



# PRESIDENTIAL LEADERSHIP PROFILE

**Eckerd College, Florida's only independent national liberal arts college, is seeking an extraordinary individual to be the College's fifth president. The new president will build upon the foundation and momentum established during the highly successful tenure of Dr. Donald R. Eastman III, who has served as Eckerd's president since 2001.**

A young college, Eckerd is becoming increasingly known as a leading liberal arts institution. Eckerd College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate degrees. Eckerd offers the Bachelor of Arts, Fine Arts, and Science degrees through 41 majors in the arts, humanities, sciences and social sciences. Today 130 tenured and tenure-track faculty and 231 full-time staff members serve 1,971 undergraduate students. A 2016 Washington Economics Group study reports that the College annually generates an economic impact of \$557 million and 4,797 jobs in the Tampa Bay area.

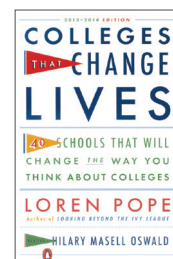
Guided by a Campus Master Plan and a Strategic Plan that are continuously updated, the College has built a beautiful campus, established a rigorous and innovative academic experience for its students, provides a residential experience that empowers students, is financially sound, and is well positioned to sustain its forward momentum.

Eckerd was founded in 1958 to be a "college like no other." And it is. From the outset, a creative academic plan informed an inspired architectural plan, and the spirit of that strong association continues today. Located in St. Petersburg on 188 acres overlooking Boca Ciega Bay in the Tampa Bay region—a vibrant and diverse urban setting—the College has been a pacesetter institution, developing educational programs that have been adopted nationwide and earning an international reputation for academic excellence. Values-centered, experiential learning; interdisciplinary study; innovative pedagogy; international education; and service-learning are among the hallmarks of Eckerd's academic program.

The Board of Trustees has named a representative Presidential Search Committee to conduct a national search for a new president, who is expected to start on July 1, 2020. This Presidential Leadership Profile is designed to assist interested and qualified individuals in understanding Eckerd College and the opportunities that exist for its next president.

## ΦBK

**IN 2003, ECKERD JOINED AN ELITE GROUP OF ONLY 10% OF AMERICAN COLLEGES AND UNIVERSITIES THAT HAVE A CHAPTER OF PHI BETA KAPPA, THE NATION'S OLDEST ACADEMIC HONOR SOCIETY**



**ECKERD IS ONE OF JUST 40 COLLEGES AND UNIVERSITIES FEATURED IN THE BOOK COLLEGES THAT CHANGE LIVES**



# AN INSTITUTION OF NATIONAL DISTINCTION

Eckerd College shares a number of qualities with excellent liberal arts colleges across the country and has developed a distinct personality of its own. With its national and international student population, academic rigor, student-focused faculty, emphasis on service, global-mindedness, waterfront location and approach to student life, Eckerd offers a distinctive educational experience in the unique Florida environment.

ThinkOUTside. That is the Eckerd College imperative. While the setting is beguiling, bare feet and brains are mutually inclusive here. Quirky? Proudly so. Our goal is to provide an undergraduate experience that engages the imagination and takes our students farther than they themselves thought they could go.

