school changed its name to Whitworth University. More information on the history of the university can be found [here](#).

DIVERSITY, EQUITY & INCLUSION

Whitworth University is committed to delivering a mission-driven educational program that cultivates in students, faculty, staff and trustees the capacity to work effectively across the myriad dimensions of the global family. The institution's goal is to achieve and sustain a level of inclusive excellence throughout the life of the university that emphasizes the deep truth, love and grace of the gospel. Whitworth's sincere commitment to diversity is evident in its recent faculty hires, 50 percent of whom are from underrepresented populations.

The university is guided by its [Christ-Centered Rationale for Diversity, Equity & Inclusion](#). This central document explains that Whitworth's distinctive educational ethos is grounded in its commitment to the true God revealed in Jesus Christ. Precisely because of that commitment, Whitworth seeks to be a diverse, equitable and inclusive community – a university where the self-giving love of God for all creation is reflected in an atmosphere of inclusion and respect for all people. There is a profound commitment to being a welcoming community that encourages the pursuit of truth in a spirit of freedom, humility and charitable disagreement. What makes the university unique is the unusual degree to which these are not merely ideals to which it aspires, but qualities of its community as it currently exists.

Whitworth has been recognized by both religious and secular organizations for its work related to [diversity, equity and inclusion](#). The university was one of the first institutions within the Council of Christian Colleges & Universities to hire a chief diversity officer. In 2020, Whitworth's outstanding commitment to diversity and inclusion was recognized by *INSIGHT Into Diversity magazine*, which honored Whitworth with its Higher Education Excellence in Diversity Award. Whitworth has received this honor three times since 2016.

ATTRIBUTES

- Committed Christian faculty and staff who focus on their commonality while bringing diverse theological points of view
- A practice of fearless and unconstrained intellectual inquiry
- A student-centered environment that fosters academic growth and leadership development
- A community that invites all students to discover and deepen a meaningful faith
- An education that equips graduates to flourish and serve in a diverse and evolving world





ACADEMIC PROGRAMS

Whitworth University serves traditional undergraduate students as well as graduate students in the College of Arts & Sciences, the School of Education, and the School of Business; the School of Continuing Studies serves adult students interested in degree and non-degree programs. University faculty are encouraged to grow as Christian teacher-scholars, and course curricula are structured so that tradition and current relevance balance and enrich one another. Scholarly activity is viewed at Whitworth as a complementary rather than a competing enterprise to teaching. In recent years, the institution has strengthened research opportunities for faculty by increasing the number of endowed chairs, professorships and centers from three to 10, and by establishing a \$1 million endowment to fund interdisciplinary faculty research and teaching fellowships.

The following areas comprise Whitworth's academic offerings:

- [The College of Arts & Sciences](#) supports the general education curriculum across the university and houses Whitworth's 18 undergraduate arts and sciences departments, offering 41 majors; the university's M.A. in Theology and M.S. in Athletic Training programs; and Whitworth's interdisciplinary programs, such as U.S. Cultural Studies, Women's & Gender Studies, and [Core/Worldview Studies](#).
- [The School of Education](#) prepares educators who are accomplished scholars, effective practitioners, visionary leaders, and active community members and advocates. The school includes the Department of Teacher Education, the Department of Graduate Studies in Education, the Master in Teaching Program, the Teacher Certification Program, and the Center for Gifted Education. The teacher-education programs consistently have one of the highest placement rates in the state.

ACADEMIC PROGRAMS (CONT.)

- [The School of Business](#) is AACSB accredited and includes undergraduate programs in accounting, business management, economics, finance and marketing, as well as graduate programs in international management and business administration. The Master of Business Administration program has an outstanding reputation in the community and has experienced growing enrollment in recent years. The School of Business recently initiated its Institute of Leadership to provide advanced leadership development opportunities.
- [The School of Continuing Studies](#) provides opportunities for adult students to earn a bachelor's degree. Through its evening/weekend degree programs, the school offers accelerated-format classes leading to degrees in business management, management & accounting, criminal justice administration, public service administration, human services, humanities, or elementary education with teacher certification.

