

SIMPSON COLLEGE™



PRESIDENTIAL SEARCH 2023

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THE SEARCH

The Board of Trustees, through its Presidential Search Committee, invites inquiries, nominations, and applications for the position of President of Simpson College. The College seeks an exceptional leader who will bring demonstrated success in senior-level

leadership that includes management of a substantial and complex organization, along with a deep understanding of and appreciation for a liberal arts education. It is expected that the next president of Simpson College will take office in Summer 2023.



SIMPSON COLLEGE

Simpson College is a four-year private college of the liberal arts and sciences affiliated with the United Methodist Church. Located just 12 miles south of Des Moines, the capital of Iowa, Simpson's picturesque 75-acre campus in Indianola is home to more than 1,000 full-time undergraduate students with an additional 200 part-time, mostly adult students, at a site in West Des Moines.

The College has a strong academic reputation and is a highly relational student-centric institution, placing significant value on high-impact and co-curricular learning. Simpson has been recognized in U.S. News & World Report as #1 among Iowa private colleges and #7 overall among Regional Colleges Midwest. The rankings also placed Simpson #6 for "Best Undergraduate Teaching."

Founded as Indianola Male and Female Seminary in 1860, the school changed its name to the Des Moines Conference Seminary in 1865. Two years later, the school was upgraded to a college. Simpson Centenary College was named to honor Methodism's 19th century most renowned bishop, Matthew Simpson (1811-1884), and to celebrate the centennial of American Methodism. Bishop Simpson spoke at Abraham Lincoln's funeral in 1865 - he was known as a great pulpit preacher - and delivered the commencement address at Simpson in 1882. In 1885, Centenary was dropped from the name, and the institution has been Simpson College ever since.

Simpson's most noted alumnus, George Washington Carver, began his college education at Simpson College in the fall of 1890 after being denied admittance by several other colleges. Dr. Carver studied art, for which he had great talent and skill, but upon realizing that he loved science, in which he was more likely to earn a living, his teachers encouraged him to transfer to Iowa State to study agriculture. He, of course, went on to a remarkable career at the Tuskegee Institute, with which Simpson maintains a relationship. Simpson's Carver Science Center is named in honor of Dr. Carver.

MISSION

Through **innovative** learning opportunities, **individual** student attention, and an unwavering commitment to **inclusive** educational access, Simpson College cultivates a **diverse** community of learners to **lead** lives of meaning and purpose.

VISION STATEMENT

To be nationally recognized as the quintessential liberal arts college of the Greater Des Moines area, transforming students through welcoming communities, exceptional programs, and distinctive opportunities.

SIMPSON COLLEGE (Cont.)

CORE VALUES

Grounded in the liberal arts tradition and drawing from its Methodist heritage, Simpson College affirms these values as guiding principles that create its cultural foundation.

Discovery – Simpson College designs learning opportunities in which curiosity and creativity flourish, where students venture outside their comfort zone to explore their identity and place in the world.

Access – Simpson College extends higher education opportunities to all types of learners, empowering students to pursue intellectual, personal, and professional growth.

Citizenship – Simpson College prepares students for global and local leadership through broad liberal arts education, experiential and service-learning, and civic engagement.

Belonging – Simpson College engenders communities of radical hospitality where all are welcome and unique identities are embraced.

Justice – Simpson College defends the dignity and worth inherent in all human beings, creating an atmosphere where equity and inclusion are hallmarks of its community.

Integrity – Simpson College recognizes a moral responsibility to respond to ethical challenges through its religious, secular, and spiritual identities.

INCLUSIVITY STATEMENT

The members of the Simpson College community recognize as an essential component of its mission and history that Simpson College is committed to creating and maintaining a creative, diverse, just and inclusive community in which all develop their abilities to live and thrive in a complex and interconnected world. Consistent with its educational mission, Simpson College recognizes itself as a community that respects individual identities linked to varying socio-cultural characteristics including, but not limited to: race, ethnicity, gender identity and expression, sexual orientation, national origin, citizenship, first language, religious or spiritual tradition, age, functional ability, socioeconomic status, physical attributes or familial status.