## Eckerd has earned national distinction in many ways, including the following:

- Eckerd is among 10% of American colleges and universities that have a chapter of Phi Beta Kappa, the nation's oldest academic honor society.
- Eckerd is one of 40 colleges featured in all four editions of Loren Pope's *Colleges that Change Lives*, originally published as *Looking Beyond the Ivy League*.
- Eckerd was first selected in 1986 by the Ford Foundation as one of 39 colleges nationwide to receive grant support to encourage students to pursue collegiate teaching as a career. The Ford Apprentice Scholars Program, which continues today, is a model for many other colleges.
- Not even 30 years old at the time, Eckerd was selected by *U.S. News & World Report* (1987) as one of the nation's five most innovative colleges for demonstrating new and better models of academic excellence; that spirit of innovation persists.
- Eckerd students and alumni have been awarded more than 180 national scholarships and grants since 2001, including the highest number of NOAA Hollings scholarships (89) in the country.
- A top producer of Peace Corps volunteers—166—among small colleges in the U.S., the College is the fifth school in Florida to join the nationally recognized Peace Corps Prep undergraduate certification program.
- The Institute for International Education's (IIE's) 2018 *Open Doors*® Report lists Eckerd as sixth in the U.S. for total participation in study abroad and third for short-term study abroad for baccalaureate institutions. Currently, more than 70% of Eckerd's students who start their college careers at Eckerd leave with a study abroad experience.
- On the National Survey of Student Engagement, Eckerd ranks higher than peer institutions for opportunities to apply learning in real-world settings.
- Eckerd's Pet Life program, which was established in 1973 and allows students to bring their pets to Eckerd, has been frequently featured in the national media and emulated at colleges and universities across the country.
- The NCAA has a set of academic standards that seeks to hold teams and institutions accountable for how well student-athletes progress toward a degree; in Division II schools, the Academic Success Rate (ASR) is calculated. In 2018, Triton Athletics scored the highest ASR in the Sunshine State Conference, and the Conference rated No. 1 in the U.S. in ASR.
- The College boasts two student-led and student-staffed emergency response teams. The only team of its kind at an undergraduate institution, Eckerd College Search and Rescue (EC-SAR)—a highly trained group of student volunteers who work closely with the U.S. Coast Guard, 911 Emergency Medical Response, and other state and local agencies—responds to more than 500 maritime distress calls each year in the waters of Tampa Bay and the Gulf of Mexico adjacent to Eckerd College. The Eckerd College Emergency Response Team (EC-ERT) was recently established with a grant from the DuPont Foundation through the University of Miami to provide land-based emergency services to the Eckerd College community and it has already proven to be lifesaving.





## ECKERD'S CORE VALUES

In his inaugural remarks in 2002, President Eastman articulated **five values** that guide Eckerd College. First, the Eckerd experience is **residential**. Living and learning together are an essential part of the educational program here. Second, the Eckerd experience is **global**. The international dimension and perspective are vital to all of our academic and extracurricular programs. Third, the Eckerd experience is **environmental**. Many of the most pressing social, economic, political and moral issues of this new century have to do with the environment; and our location, near the Gulf of Mexico, dramatically deepens this dimension of the College. Fourth, the Eckerd experience is **personal**. The personal relationship between faculty and staff and students is the signature of this institution. Finally, the Eckerd experience is **spiritual**. Founded first as Florida Presbyterian College, Eckerd College has developed an institutional culture of inquiry and openness in spiritual and religious beliefs and practices.

At the heart of the academic program, the College values a core curriculum, which has been central to the College's academic program since its founding. The College's General Education program encourages students to develop critical academic skills while inviting them to ask the big questions of life as they learn to construct meaningful lives for themselves. The core curriculum begins with Autumn Term, a three-week orientation program during which new students take a credit-bearing class led by their Autumn Term faculty mentor and acclimate themselves to college-level academic work and residential life without the influence and distraction of upperclass students. All new first-year students enroll in *Human Experience*, a two-course sequence addressing justice, power and freedom—exploring the spaces between what is and what could be. Those students come together again as seniors and enroll in the capstone course, *Imagining Justice*, to reflect on their college education in an integrative fashion while carefully and critically considering questions of importance to humanity, past and present, and in anticipation of some of the weighty issues they will face in their lives beyond Eckerd.

**88%** OF OUR STUDENTS LIVE ON CAMPUS

**No. 3** COLLEGE IN THE U.S. FOR SHORT-TERM STUDY ABROAD



THE YELLOW BIKE PROGRAM, ESTABLISHED IN 2004, PROVIDES FREE BIKES ON CAMPUS FOR COMMUNITY USE. IN 2016, THE WHITE BIKE PROGRAM BEGAN PROVIDING BIKES FOR VENTURING OFF CAMPUS



# THE ACADEMIC PROGRAM AND STUDENT OUTCOMES

The strength of Eckerd is the quality of its faculty. More than 95% of full-time faculty members hold the Ph.D. or highest professional degree in their field. Each member is appointed following a nationwide search and a vigorous process of review designed to identify outstanding teacher-scholars who are committed to fostering undergraduate learning. The faculty role in the academic program is nourished by a vigorous culture of academic freedom and shared governance. The College's commitment to a tenure system and support of faculty development attracts teacher-scholars from the top graduate and research programs in the country. Faculty take seriously their role as mentors who seek to treat students as whole persons. Graduating seniors and alumni identify relationships with faculty as the most positive feature of their Eckerd experience.