Graduate enrollment management is an important function of academic affairs, as Whitworth experiences record enrollment and works strategically to extend the university's mission and influence in the graduate market. In recent years, the university has expanded the scale and scope of its graduate programs, including master's degree programs in athletic training, Montessori early learning, applied behavior analysis, and gifted and talented education.

Whitworth's largest academic department is its department of health sciences, which has grown rapidly over the last decade and enrolls more undergraduates than any other department. Whitworth health science majors' most frequent postgraduate paths are occupational and physical therapy, and they have shown exceptional acceptance rates and performance within these programs across the country. As such, working strategically to extend the university's mission and influence in the graduate market, Whitworth plans to offer its first doctoral programs in occupational therapy and physical therapy in fall 2022. In recent years, the university has expanded its scale and scope in other areas as well, with the creation of the master's degree program in athletic training. A new, 38,000-square-foot health sciences building, where the new doctoral programs and the master's in athletic training program will be housed, is planned to open in 2022.



UNIVERSITY FACTS AND HIGHLIGHTS

KEY NUMBERS

- Undergraduate enrollment: 2,630
- Graduate enrollment: 389
- Full-time faculty: 149
- Adjunct faculty: 35
- Administrative and professional staff: 350
- Total number of undergraduate and graduate degree programs: 100+

2020-21 UNDERGRADUATE STUDENT INFORMATION

- Geographic representation: 33 states
- Domestic underrepresented racial/ethnic undergraduate enrollment: 32%
- Domestic first-generation student undergraduate enrollment: 33%
- International enrollment: 92 students from 34 countries
- First-year students from Washington state: 422
- Total first-year applications: 4,590; enrolled: 607
- Middle 50% SAT score: 1060-1260
- Middle 50% GPA (weighted): 3.46-4.0

COSTS

- Tuition and fees (2021-22): \$45,050 and \$1,200
- Room and board (2021-22): \$12,150
- Average student award: \$34,856

FINANCES

- Annual operating budget: \$84 million
- Total assets: \$351 million
- Net assets: \$229 million
- Net tuition revenue: \$53 million
- Auxiliary income: \$12 million
- Long-term debt: \$96 million
- Endowment: \$189 million

CAMPUS

- Campus size: 200 acres
- Campus improvements: \$170 million in the past 11 years
- Residence halls and number of students housed: 10 residence halls and 20 theme houses at 96% occupancy in 2019 (pre-pandemic)

FUNDRAISING

- Current endowment: \$189 million
- Most recent campaign: The Campaign for Whitworth – 11-year campaign with \$150 million goal; over \$154 million raised for new construction, renovation, scholarships, programs and the endowment
- Prior campaign: Faith in the Future – \$50 million goal, completed in 2002
- The Whitworth Annual Fund: \$1.38 million
- Average percentage of alumni giving: 10.6%
- Board participation in campaign giving: 100%
- Largest gift received: \$10 million, in 2020

RANKINGS & ACCOLADES

- *U.S. News & World Report* ranked Whitworth the No. 4 best regional university in the West for 2021. The university also ranked No. 3 for best value and No. 8 for most innovative schools. Whitworth tied for No. 3 best undergraduate teaching in the West and earned No. 2 best college for veterans.
- In 2020, Whitworth became one of 119 U.S. colleges and universities to receive the Carnegie Community Engagement Classification, an elite elective designation that recognizes institutional commitment to community engagement.
- Whitworth is a three-time recipient of the Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine, the oldest and largest diversity-focused publication in higher education. This national honor recognizes U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.
- Whitworth was included on the list of U.S. colleges and universities that produced the most Fulbright U.S. students in 2019-20. Two Whitworth University students were selected as Fulbright scholarship finalists for 2020 and awarded the English Teaching Assistantship (ETA).



STUDENT LIFE

Academics at Whitworth are closely tied to the university's student life division and co-curricular programming, which provide additional educational opportunities outside of the classroom. The [Dornsife Center for Community Engagement](#) works to enrich Whitworth's educational programs by providing strategic service-learning opportunities. Each fall, the Dornsife Center organizes Community Building Day, when more than 1,000 members of the Whitworth community go into Spokane to perform community service. Every academic department offers a service-learning opportunity, and 98 percent of students volunteer in the community.