Further, Simpson College recognizes that diversity of identities exists in a context of differential power and privilege that the College community must critically evaluate and engage.

Simpson College strives to create a socially just world that honors the dignity and worth of each and seeks to build a community centered on equality, mutual respect and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating an affirming, safe and inclusive environment. Simpson College recognizes that its community is most inclusive when all participate to their full capacity in the spirited, and sometimes challenging, conversations that are at the center of the College's educational mission to develop personal integrity, moral responsibility, social justice, and global citizenship.



SIMPSON COLLEGE (Cont.)

RECONCILING MINISTRIES NETWORK

In May 2021, the Simpson College Board of Trustees voted to affiliate with the Reconciling Ministries Network (RMN), a nonprofit organization seeking the inclusion of people of all sexual orientations and gender identities in both the policy and practices of the United Methodist Church. Simpson is the third United Methodist-affiliated institution in the country to align with the RMN.

The decision to align with RMN asserts the College's commitment to maintaining a diverse, just, and inclusive community by affirming the worth and welcome of every member of the campus community. As a United Methodist-affiliated college, Simpson welcomes persons of any—or no—faith identity. While this statement includes explicit language about faith in God and being followers of Jesus, Simpson affirms these words on behalf of the campus community as a way to stand with its United Methodist siblings whose deepest desire

is to be welcomed fully into the life and ministry of the United Methodist Church. As a UMC-affiliated college, Simpson College embraces this opportunity to lean into its Christian heritage and to join with all members of the community in bold, inclusive witness:

Simpson College celebrates God's gift of diversity and values the wholeness made possible in community equally shared and shepherded by all. The College welcomes and affirms people of every gender identity, gender expression, and sexual orientation, who are also of every age, race, ethnicity, physical and mental ability, level of education, and family structure, and of every economic, immigration, marital, and social status, and so much more. Simpson College acknowledges that we live in a world of profound social, economic, and political inequities. As followers of Jesus, the College commits itself to the pursuit of justice and pledges to stand in solidarity with all who are marginalized and oppressed.

STRATEGIC PLAN

The Simpson College trustees, faculty, and staff have a deep commitment to the mission of the College and believe that Simpson's considerable assets, in combination with a collective effort behind a unifying vision will help Simpson thrive in the years ahead. Together, they developed Simpson's strategic plan, [Transform Lives to Transform the World](#), which was approved by the Board of Trustees in Fall 2021. The plan seeks to position the College to make its mission and vision actionable through tangible goals that, when achieved, will ensure Simpson's ability to extend its values far into the future.

The [strategic plan](#) outlines specific initiatives and areas of strategic focus in the short term, near term, and longer term, prioritizing recruitment, retention, and revenue growth to enhance the student experience. Significant progress has already been made in several areas, marking renewed enthusiasm and momentum campuswide. A few highlights:

- First-year enrollment in Fall 2022 was the largest since 2018
- First-to-second year retention was nearly 78 percent, up 8 percent from the previous year
- A \$10.5 million renovation is in progress at Dunn Library
- \$2.3 million in enhancements have been made to athletic facilities, including new sports turf and a resurfaced track at Buxton Stadium; new HVAC and wood floor installation, as well as renovation of varsity locker rooms at Cowles Fieldhouse; new infield sports turf for the baseball and softball fields; and creation of a wrestling center at Hopper Gymnasium
- \$300,000 in innovative design and interactive technology was added to the Carver Science Building
- Planned expansion for the Kent Campus Center to create a new state-of-the-art dining venue and a 24/7 gathering space for students
- Launch of a 3-1 nursing partnership with Mercy College of Health Sciences, which allows students to earn two degrees in four years
- Continuing, Graduate & Online education offerings are expanding to meet workforce demands, one example being the new online certificate program in Trauma and Resiliency for those working with at-risk individuals; it is the first-of-its-kind in the state of Iowa
- Record-setting \$1.1 million raised for the Simpson College Annual Fund in 2021-22 with a goal of \$1.2 million for 2022-23



ACADEMICS

Simpson's [21 academic departments](#) house [75 majors, minors, and pre-professional programs](#), as well as [three master's and five certificate programs](#). The most in-demand undergraduate programs include Health and Exercise Science, Management, the sciences, Criminal Justice, Sports Administration, and Elementary Education. Recent additions include Sports Communication, Human Services, Social Justice Studies, Data Science, and Health Services Leadership. The newest offering, launched in Fall 2022 in partnership with Des Moines-based Mercy College of Health Sciences, allows students to earn a Bachelor of Arts in Health & Exercise Science or Biology from Simpson and a Bachelor of Science in Nursing from Mercy College in approximately the amount of time it would normally take to earn a degree from one institution.