A distinctive quality of Eckerd faculty members is their willingness to work across traditional disciplinary lines and to collaborate with one another and with students in teaching and research. The interdisciplinary approach to learning has been a hallmark of Eckerd's curriculum since the College's founding. It fosters a strong sense of community among faculty and students and is an essential element in the development of skills for lifelong learning. Eckerd is fortunate to have a relatively young, dynamic faculty whose enthusiasm for teaching; scholarly research, often with students; and continuous improvement of the academic program give the College energy and focus. Just this academic year the faculty designed, proposed and approved five new academic programs: BFAs in Creative Writing, Theatre and Musical Theatre in collaboration with the Circle in the Square Theatre in Manhattan; a minor in Entrepreneurship designed to complement any major; and an interdisciplinary major in Animal Studies, which has immediately become one of the most popular majors at the College.

From its founding, the College has followed the 4-1-4 academic calendar, innovative when the College introduced it. During the short Winter Term in January (sandwiched between fall and spring semesters), students participate in courses requiring independent or experiential investigation of a topic in a concentrated manner, on campus and around the globe.

Cornerstones in the academic life of the College are the nationally recognized programs in the sciences, social sciences, arts and humanities. Eckerd College's requirement that all students take an environmentally focused course exposes its students to the serious challenges of our environmental future. The College's nationally recognized Marine Science and Environmental Studies programs put Eckerd College on the cutting edge of scientific and policy-related inquiry into sustainability. Eckerd's distinguished arts and humanities programs give students real-world experience in research, literary and scholarly writing, oral communication and more—while inspiring them to think creatively and live deeply.

Eckerd College believes that liberally educated persons should be citizens of the world—at ease in other cultures and able to see their home country through an international lens. On campus, all students take a globally focused course and complete two semesters of a foreign language. Our International Cinema Series brings global films to campus each Friday. Every year our professors and students travel together to more than 40 countries for research, language immersion and cultural study. Eckerd has articulated the goal that by 2021, 100% of its students participate in a study abroad experience prior to graduation, and a successful endowment campaign is helping make this possible.

**100%** OF STUDENTS IN THE CLASS OF 2021, AND THOSE FOLLOWING, WILL STUDY ABROAD AT LEAST ONCE DURING THEIR TIME AT ECKERD (THAT'S OUR GOAL!)





Eckerd College enhances the classroom experience through high-impact educational and co-curricular practices that enrich students' learning while preparing them for a changing world. It does so through hands-on learning opportunities; undergraduate research opportunities; development of critical thinking and oral and written communication skills; study abroad opportunities; and attention from faculty mentors and dedicated professional staff to assist with summer internship/externship opportunities, graduate school and career preparation. Students spend more than 45,000 hours in service-learning experiences, and every year more than 200 students complete internships in the St. Petersburg–Tampa metro area.

The first-year-to-sophomore retention rate is 81%, a remarkable achievement given that Eckerd students, on average, are 1,000 miles from home. Of those staying to graduate, 93% earn their degree in four years or fewer. The medical school acceptance rate for Eckerd College graduates is 81%, nearly double the national rate. About 73% of our graduates are working within a year of graduation; 15% of our grads are in graduate school within a year of graduation; and some are doing both. Close to 50% of Eckerd College graduates go on to continue their post-baccalaureate studies within five years of graduation. Sixty years after the first class entered the College, more than 25,000 students have graduated from Eckerd and are leading lives of leadership and service in communities throughout the world.

**Feedback from our graduates is affirming and motivating. Based on data from a recent survey of graduates:**

- 92% reported being satisfied with the quality of their Eckerd education;
- 92% would choose to attend Eckerd again; and
- 89% would recommend Eckerd to a high school student.



**DISTINGUISHED ALUMNI**

From best-selling novelists, to award-winning professors, to scientists conducting research to cure cancer—and nearly every profession in between—Eckerd boasts more than 25,000 alumni doing their part to change the world.