Whitworth offers 40-plus student clubs that provide hands-on learning opportunities. A full list of student activities and involvement opportunities at the university can be found [here](#). Additional information about the student life division can be found [here](#).

FINANCIAL OVERVIEW

Whitworth University is financially strong and well-managed. For the fiscal year ending June 30, 2021, the annual operating budget was \$84 million with assets totaling nearly \$351 million and long-term debt of \$96 million, with a Moody's rating of Baa1 stable. Net tuition revenue was \$53 million. The university's operating budget remains solid despite the financial pressures impacting many private liberal arts colleges and universities.

The university's endowment is \$189 million. Whitworth wrapped up an 11-year campaign with \$154 million raised, split among endowment support, facilities

ATHLETICS

Whitworth Athletics, affiliated with the National Collegiate Athletics Association (NCAA) at the Division III level, is a member of the Northwest Conference (NWC). The university is known in the conference for its great facilities, strong attendance and spirited fans. Student-athletes make up over 20 percent of the student body, and Whitworth athletes lead the NWC in academic excellence. A total of 241 student-athletes achieved a grade point average of 3.5 or higher and were named to the 2019-20 Northwest Conference Scholar-Athletes list. Whitworth offers 21 varsity sports – 11 women's and 10 men's. Since 2004-05, the teams have captured 82 NWC championships, and Whitworth Athletics has claimed the McIlroy-Lewis All-Sports Trophy for the best overall athletics program in the conference the last 12 years in a row and 13 times overall. In addition to varsity athletics, hundreds of students participate in Whitworth's popular intramural programs.

and annual program support. The campaign also funded 50 new scholarships and six endowed faculty/staff positions. Proactively, the university continues to investigate revenue and enrollment diversification strategies to meet the challenge arising from the decline in the number of traditional college-age students nationally.

Tuition is currently approximately \$45,000, with room and board averaging an additional \$12,000. The average student scholarship is close to \$35,000, and 100 percent of all first-year students receive financial aid.

STRATEGIC PLAN

Whitworth University recently concluded its 10-year vision and strategic plan *Whitworth 2021: Courage at the Crossroads 2011-21*. Information about the most recent strategic plan can be found [here](#).

The university looks forward now to working with the new president, who will lead the creation and implementation of a new strategic plan. The new strategic plan will remain true to Whitworth's Christ-centered mission, while simultaneously expanding opportunities for experiential learning, intercultural engagement and postgraduate preparation. There

is much to celebrate as a new strategic plan is formulated. The steady undergraduate enrollment growth of the past decade has contributed to enhanced facilities, faculty and other resources. There is strong consensus that the university will be best served by stabilizing undergraduate enrollment and investing in the depth and quality of students' learning experiences. This calls on Whitworth's leadership to manage resources in new and innovative ways and for Whitworth's 28,000 alumni and friends to support the university at greater levels.

BOARD OF TRUSTEES

The president is supported by an active, engaged board of trustees, made up of a distinguished group of 37 dedicated alumni and friends of the university who focus on the future of the institution and have fiduciary responsibility to the university, including approving an annual plan of financial operation. From successful educators, agriculturists and pastors to attorneys, physicians and former Fortune 500 executives and technology entrepreneurs, the

Whitworth Board of Trustees enjoys a wide variety of backgrounds, expertise and perspectives across multiple spectrums. The board manages seven committees and three subcommittees that navigate and provide governance to the university. The board meets three times a year (fall and spring meetings on campus and a destination retreat in January). The president is a voting member of the board. For more information on the board of trustees, please [click here](#).

PRESIDENT'S CABINET

The president's cabinet provides primary leadership support for strategic priorities and initiatives and functions as an advisory body to address and assist with matters of substantial importance to the university. The cabinet enjoys high levels of diversity. Out of 12 members, five are women and four are members of underrepresented racial and ethnic populations. The cabinet includes the provost & executive vice president; vice president for admissions & student financial services; vice president for finance & administration; vice president for student affairs; associate vice president for diversity, equity & inclusion; dean of spiritual life & campus pastor; associate vice president for finance & administration; chief human resources officer; chief information officer & director; and director of athletics.





