

PRINCIPIA COLLEGE PRESIDENT SEARCH

LEADERSHIP PROFILE | 2023



PRINCIPIA
COLLEGE



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Principia has launched a global search for the position of College President. The search committee invites applications and nominations for the next leader to take Principia College forward into an era of increasing impact, prosperity, and positive change.

THE OPPORTUNITY

Principia College is a top 10 best-value national liberal arts college based on the principles and values of Christian Science. The College welcomes students from a variety of faith backgrounds who are eager to explore their relationship to God. Educational programs are designed to help each student uncover their full potential by fostering their intellectual, social, moral, physical, and spiritual growth in a vibrant, nurturing atmosphere.

Principia College, located on a 2,600-acre setting 40 minutes from urban St. Louis, is one of two campuses operating under the Principia umbrella. There are close ties between Principia College and Principia School, a day and boarding school which serves preschool through grade 12, and 34 percent of students who graduate from the School matriculate at the College.

The College President reports to Principia's Chief Executive. Principia's Board of Trustees provides governance and is accountable for the fiduciary health of Principia, including oversight of Principia's approximately \$800 million endowment.

The College's 74 instructional faculty, 74% of whom have terminal degrees and 87% of whom are full-time, educate a student body currently numbering approximately 320 in an environment that is exceptionally focused on student success. The College has a goal of increasing enrollment to more than 500 students by 2028. Within a framework of the liberal arts, the College offers 28 majors in the humanities, social sciences, arts, and math and natural sciences.

The College's student body includes a rich international diversity with nearly 40 percent of students hailing from 31 different countries across six continents. This fact is reflective of the institutional commitment to an internationally and culturally diverse community. It also reflects the growth of the Chris-



tian Science movement in Africa, Southeast Asia, and South America.

Students and alumni cite the close interpersonal relationships between faculty, students, and staff as an essential component of their often transformational Principia College experience. Students are widely engaged in multiple campus activities, including signature programs such as the internationally recognized solar car and mediation teams; 18 NCAA DIII intercollegiate sports and two-time national champion rugby program; faculty-led study abroad; visual and performing arts; student government; the Christian Science Organization; and student-run clubs. The College's outstanding facilities include the renovated School of Government, McVay Center for the Performing Arts, and Voney Art Studio.

THE ROLE

The College President reports to Principia's Chief Executive, who is appointed by and reports to Principia's Board of Trustees. The College President provides regular written reports to the Trustees and participates in the Board's three scheduled meetings each year as well as serving on Board committees. The College President functions as a member of the larger Principia institution. The two campuses share the services of the Advancement, Finance and Accounting, General Counsel, and Investment offices.

The College President is responsible for realizing the success of a campus that includes approximately 74 instructional faculty and 200 professional and service staff. The President's direct reports include the Dean of Academics, Dean of Students, Director of Athletics, Dean of Admissions and Recruiting, College Chief Operations Officer, and Director of Human Resources.



OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP

The next College President will lead the College in meeting the following opportunities and challenges:

Articulate an Inspiring Path Forward for Principia College

The next President of Principia College will guide the community in defining, prioritizing, and communicating the long-term direction of the College. Now in year 3, the [Thrive! 2025 Strategic Plan for Principia](#) outlines seven strategic goals that focus on nurturing students' individual spiritual, moral, and intellectual growth through improving current programs and launching vibrant new initiatives in order to engage an increasingly diverse student population. In partnership with a dedicated leadership team, the College President will ensure continued progress towards realizing these goals and priorities; create an agile, data-informed approach to evaluating their success; and lead the College's upcoming planning process. The College President will bring energy, vision, and



persistence to accreditation and planning exercises that engage a committed and passionate group of stakeholders to define and articulate the next chapter in Principia's history.

Bolster Student Enrollment and Enhance the Student Experience

Principia College has faced many of the same enrollment challenges that are confronting liberal arts institutions nationwide, in addition to a smaller pool of potential Christian Science students. In response, the College has broadened admissions criteria to include a wider population of those interested in living in and contributing to a Christian Science community. The next President of Principia College must continue to increase enrollment and student retention by proactively articulating and championing Principia College's value and distinctiveness to an expanding global audience and broadening the appeal of the College's unique educational experience to attract more students to Principia. The President will need to provide leadership around decisions on student quality and characteristics, student retention, and the percentage of international students and student-athletes in future incoming classes.