**WHAT THEY'RE STUDYING**

(BASED ON A RECENT GRADUATING CLASS)



Social Sciences **38%**  
 Natural Sciences **34%**  
 Arts & Communication **10%**  
 Business & Management **10%**  
 Humanities **8%**



**ON THE NATIONAL SURVEY OF STUDENT ENGAGEMENT, ECKERD RANKS HIGHER THAN PEER INSTITUTIONS FOR OPPORTUNITIES TO APPLY LEARNING IN REAL-WORLD SETTINGS**



## STUDENT LIFE

Currently, Eckerd's 1,971 students are from 47 states and territories and 40 countries. Eckerd places central importance upon student responsibility for living and learning, and students are given many opportunities to make meaningful decisions on matters that impact the quality of life on campus. Nearly 90% of our students live on campus, filling our residence halls to capacity. There are no traditional fraternities and sororities at Eckerd, but students reside in Eckerd's 12 residential complexes named for the Greek alphabet. In fact, traditions at Eckerd reflect student imagination unfettered by 19th-century notions of college life and take on a more contemporary spin.

Student life is all about the community the students build on campus. The Eckerd College Organization of Students (ECOS) has full responsibility for student governance, campus social life, publications, intramural activities and more than 100 clubs—along with the \$600,000 in student activity fees—to shape programming responsive to the needs and interests of students each year.

Eckerd attracts open-minded, self-aware students who love to be active and accept others just the way they are. On a walk across campus, it's not unusual to see longboards, community bikes, unicycles, business suits, bathing suits, bare feet, flip-flops, pink hair, rainbow flags, pirate flags, American flags, pets of all kinds, hammocks and Frisbees.

Students take advantage of the College's waterfront location on Boca Ciega Bay, near the Gulf of Mexico, using kayaks, paddleboards, sailboats, wakeboards and fishing poles through our Waterfront Program. Our South Recreation Field is home to student club sports including soccer, flag football, and our nationally competitive men's and women's rugby teams, as well as beach volleyball, the most recent addition to our intercollegiate sports program. Grills, fire pits, swings, hammocks and extraordinary sunsets mean that many students and their pets end the day with friends on the campus's South Beach, a feature that is uniquely Eckerd.

Student-athletes embody the holistic approach to the development of the mind, body and spirit that is central to a liberal arts college. More than 200 Eckerd Tritons participate on 14 teams in NCAA Division II in the Florida Sunshine State Conference. In 2017–18, Eckerd sent five programs to national tournaments (Women's Volleyball, Men's Basketball, Women's Basketball, Coed Sailing and Women's Sailing), and Women's Soccer qualified for postseason play at the conference level. These six postseason appearances are the highest number in a single season in the history of Eckerd Intercollegiate Athletics.