LIVING IN SPOKANE

Nestled among 200 acres of stately pines in Spokane, Wash., Whitworth University offers wide-open green spaces and first-rate educational facilities – right in the middle of one of the most scenic regions in the United States.

Spokane is the second-largest city in Washington and a hub of the Inland Northwest. The city has a metropolitan population of more than half a million people, a thriving arts community, and recreational opportunities provided by mountains, lakes, rivers, and miles of hiking and biking trails. The city is large enough to have a vibrant downtown area with a riverfront park, yet small enough to avoid the heavy traffic associated with larger cities. The region enjoys four seasons with the associated outdoor activities (mountain biking, climbing, swimming, boating, snowmobiling and skiing, among others). Spokane is within 4-5 hours of three major national parks (Mount Rainier, North Cascades and Glacier) and the Canadian Rockies. Spokane International Airport

offers direct flights to 17 destinations throughout the country.

Spokane has excellent healthcare facilities and other top educational institutions close by. The area has several outstanding school districts, including the Mead School District in which Whitworth University is located. Besides strong public schools, the area has a number of highly ranked private schools, faith-based schools, and schools that have developed specialized programs with an emphasis on STEM and entrepreneurial curriculum.

Spokane is a community with a growing multicultural population, in which 62 languages are spoken. The region has received recognition for the unique work being done to preserve the indigenous Salish languages. Several local organizations focus on cultural diversity, such as a chapter of the NAACP, the Hispanic Business/Professional Association, The Latino Hope Foundation, the Hispanic/Latino Resource Center, and World Relief, to name a few.

LEADERSHIP AGENDA

The Whitworth faculty, staff, students, alumni and trustees look to the future and the arrival of their next president, from a position of notable strength. Under the leadership of President Taylor, Whitworth enjoyed growth in enrollment, the enhancement of academic quality, major investments in campus facilities and impressive endowment growth, along with the initiation of new academic programs. The 10-year *Whitworth 2021* strategic plan is complete. The senior leadership team is capable and experienced as is the board of trustees, which is devoted to supporting the university.

Perhaps most importantly, Whitworth University benefits from a clear and widely shared identity and mission that has been preserved throughout the institution's recent growth and change. The Whitworth community is Christ-centered and proud of a culture that supports its students with energy and passion, welcomes a diversity of thought, and is willing to engage in difficult conversations about issues on which thoughtful persons, Christian and non-Christian alike, may disagree.

Whitworth University's 19th president will inherit a successful, effective institution with an exciting history and significant potential for the future. The next president will be expected to build on all that has been accomplished, to sustain the momentum, and to provide leadership for new initiatives that will deepen Whitworth's mission "to provide its diverse student body an education of the mind and heart, equipping its graduates to honor God, follow Christ and serve humanity," carried out by a community of Christian scholars committed to excellent teaching and the integration of faith and learning.

We seek a decisive, data-driven, mission-oriented leader – someone with a collaborative leadership style that reflects humility who would bring a sense of humor and the ability to work as part of a team. The ideal candidate will possess a deep understanding of the opportunities and challenges facing a private, liberal arts residential university with growing graduate programs, as well as the ability to anticipate continual changes in the higher education landscape.

There will be ample opportunity for the next president of Whitworth to lead the campus in charting priorities in the following areas:



Understanding and Building Upon Whitworth's Distinctive Christian Identity.

Whitworth University is a Christ-centered institution; its faculty, staff and administration share a personal commitment to Jesus Christ. The university's diverse community embraces the free and open pursuit of truth and knowledge, and acknowledges that Christian perspectives often differ widely. The Whitworth culture is committed, but not dogmatic. The Whitworth community is committed to faith and dedicated to learning, intellectual discovery and divergent viewpoints. The next president will be greatly committed to this aspect of Whitworth's identity – the "narrow ridge" – and fearlessly advocate for Whitworth's historic mission to provide an education of mind and heart. Moreover, the president will serve as a leader of the university's community of Christian scholars as Whitworth seeks to equip a diverse student body to "honor God, follow Christ and serve humanity," while promoting innovation and change. Allocation of resources and decision-making must reflect Whitworth's growth in size and diversity and evolution into a comprehensive university, while respecting its distinctive Christian identity and traditional campus.