Simpson's general education curriculum focuses on the skills most valued by today's employers and on high-impact educational practices such as undergraduate research, service learning, first-year experiences, and capstone courses in the major. Through the recently revised [Core Curriculum](#), students will explore knowledge and meaning gained through study of the liberal arts and sciences, cultivate character and community consonant with the College's Methodist heritage, actively engage their community through work and service, and develop an understanding of and engagement with diverse peoples in pursuit of local and global justice and peace. Elements of the Core Curriculum include a two-semester foundation sequence for first-year students, inquiry courses in the liberal arts, mission-centered courses to develop students' engagement with key areas of the College's values and mission, experiential learning experiences, major requirements, and a synthesis course to provide opportunity for integration and reflection.

Simpson's [Exploreships™](#) encourage students to immerse themselves in real-world, hands-on learning experiences through study abroad, service learning, research, internships, and more. Tailored to every student and with support from faculty and staff, [Exploreships](#) help students deepen their interests, define their career paths, and practice skills. The College operates on a 4-4-1 calendar year, which features a three-week May Term for students to focus intently on one specific area of study and empowers students to take advantage of Simpson's robust alumni network and proximity to Des Moines to engage in community partnerships and participate in internships. Simpson prides itself in the fact that nearly 100 percent of reporting graduates are employed, enrolled in graduate school, or in service to others within six months of graduation.

Simpson's high-quality, affordable, and flexible [Continuing, Graduate & Online Programs](#) continue to expand and offer degree programs online and in-person at its West Des Moines campus. Adult undergraduates who aim to complete their degrees can earn a Bachelor

CENTER FOR EXPLORATORY STUDIES – NEW FOR FALL 2023

The largest cohort of incoming students each year—by a wide margin—are “undecided” with regard to academic or career path. To support these students, Simpson will launch a new Center for Exploratory Studies in Fall 2023. The Center's staff will work with undecided students at any point along their path, from prospective student to graduate. The Center will work closely with other offices on campus to coordinate resources, academic and career support, and advising tailored specifically to these students, providing curricular and co-curricular opportunities that will help students with the transition from their first-year advisors to major advisors.



ACADEMICS (Cont.)

of Arts in one of seven high-demand degree areas, including Accounting, Computer Information Systems, Criminal Justice, Human Services, Management, Management Information Systems, and Marketing Communication. Graduate degrees include a Master of Arts in Criminal Justice, Master of Arts in Teaching/Transition to Teaching, Master of Music in Choral Conducting, and a Graduate Certificate in Justice Leadership. Post-baccalaureate certificate programs are offered in Accounting, Computer Science, Data Analytics, and Trauma and Resiliency.

FACULTY AND STAFF

The student-to-faculty ratio is 13:1, allowing students access to faculty in a rigorous, yet supportive, learning environment. Simpson's talented faculty comprises 63 full-time tenure and tenure-track members, 95 percent of whom hold a doctorate or other terminal degree. There are also eleven teaching specialists, three full-time term faculty members, and seven visiting professors. They are joined by 132 full-time and 16 part-time dedicated staff members.

ACCREDITATION

Simpson is fully accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. The next site visit will occur in 2025-2026.

BEYOND THE CLASSROOM

ACADEMIC SERVICES

The Simpson College educational experience is enhanced by numerous on-campus resources. The [Center for Academic Resources](#) and [Simpson Writing Center](#) are committed to providing confidential and respectful programming to promote academic and personal success through academic support and accessibility services and writing skills development. [TRIO Student Support Services](#) provides academic support, cultural activities, and personal development programming for first-generation, low-income, and/or disabled students. [Dunn Library](#) enhances learning experiences through collections, expertise, partnerships, and research spaces. The [Career Development](#) office focuses on vocational discernment, internships, and experiential learning to help all students be competitive candidates for their first-choice destination after graduation. [International Education](#) prepares students for global citizenship through direct experience with other cultures.