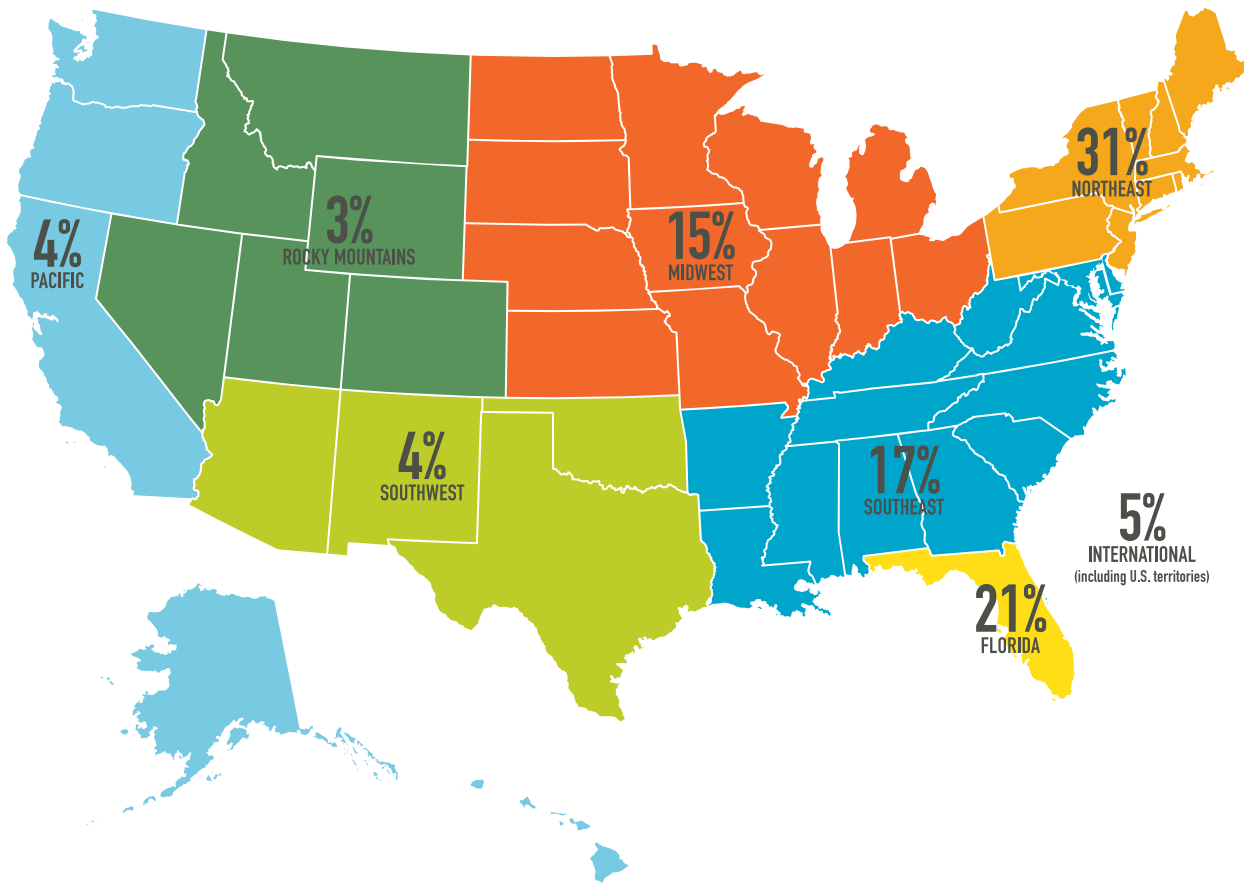


**IN 2018, TRITON ATHLETES SCORED THE HIGHEST ACADEMIC SUCCESS RATE IN OUR SUNSHINE STATE CONFERENCE, AND OUR CONFERENCE RATED NO. 1 IN THE U.S. IN ACADEMIC SUCCESS RATE, MAKING ECKERD TRITONS THE BEST OF THE BEST**

**75%** OF STUDENTS USE THE WATERFRONT PROGRAM'S RECREATION FACILITIES



## GEOGRAPHIC DISTRIBUTION OF ECKERD'S STUDENT BODY (FALL 2018)



ON AVERAGE, OUR STUDENTS TRAVEL MORE THAN 1,000 MILES FROM HOME TO ATTEND ECKERD COLLEGE

# ACADEMIC AND STUDENT LIFE FACILITIES

Extraordinary milestones in a 20-year series of new construction and improvements to academic and residential life facilities include the following:

## NEW CAPITAL PROJECTS COMPLETED SINCE 2001

**ARMACOST LIBRARY**  
(2005)



**IOTA RESIDENCE COMPLEX**  
(2006, LEED-certified)



**JAMES CENTER FOR MOLECULAR AND LIFE SCIENCES**  
(2013, LEED Platinum-certified)



**THE HELMAR AND ENOLE NIELSEN CENTER FOR VISUAL ARTS**  
(2018)



**GO PAVILION**  
(2010)



## OTHER MAJOR PROJECTS RECENTLY COMPLETED

South Beach and South Recreation Field (2003)

Wireman Chapel (2007)

Cobb Hall: Fitness Center, Classrooms, Art Gallery, Athletics, Student Newspaper Office (2008)

Improvements to the College's utilities infrastructure and physical landscape following the College's sustainability principles (2013 and ongoing)

Academic facilities—including the Behavioral Sciences Building; Environmental Studies Building; Galbraith Marine Science Laboratory; Mathematics, Physics and Computer Science Building as well as multiple classrooms across campus (2014 and later)

Residence Complexes: Epsilon (2015), Zeta and Beta (2016), Alpha and Kappa (2017), Delta and Gamma (2018)

Johnson Athletic Field (2016)

Installation of outdoor spaces for study and reflection, such as the Ripberger Observation Deck (2016) and the Ranson Terrace (2019)