LEADERSHIP AGENDA (CONT.)

Ensure Financial Viability. Whitworth University finds itself in a position of financial strength relative to many peer private liberal arts residential universities. Sound financial stewardship, focused enrollment management, steady endowment growth and fundraising successes have resulted in balanced operating budgets and a robust level of cash reserves. Looking forward, Whitworth's next president will be expected to build an even stronger financial foundation for the future. Identifying new revenue and fundraising sources will figure prominently. As a tuition-dependent institution, the next president of Whitworth University will need to remain focused on enrollment, retention and improving the overall net revenue of the university. This will be especially important as Whitworth navigates COVID-19 challenges.

To meet the challenge of demographic and economic headwinds in higher education, the next president must have a deep understanding of the traditional independent, residential campus business model. The president must bring an entrepreneurial mindset to explore new academic and co-curricular programs that support enrollment growth and are consistent with the Whitworth mission. At the same time, the president must work with the administration, faculty and staff to bolster and enhance the university's core traditional undergraduate enrollment base and find creative ways to promote growth in liberal arts programs. The next president also will be challenged to build upon the success of the recently completed comprehensive capital campaign by creating a vision for the future of Whitworth University that attracts and motivates new donors and enhances the level of annual financial support.

Promoting Academic Excellence and Robust Cross-Disciplinary Collaboration. As Whitworth continues to evolve into a comprehensive university, the new president will remain steadfast to advancing academic excellence within its undergraduate and graduate programs, while also providing visionary leadership that enhances a sense of community, fosters just and trusting relationships across differences, fully embraces diversity, equity and inclusion, and encourages collaboration among students, faculty, staff, administration and board members, as well as teamwork across academic disciplines and divisions and student life. The next president will have an opportunity to be a strong advocate for liberal arts residential education within a university framework, leveraging opportunities for cross-disciplinary collaboration and learning and student formation and

success. Whitworth's next president will support the student-centered focus of the university by allocating resources intended to ensure student success.

Addressing Changing Demographics and Advancing Diversity, Equity and Inclusion. The president plays a vital role in articulating and modeling Whitworth's Christ-centered commitment to diversity, equity and inclusion. The next president will build on Whitworth's strides in fostering diversity, equity and inclusion and provide leadership as the university seeks to fully engage and cultivate a genuine sense of belonging among Whitworth's increasingly diverse community of students, faculty, staff and trustees. The president will be committed to actions and outcomes that serve the diverse populations of Washington and the surrounding regions. Whitworth's next president will have an opportunity to build community by encouraging and participating in conversation with faculty, staff and students who have traditionally been less visible. Building a stronger culture of diversity, equity and inclusion is also likely to be an important element in preserving Whitworth's enrollment and financial base given the changing demographics facing independent higher education.



LEADERSHIP AGENDA (CONT.)

Preserving Whitworth's Culture and Values While Promoting Innovation and Change. Whitworth's strong sense of community and highly relational culture are important values. The next president will embrace this culture and invest in building community and positive relationships across the campus. Faculty, staff and students expect their president to be visible and approachable and to create opportunities for conversations and direct communication. It will be important to ensure that Whitworth's relational culture becomes increasingly inclusive, and that its community culture and values are maintained as the university expands from a traditional small college model to a more comprehensive university. The growth of graduate and nontraditional degree programs is attracting students who are largely non-residential, and new faculty members from different disciplines are being added. At the same time, many long-serving faculty members from traditional undergraduate programs are retiring, creating concerns that institutional values and traditions may be lost. The next president must work to preserve Whitworth's community and culture, while ensuring that the institution evolves to meet the needs of a more comprehensive university.