CENTERS

Several centers provide rich engagement opportunities in key areas as well. The [John C. Culver Public Policy Center](#) is dedicated to engaging in public policy. The [Simpson Urban Studies Institute](#) acts as a social impact incubator, serving the larger Des Moines metropolitan area and amplifying experiential learning for students. The [Iowa History Center](#) offers programming to fully enrich public awareness about the state's history and culture.

THE ARTS

The Department of Music at Simpson is widely recognized as offering a premier education for instrumental, vocal, and piano students. The [Amy Robertson Music Center](#) is home to nine primary vocal and band ensemble opportunities, as well as music festivals, camps, and workshops. The Theatre department in the [Blank Performing Arts Center](#) encourages students to study all aspects of theatre production, including playwriting, acting, and design. [Simpson Productions](#) - a collaborative enterprise of the Theatre and Music departments - embraces live performances in all forms, including opera, new and classical plays, non-traditional performances geared toward community engagement, and musical theatre. In the summer, the [Blank Performing Arts Center](#) hosts the nationally acclaimed [Des Moines Metro Opera](#).

The Department of Graphic Design teaches current practices and digital programs for building effective advertisements. Graphic Design students create brochures and posters for events on campus, make contributions to the college newspaper and student-run magazine, and also complete internships with businesses in Indianola, Des Moines, and other parts of the country. The English department's [Poets & Writers](#) series presents regionally and nationally-known authors such as Joseph Geha, Hai-Dang Phan, Ray Young Bear, and Leni Zumas.

STUDENTS AND STUDENT LIFE

During Fall 2022, most students were ages 18 – 24 (92 percent). Females comprised 52 percent of the student body. Of those reporting, 77 percent of students identified as White and 19 percent identified as Asian, Black/African American, Hispanic/Latino, or as two or more ethnicities. Approximately 77 percent of students hail from Iowa and 40 percent of Simpson students are first-generation college students.

Simpson has refocused its recruitment efforts to grow market share and realize the potential within the Des Moines market and the state of Iowa. The Simpson Promise full tuition program for qualifying students has helped to send the message of affordability and access to Iowa students and is a strong recruitment tool.

Undergraduate students are required to live in on-campus housing. Two co-ed residential halls house first-year students, while traditional and suite-style residence halls and several apartments are available for upper-division students. The College also has five college-owned fraternity and sorority houses, and two sororities have privately-owned houses.

Approximately 54 percent of current undergraduate students are athletes, while 69 percent of the Fall 2022 incoming class are athletes. The [Simpson College Storm](#) is a member of the American Rivers Conference. The College sponsors 25 NCAA Division III athletic teams, two Spirit Teams (cheer and dance), and one Club Sport (shooting sports). Men's varsity teams include baseball, basketball, cross country, football, golf, gymnastics, soccer, swimming & diving, tennis, track & field, volleyball, and wrestling. Women's varsity teams include basketball, cross country, golf, gymnastics,

soccer, softball, swimming & diving, tennis, track & field, volleyball, and wrestling. Simpson's esports program competes in the National Association of Collegiate Esports. The recent addition of esports and four new athletic programs – women's and men's gymnastics, women's wrestling, and men's volleyball – are having a positive impact on enrollment.

The College offers approximately [60 clubs and organizations](#) in the areas of academics, service, culture and diversity, religious life, Greek life, and student media, and about 84 percent of students participate in on-campus activities. Student leaders are engaged through the Student Government Association, Campus Activities Board, and Residence Life. Simpson's debate team, established in 2011, captured its first Speech and Debate Overall Team Championship while earning its fifth National Debate Team Championship in the last six years at the Pi Kappa Delta National Tournament in 2022.