The next College President will also inspire the campus community to identify innovative and entre-

preneurial approaches to recruiting and retaining students and increasing net tuition revenue. She or he will ensure the College's portfolio of offerings is competitive, current, and has a broad, global reach. The College President will lead the charge to expand the College's visibility and viability and to ensure a thriving and enduring community. The President will lead an integrated, community-wide effort to build a culture of academic and personal success and a welcoming environment where all students can advance their own faith and academic journeys. With the College's richly diverse international enrollment and the growth of the Christian Science movement in Africa, Southeast Asia, and South America, a commitment to nurturing the student experience in a culturally diverse community is essential. The new College President should possess a deep understanding of and appreciation for the needs of a diverse student body and continue to forward efforts to ensure equitable, fair, and inclusive policies for all members of the College community.

Hire, Develop, and Retain an Outstanding Leadership Team, Faculty, and Staff

The College President will hire, develop, and retain a high-performing team of collaborative and collegial administrative, faculty, and staff leaders. The President will ensure that the College's senior leaders are



intentional about soliciting and embracing varied perspectives and will lead by example with regard to promoting active listening and collaboration as foundational components of Principia's decision-making processes.

The next College President will also introduce strategies to support Principia's effort to recruit, retain, and develop faculty and staff. The successful candidate will be adept at working across disciplines, departments, and programs to understand the unique needs and challenges faculty face and will work collaboratively with faculty of all ranks to devise creative approaches to address their specific needs and challenges, particularly those related to hiring. The College President will advance academic excellence by enhancing opportunities for Principia College to be a dynamic community of thought leaders, independent thinkers, and lifelong learners.

Promote a Culture of Open Communication, Collaboration, and Clear Decision-making

Principia College is a small, tight-knit, loving community that prides itself on fostering strong relationships. The next College President must continue to

strengthen the campus community through listening, transparency, and consensus-building focused on shared institutional purpose and clear communication among all stakeholders. The next College President must create a strategic approach for communication that connects with all faculty, staff, and students, using formal and informal channels to communicate and doing so regularly, honestly, and professionally. The College President will disseminate information to the campus community in a clear and thoughtful manner that empowers faculty, staff, and students to fulfill the mission and achieve the strategic goals. The next College President will address institutional challenges and clearly communicate those challenges and resolutions to both the campus community and external constituents.