Promote Whitworth as a Key Resource and Partner for Economic Development of the Region. As a major intellectual center and educational resource, Whitworth has an opportunity to be a partner with other key stakeholders in influencing the growth and future direction of the Spokane region and beyond. The next president is expected to participate in regional policy development, and to provide opportunities for Whitworth's faculty, staff and students to engage in local policy issues.

Articulate Strategic Vision and Lead Strategic Planning. As Whitworth anticipates its next strategic plan, the president will be expected to take the lead in articulating a vision and goals for the future of the university. The most recent formal strategic plan, *Whitworth 2021*, has produced significant successes as noted above. The new president will be expected to sharpen, affirm and communicate Whitworth's vision as a Christian university that promotes open intellectual inquiry and learning grounded in the liberal arts.

Attracting and Retaining Excellent Faculty, Staff and Administrators. As we emerge from the COVID-19 pandemic, the new president will demonstrate a commitment to the recruitment and retention of exceptional faculty, staff and administrators committed to Whitworth's distinctive Christian identity and mission; professional development; employee engagement and input; equitable compensation and making Whitworth an employer of choice.





QUALIFICATIONS AND ATTRIBUTES

The next president will bring demonstrated success in senior-level leadership that includes management of a substantial and complex organization. Direct administrative experience in higher education and an earned terminal degree are preferred. Among the experiences, qualities and qualifications sought in the next candidate are:

- A personal commitment to Christ and the integration of faith and learning, and a commitment to the educational mission of Whitworth as a comprehensive Christian liberal arts university affiliated with the Presbyterian church;
- Ability to understand, embrace and communicate Whitworth's unique character as an institution that is distinctly Christian yet also open to divergent opinions and difficult conversations;
- Knowledge and insight regarding the issues facing higher education, including enrollment management, technology and innovation, government regulation, change management, and the business model of tuition-driven institutions;
- An open, authentic and highly relational personality, able to build community, and to energetically engage with students, faculty, staff and alumni;
- Possession of integrity, authenticity, transparency and humility; one who demonstrates the heart of a servant and an openness to correction and deep appreciation for the community;
- Demonstrated commitment to diversity, equity and inclusion;
- An entrepreneurial mindset, capable of taking advantage of new opportunities for growth, while supporting and investing in Whitworth's traditional academic and co-curricular programs;
- Strong financial acumen with the financial skills to oversee the further strengthening of Whitworth's financial model, including factors such as tuition levels, discount rates, endowment performance, and levels of alumni giving;
- Ability to seek input, establish and communicate priorities, and make difficult decisions;
- Superior written, oral and interpersonal communication skills;
- A demonstrated ability as a successful fundraiser with ability to connect with alumni and friends and communicate a vision that will inspire donors to invest in the university;
- An enthusiastic, high-energy and optimistic temperament, with an ability to maintain high visibility on campus while advocating for Whitworth with alumni, in the Spokane region, and within the national higher education community.



APPLICATIONS AND NOMINATIONS

Academic Search is assisting Whitworth University in this national search. Confidential conversations about this exciting opportunity may be arranged by contacting:

Maya Ranchod Kirkhope

Vice President and Senior Consultant
Maya.Kirkhope@academicsearch.org

Stuart Dorsey

Senior Consultant
Stuart.Dorsey@academicsearch.org

Applications, inquiries and nominations may be sent to WhitworthPresident@academicsearch.org. Applications should consist of (in three separate documents):

- 1) a detailed letter of interest,
- 2) a current curriculum vitae (CV), and
- 3) a one-page faith essay ([click here for instructions](#)).

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

For full consideration, applications should be submitted by **Sunday, Sept. 19, 2021**.

Additional information about the institution can be found at whitworth.edu.

Whitworth complies with all federal, state and local nondiscrimination laws that are applicable to religious nonprofit institutions and does not engage in unlawful discrimination on the basis of race, color, national origin, age, sex, or disability. With our Christ-centered commitment to building a diverse and inclusive community, the university encourages applications from populations underrepresented at Whitworth including members of racial/ethnic communities, women and persons with disabilities.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Whitworth University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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