The Simpsonian is the nation's oldest continuously published student newspaper. The Religious Life Community provides multiple regular opportunities to support the religious, spiritual, and secular identities of college students and to engage the campus community in forming relationships, meaningful dialogue, and opportunities for worship, justice, and service. Community service is an important part of student life, reflected in the more than 450 students who participated in Campus Day in 2022, providing 1,400 hours of community service in a single day. Also, a large number of students participate in the Wesley Service Scholarship program, where they receive a scholarship and complete more than 60 hours of community service per semester.



FINANCES AND AFFORDABILITY

Simpson College strives to provide academic and co-curricular programs that meet the needs of its students and families. Simpson is proud of its ability to provide a high-quality education to promising students with financial need, and 100 percent of students receive grants and scholarships, totaling over \$30 million annually. Simpson has been recognized for this commitment to affordability with a #4 ranking for “Best Value Schools” in U.S. News & World Report’s 2022-23 Regional College Midwest rankings. Simpson is also hailed as Iowa’s #1 value for private higher education and in the top 15 percent nationally in Money’s 2022 rankings of “Best Colleges in America.”

While delivering on affordability, Simpson seeks to develop, preserve, and deploy the resources of the College with a priority on ensuring a balanced budget that includes seeking additional revenue sources, managing expenses, and providing for future contingencies. Simpson has an annual operating budget of approximately \$36 million, while maintaining an endowment of \$74 million with an increasing annual fund to help offset the higher cost of education.

FUNDRAISING AND ALUMNI

The College and its Board of Trustees are supportive of advancement efforts and have demonstrated a commitment to Simpson’s future. Following a successful comprehensive campaign that concluded in 2021, the Board capitalized on the College’s momentum and approved capital projects, including a state-of-the-art dining facility that will become a 24/7 gathering place for students, renovations to athletic facilities, and more.

Simpson takes pride in the achievements and contributions of its more than 18,500 living alumni, approximately 50 percent of whom reside in Iowa. The 33-member Alumni Board of Directors represents the best interests of alumni with the College’s administration, fosters relationships among constituencies, and encourages alumni participation in fundraising. Each year a growing number of alumni give to the Simpson College Annual Fund, which experienced record giving in FY22.



LEADERSHIP AND GOVERNANCE

The Board of Trustees consists of up to 42 members, including the President who is an ex-officio voting member, 28 Honorary Life Trustees (without voting rights), and five advisors. Members are elected to three-year terms without term limits. There are term limits for board officers and committee chairs, however. There are three classes of trustees, and each class includes an alumni representative and a Methodist Church representative. The Bishop and the District Superintendent of The Iowa Methodist Church are ex-officio trustees with voting rights. Faculty, student, and staff representatives without voting rights also attend all meetings. Standing committees of the Board include Learning Programs,

College Advancement, Enrollment Management, and Resource Management. Other committees include Audit and Compliance, Board Affairs (governance), Endowment Management, Executive, and Executive Compensation.

The President's administrative Cabinet currently includes, but is not limited to, Senior Vice President and Academic Dean, Vice President for Business and Finance, Vice President for College Advancement, Vice President for Enrollment, Vice President for Student Development and Planning, Vice President for Marketing and Strategic Communication, and Vice President for Diversity, Equity and Inclusion --- all of whom aid in leading the College community.





INDIANOLA AND THE GREATER DES MOINES REGION

Indianola, located just 12 miles south of Iowa's capital city of Des Moines, is a thriving, collaborative, and growing community of 16,000 people. It has a charming, central town square, anchored by the new Warren County Courthouse, and surrounded by shops, restaurants, and coffee shops. With top-flight K-12 schools, outstanding indoor and outdoor facilities, art, music, and an appreciation for its rich history, Indianola is a great place to live, work, and raise a family.

INDIANOLA HIGHLIGHTS

George Washington Carver Museum – The museum celebrates George Washington Carver, an American agriculture scientist known for helping southern states find uses for alternative crops. It houses the cabin where Dr. Carver lived while attending Simpson College (1890-91).

National Balloon Museum – Home to the U.S. Ballooning Hall of Fame, the museum offers more than 200 years of ballooning flight history. Indianola is currently home to the National Balloon Classic, a nine-day premier ballooning event that attracts balloonists from all over the country.