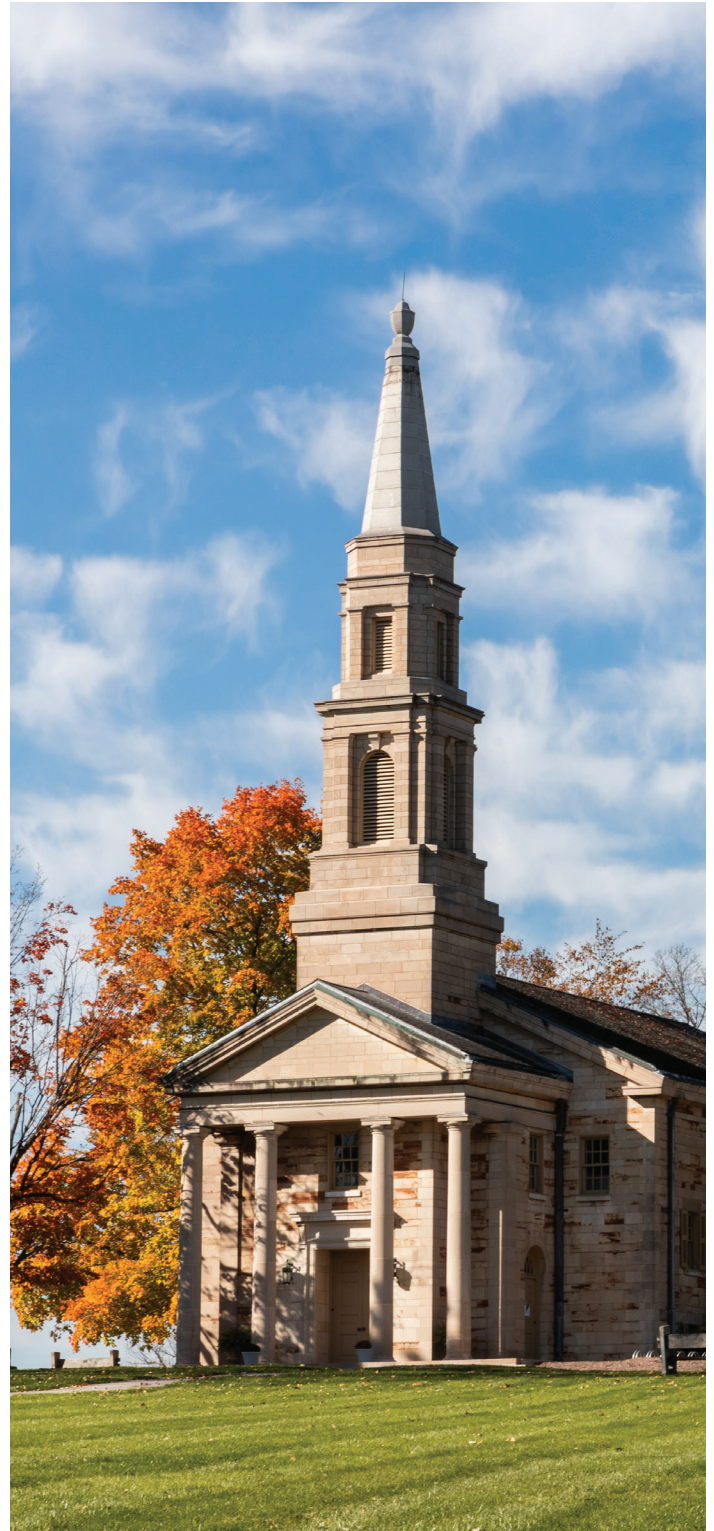
The College President will engage, unite, and inspire all constituents, including faculty, students, staff, administrators, alumni, and the broader community—working to ensure all voices are heard and valued. The College President will work to engage faculty, staff, and students in crucial conversations to advance the priorities of the College and to develop a common vision for its success.



Serve as a Key Member of Principia's Senior Leadership Team

Principia College is one of two educational organizations operating within the Principia umbrella: Principia College in Elsah, Illinois, and Principia School in Town and Country, Missouri. There are close ties between the two entities, and 34 percent of students who graduate from the School matriculate to the College. The College President must relish the opportunity to foster collaboration with the School, identifying synergies that help propel both forward. The College President is critical to the advancement of the larger mission of Principia and is the lead advocate and administrator for the College. Nurturing an environment of teamwork, the President must effectively maximize the shared services which are critical to the successes of both campuses.

The College President will work with the Chief Executive, Board of Trustees, and Principia overall to maintain the quality of the Principia College educational experience while ensuring fiscal sustainability. This collaboration will extend to budgeting, resource allocation, and to meeting the overall organization goal of lowering the draw on Principia's endowment. The College President will work to expand the College's resource base and will foster innovation in diversifying existing revenue sources and encouraging the development of new revenue streams that leverage faculty talents and programmatic offerings. She or he will build relationships with Principia's broad network of alumni, donors, and friends.





QUALITIES AND QUALIFICATIONS OF THE IDEAL CANDIDATE

The next College President must possess significant leadership experience, preferably in an institution of higher education, coupled with a passionate commitment to residential liberal arts education and the Cause of Christian Science. The next College President will be an active and engaged Christian Scientist. She or he will either have taken Christian Science class instruction or will be committed to doing so within a year of starting the position. In addition, the successful candidate will have an earned terminal degree and/or the equivalent combination of scholarly, creative, and professional accomplishment appropriate to lead an academic community.