John M. Bevan Center for Academic Excellence (2018)

**DOYLE SAILING CENTER**

(2016, including Wallace Cove, Hough Sailing Loft and Saunders Point)



## RENOVATION PROJECTS CURRENTLY UNDERWAY

Franklin Templeton Building, which houses the offices of Admission, Advancement, Business, Financial Aid, Human Resources, and Marketing and Communications as well as the Rahall Communication Resource Center, conference rooms and classrooms (to be completed in September 2019)

McArthur Gymnasium and locker rooms (to be completed in September 2019)

Planning for a new addition to the main student dining hall, Café Bon Appétit, with renovations to the existing facility (anticipated in 2021–2022)

Planning for renovation of the College's three remaining residence halls: Nu, Sigma and Omega (completion date to be determined)

# EXECUTIVE AND CONTINUING EDUCATION

Contributing to the educational mission of the College is the Executive and Continuing Education Division, which extends Eckerd's reach beyond the education of undergraduates with noncredit courses to executives and adult lifelong learners. The flagship program in Executive and Continuing Education, the Leadership Development Institute (LDI) at Eckerd College, was established in 1980 to serve the leadership-training needs of the national and international business communities. LDI has been a Network Associate of the internationally acclaimed Center for Creative Leadership (CCL)<sup>®</sup> since 1981 and has delivered CCL's premier offering—the Leadership Development Program (LDP)<sup>®</sup>—to more than 9,000 local, national and international clients. Because of its exceptional programs, for the 17th year in a row, the *Financial Times* ranks CCL<sup>®</sup> as one of the world's Top 10 executive education providers in the 2018 survey of executive education. The Executive and Continuing Education Division is also home to these innovative programs in higher education: Writers in Paradise, Eckerd's intensive weeklong writers' conference; pre-college residential summer programs in the sciences and humanities offered by Eckerd faculty; Road Scholar<sup>®</sup>, a not-for-profit leader in educational travel; the Academy of Senior Professionals at Eckerd College (ASPEC), Eckerd's unique member-based community for intergenerational and lifelong learning; and the Osher Lifelong Learning Institute (OLLI), which offers programs designed for adult learners.



## EDUCATING PROFESSIONAL LEADERS

The Leadership Development Institute (LDI) and other noncredit offerings provided by the Division of Executive and Continuing Education (formerly Special Programs) have yielded more than \$165 million to support the College since 2001. In the past 18 years, the division launched the Eckerd College Writers' Conference: Writers in Paradise, the Conflict Dynamics Profile (CDP) and the Entrepreneurial Mindset Profile (EMP), and also acquired the Mediation Training Institute (MTI).

**\$557M** ECONOMIC IMPACT GENERATED BY ECKERD COLLEGE ON THE TAMPA BAY AREA, ACCORDING TO A STUDY BY THE WASHINGTON ECONOMICS GROUP COMMISSIONED IN MARCH 2016

# FINANCIAL POSITION

The annual operating budget of Eckerd College is about \$80 million with assets totaling \$222 million and liabilities of \$59 million as of the most recent fiscal year-end. Tuition and fees for 2018–2019 were \$44,540, and room and board charges were \$12,588. About 96% of students receive financial aid, and the new-student discount rate (excluding athletes) was 48.9% last year. A multi-year Financial Plan, informed by an experienced enrollment management group, is used to support and prioritize the implementation of Strategic Plan and Campus Master Plan goals and objectives.

In 2011, for the first time in its history, Eckerd College successfully completed a comprehensive campaign: Exceeding its \$80 million goal, *Many Experiences, One Spirit: The Campaign for Eckerd College* raised \$86 million. The highly successful *Intermezzo Campaign* followed and exceeded its \$20 million goal, raising \$24.3 million. The College now is engaged in the *Endowment Challenge* to increase its endowment, currently valued at \$58.3 million, to more than \$125 million through outright gifts, pledges and testamentary commitments.