The individual best suited to succeed at Principia College will demonstrate his or her experience and effectiveness in many of these areas:

- Ability to forge and inspire consensus around shared vision and goals
- Deep experience in leading strategic planning, implementation, and assessment
- Clear and consistent communicator who can articulate the value and relevance of a residential liberal arts education at Principia College to diverse audiences
- Ability to nurture the Christian Science experience of today's college students, including those of different faith traditions
- Keen understanding of the changing landscape of higher education
- Excellent management skills and financial stewardship, with ability to leverage data in decision making and prioritization
- Skilled in fostering communities of collaboration, inclusivity, integrity, and civility
- Demonstrated capacity for shepherding change and innovation, able to seize new opportunities for growth and impact

- Ability to empower and develop others, adept at building and optimizing the skills and talents of their team
- Dedication to, experience with, and skilled in implementing Diversity, Equity, Belonging and Mattering best practices grounded in Christian Science
- Ability to support staff and faculty in their application of Christian Science to their work at Principia

To thrive at Principia College, the next President will be:

- Student-centered, committed to enhancing and supporting the student experience inside and outside the classroom and beyond graduation
- A unifying leader, able to act with humility, decisiveness, and willingness to stand on principle
- Able to demonstrate cultural competence and a global mindset with the skills to get faculty, staff, and students excited about implementing and participating in a global curriculum
- An innovative and systems thinker, able to harness the considerable talent and creativity at the College into actionable, measurable goals and plans
- An open, accessible, and transparent leader, able to value and nurture shared governance
- A consultative and active listener, able to make and articulate decisions that demonstrate nuanced understanding of issues and implications
- A visible and engaged member in the intellectual and social life of the community.