# THE BOARD OF TRUSTEES AND OFFICE OF THE PRESIDENT

The Board of Trustees, to whom the president reports, numbers up to 30 members—including the president, who serves as a voting member of the Board. Three regular board meetings are held annually. The president's 10-member executive team currently includes the Vice President for Academic Affairs and Dean of Faculty, Vice President for Advancement, Vice President for Business and Finance and Treasurer of the College, Vice President for Enrollment Management and Dean of Admission and Financial Aid, Vice President and Dean of Executive and Continuing Education, Vice President for Marketing and Communications, Vice President and Secretary of the College, Vice President for Student Life and Dean of Students, Special Assistant to the President for Academic Affairs and Associate Dean for Faculty Development, and College Architect. The president's Executive Staff have earned commendations from the Board for their exemplary model of collaboration and teamwork in support of the College's goals and aspirations.

**17** ECKERD ALUMNI, FROM CLASSES  
SPANNING 1964 TO 1997, SERVE  
ON OUR BOARD OF TRUSTEES

## 2018–2019 BOARD OF TRUSTEES

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**No. 1** CITY IN FLORIDA  
FOR MILLENNIAL  
JOB SEEKERS



## LIFE IN ST. PETERSBURG

Located in St. Petersburg, a city of approximately 265,000, Eckerd is within the larger Tampa Bay metropolitan area (pop. 3 million) and a 30-minute drive from Tampa International Airport. With two of the country's "Top 10 Beaches" and 361 average days of sunshine in a year, St. Petersburg is a popular international destination and is now known as a *City of the Arts*. There are seven distinct arts districts in St. Petersburg, comprising seven performing arts companies, more than 25 art galleries, several excellent museums—among them, the St. Petersburg Museum of Fine Arts, the new James Museum of Western & Wildlife Art, the Salvador Dalí Museum, the Chihuly Collection and The Florida Holocaust Museum—as well as an array of theatrical and music venues. In 2019, the new Museum of the American Arts and Crafts Movement will open.

Eckerd College welcomes members of the community to more than 150 free events each year—including international and environmental films, readings by award-winning writers, presentations by thought leaders on a variety of topics, art exhibitions, chapel services and musical performances.



# LEADERSHIP AGENDA

The Eckerd College Presidential Search Committee has been charged by the Board of Trustees to help recruit and appoint a president who will help guide Eckerd College into the next decade as it continues to thrive as an undergraduate liberal arts institution offering a handcrafted educational experience.

**After hearing from all the constituents of the Eckerd College community—students, faculty, staff, alumni and friends of the College—the Board of Trustees has identified these leadership opportunities for the College’s next president:**

1. **Academic excellence.** Eckerd College offers an unparalleled educational experience. Continuous focus and improvement, however, are always required to achieve and maintain excellence. The next president should engage and support the College’s superb faculty and staff as they continue to offer an exceptional, highly personalized undergraduate educational experience and explore the development and growth of new interdisciplinary programs in areas such as animal studies, film studies/production, food studies, data science and more.
2. **High-impact educational experiences.** The next president will have opportunities to support and expand the high-impact educational experiences Eckerd offers students. These academic experiences enhance students’ success and retention: faculty-student research, study abroad, internships and service-learning. Making such experiences accessible to all students is an institutional goal.
3. **The endowment.** As a young institution, Eckerd has a growing endowment that is more modest than that of many similarly sized institutions with longer histories and larger alumni bodies. Increasing the endowment and raising funds for scholarships, physical development and program improvement are major College priorities.
4. **Alumni base.** With its first class of graduates only in 1964, Eckerd alumni have a young demographic. There is ample opportunity, and need, for the new president to cultivate increasingly stronger institutional relationships with Eckerd’s alumni across the country and internationally.
5. **Relationships and partnerships in the local community.** Eckerd, St. Petersburg and the Tampa Bay area have been on a common trajectory of growth and innovation over the past two decades. Opportunity exists to strategically extend Eckerd’s institutional reach within the Tampa Bay community, and the new president can help foster this collaboration.
6. **Enrollment management.** Contrary to national trends, Eckerd College has experienced enrollment growth with an increase in net tuition revenue and no decline in the academic profile of the new student pool; indeed, the student population has resulted in the College reaching near capacity of its existing campus infrastructure. This growth poses both opportunities and challenges the next president will need to continue to address with the College community to maintain Eckerd’s distinctive educational experience.
7. **Accessibility to an Eckerd education.** The increasing price and cost of attendance at the College is a continuing management, marketing and financial challenge that will require acute judgment and thoughtful leadership by the College’s next president.
8. **Emerging technologies and artificial intelligence.** Emerging and rapidly evolving technologies and artificial intelligence are changing all aspects of modern society. The next president will have opportunities to engage and support the various ways in which the College community explores the complex ethical and social implications of emerging technologies and their role in a liberal arts academic and residential experience.

9. **Institutional diversity.** The College currently enrolls a student body that is 19% underrepresented minority and 66% female. All campus constituencies agree that the College should strive to increase community diversity.
10. **Eckerd's brand.** Over 60 years, word of the exceptional Eckerd educational experience has been spreading, and the name of the College is becoming increasingly recognized. Raising Eckerd's brand recognition is a high priority, and the next president can play an important role.
11. **Sustainable campus.** Eckerd is known for its emphasis on the environment and sustainability. Located on the coast of the Gulf of Mexico, the College requires sustained planning and attention to the threats of tropical systems and sea-level rise. The next president will be asked to further develop sustainability efforts to continue to develop a more resilient waterfront campus.

## QUALITIES AND ABILITIES

An individual who prizes collegiality and transparency; can encourage the creativity of others; is attentive and relates well to students, faculty, staff and trustees; and can foster a sense of common purpose will thrive in the Eckerd environment. Other desirable attributes are integrity, courage, energy, stamina, enthusiasm, superb communication skills, empathy, approachability, authenticity, humility and a highly developed sense of humor.

The president should have a well-developed philosophy of the role of liberal arts in higher education and be an articulate advocate for the liberal arts. The president should embrace and champion the values and mission of Eckerd College and be committed to diversity and international education. The president should be a strong advocate for tenure, academic freedom and shared governance—and be able to garner the respect of the constituents of the College.

### **The strongest candidate will also have a combination of these qualities and abilities:**

1. An appreciation of the unique aspects of the Eckerd experience and the ability to inspire parents, students, faculty, staff, alumni and donors on the value of a liberal arts education at Eckerd and to connect all those constituents to the College
2. A deep understanding of the higher-education landscape, including emerging trends, and a profound appreciation for a liberal arts education
3. Proven ability to collaborate across multiple constituencies in building and executing a strategic leadership vision, success in developing and implementing strategic planning initiatives, and experience in cultivating innovative ideas and approaches to confront emerging issues
4. Demonstrated experience successfully managing complex organizational operations, solid experience in fiscal management with proven ability to manage resources wisely, and the ability to propose solutions to ensure the financial stability and continued attractiveness of the Eckerd educational opportunity
5. Proven skills in engaging donors and raising funds
6. A deep commitment to the value of institutional diversity
7. A Ph.D. or highest academic or professional degree, a preferred but not required qualification

# OPEN TO ALL CANDIDATES

Eckerd College invites and encourages applications from candidates with diverse identities and backgrounds who share the ideals and values of a liberal arts experience and an unwavering commitment to building on Eckerd's success as a leading college of excellence in the liberal arts and sciences.

## PROCEDURES FOR APPLICATION AND NOMINATION

**Applications should consist of the following documents, all in PDF format:**

1. a detailed cover letter expressing the candidate's interest in and qualifications for the position;
2. a current curriculum vitae (CV); and
3. a list of five professional references representing diverse relationships with the candidate, including contact information and a note explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate.

This position is open until filled, but only **applications received by September 3, 2019, can be assured of full consideration**. This search is assisted by Academic Search, Inc. Nominations and applications should be sent electronically to **EckerdPresident@academic-search.com**. One of the three consultants working on this search—Senior Consultant L. Jay Lemons, Senior Consultant R. Stanton Hales and Consultant Mahauganee Shaw—will respond promptly to all inquiries. Nominators and prospective candidates may arrange a confidential discussion about this opportunity by emailing the above address.

For more information about Eckerd College, please visit **eckerd.edu**. For more information about the presidential search process, visit **eckerd.edu/presidentialsearch**.

Eckerd College is committed to fostering a diverse faculty, staff and student body—and an inclusive campus community. Eckerd is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, age, gender identity, national origin, disability, veteran status or any other characteristic protected by law. Eckerd College is especially interested in attracting candidates from historically underrepresented groups.



## ECKERD COLLEGE

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