PRINCIPIA COLLEGE



ABOUT PRINCIPIA

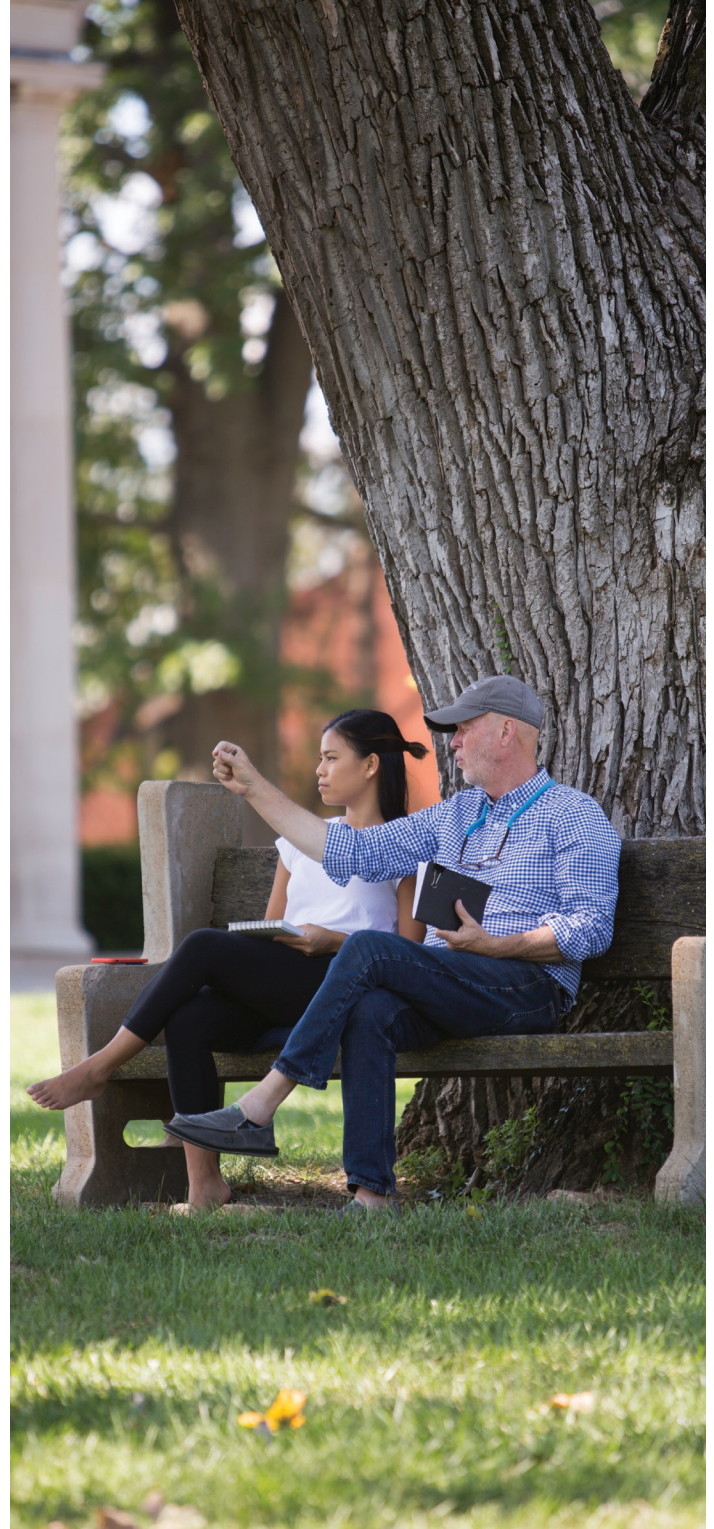


HISTORY

In 1897, when Christian Science practitioner Mary Kimball Morgan began educating her two young sons at home, she wasn't setting out to establish a school. But word spread quickly among the thriving community of Christian Scientists in St. Louis. By the next year, 15 students were enrolled in "Mrs. Morgan's school."

Soon, the group moved from the Morgans' carriage house behind their home into a two-room storefront, and a second teacher was hired. Even more students started attending. And that's how—without fanfare, but with a firm foundation in the teachings of Christian Science—Principia officially began in 1898.

The first high school class graduated in 1906. Four years later, the four-year program expanded to six years, resulting in one of the first two-year junior colleges in the nation. In 1934, Principia's new four-year liberal arts college, established across the Mississippi River in Elsah, Illinois, graduated its first class. By 1960, all levels of the School had moved to the current campus in St. Louis. Today, across both campuses, Principia enrolls nearly 800 students from across the United States and from around the world. Students at the College come from 34 states and 31 countries.





MISSION

The Principia shall seek to serve the Cause of Christian Science through appropriate channels open to it as an educational institution.

To read Principia's Purpose and Policies, please visit principia.edu/purpose-policies.

COLLEGE-WIDE STUDENT LEARNING OUTCOMES

The curricular and co-curricular programs at Principia College are designed for students to be lifelong learners, thinkers, and problem-solvers, to draw out spiritual and moral qualities indispensable to growth in Christian Science, and to cultivate an understanding of service to the Cause of Christian Science in meeting the global needs of the 21st century. To accomplish this, the College has established the following outcomes for its graduates.

Guided by Principle, Principia College students will demonstrate:

1. Depth and breadth of knowledge
2. Critical and creative thinking
3. Effective communication
4. Intellectual inquiry and engagement
5. Active commitment to community and global citizenship



PRINCIPIA COLLEGE OVERVIEW

Number of Students

320

Countries Represented by Current Students:

31

US States Represented by Current Students:

34

Student-to-Faculty Ratio

6:1

Average Class Size

8

Number of Full-Time Faculty and Degrees

74

74% of faculty hold terminal degrees.

Alumni

More than 14,000 alumni live in 63 countries around the world.

Financial Aid

Principia awards more than \$10 million in financial aid each year.

89% of students receive scholarships or grants.

The average financial aid package for new students is \$35,789.

46% of students graduate with zero debt.

Campus Acreage

2,600 acres



GENERAL FACTS

- **60%** of students study abroad
- Campus designated a National Historic Landmark in 1993
- **11** historic buildings designed by renowned architect Bernard Maybeck
- **28** majors
- **18** varsity athletic teams

More information can be found at our website:

principiacollege.edu



HOW TO APPLY

Screening of applications will begin immediately and will continue until the position is filled. The preferred start date is summer 2023. For best consideration, we encourage applicants to inquire immediately and submit applications by March 24, 2023. Please send all nominations, inquiries, and applications in confidence to:



Susan VanGilder, Managing Director
Kamilah Allen, Senior Associate
Storbeck Search
PrincipiaCollegePresident@storbecksearch.com

Principia is a mission-driven educational institution making employment decisions, including hiring, compensation, and promotions, on demonstrated effectiveness, excellence, and character, without regard to race, gender expression, sexual orientation, national origin, disability, age, or other non-merit-based factors.

This is a full-time position that will be performed on site in Illinois. Salary commensurate with experience with a generous benefits package.

For more information, please visit the Principia College website: principiacollege.edu.