Carnegie Library – Listed on the National Register of Historic Places, the Indianola Public Library was built in 1903 a block from the town square with funding from Andrew Carnegie. The Des Moines Metro Opera made the library its headquarters in 1984 and holds its summer opera festival at Pote Theatre in the Blank Performing Arts Center on the Simpson College campus.

Greater Des Moines serves as the government, commercial, cultural, and recreational hub for the state of Iowa. Des Moines prides itself on its vibrant economy, world-class amenities, friendly communities, short commutes, affordable housing, excellent education system, and high-quality health care. Des Moines has been nationally recognized as a top place to live and work by a wide range of publications including Forbes and U.S. News & World Report. The region has experienced the fastest population growth of any major metro in the Midwest over the past decade and is home to more than 840,000 residents. Top industries include insurance and financial services, agribusiness, advanced manufacturing, information technology, and logistics. Some of the largest employers include Principal Financial Group, Wells Fargo, Meredith Corporation, Wellmark, Nationwide, John Deere, and Corteva. Tech giants Microsoft, Facebook, and Apple also have significant facilities in the region.

Des Moines has a thriving arts and culture scene and features the nationally acclaimed Des Moines Art Center and the Pappajohn Sculpture Park; Wells Fargo Arena, which hosts major concerts and minor league sporting events; Principal Park, which is the home to the Iowa Cubs; the Des Moines Civic Center, which attracts touring Broadway shows; and a wide range of other performing arts and sports venues. The Science Center of Iowa, Blank Park Zoo, Greater Des Moines Botanical Garden, and Living History Farms also offer family-centered activities. Signature outdoor events include the nationally recognized Des Moines Arts Festival, the Downtown Farmers' Market, and the National Balloon Classic in Indianola.

Des Moines features robust outdoor recreation opportunities, including 800 miles of interconnected recreational trails, 150 miles of water trails, and a wide range of signature parks. Des Moines also is home to a variety of high-end restaurants, shopping options, breweries, wineries, and a thriving live music scene. For more information, visit www.dsmpartnership.com.



LEADERSHIP AGENDA FOR THE NEXT PRESIDENT

Simpson College has built considerable campus momentum owed to its talented faculty and staff, strong Cabinet leadership, and support from a dedicated Board of Trustees. The next president will have opportunities to build on this momentum and lead Simpson in many positive directions, including increasing enrollment, ensuring a strong fiscal position, improving facilities, increasing the donor base and financial support, strengthening the marketing of the College's distinctive academic and co-curricular offerings, building community and church relations, and empowering faculty and staff. This varied agenda includes the following priorities:

Embrace and Enhance Culture and Community: The new president will be expected to have great capacity for nurturing and building a stronger Simpson College community. Simpson College values its sense of community along with the contributions of all faculty and staff to the creation of a rich and inclusive learning environment. The next president will bring an appreciation for the importance of a values-based campus culture and an understanding of the president's role in modeling and elevating Simpson in this regard. The new president will be expected to be visible, engaged, and energetic, focused on recruitment and retention of highly talented faculty and staff and on enhancing campus culture as Simpson rebuilds its sense of community in a post-COVID era.

Build upon Momentum: Even in the face of the challenges of COVID, the past three years have brought considerable momentum to Simpson through strategic initiatives that have strengthened curricular and co-curricular life and critical improvements to campus facilities. These initiatives are rooted in a strategic plan that was adopted by the Board in Fall 2021, which places a premium on innovations to improve the student experience at Simpson. The new leader will have an opportunity to build upon the momentum and the initiatives of that planning effort with an opportunity for extending and promoting the vision for Simpson College through collaboration with the trustees, faculty, staff, alumni, and community partners in the coming decade.

Strengthen the Resource Base: Simpson College, like many smaller residential colleges has faced budgetary constraints during the past decade. The new president will be expected to possess financial acumen, model superb stewardship of the College's resources, and position the institution for growing its resources through academic and programmatic innovations, effective enrollment and retention strategies, and through fundraising and partnership activities that grow the endowment and improve campus facilities.

Champion Simpson's Historic Commitments to Educational Access and Equity: The College has a deserved pride across its history in providing superb educational experiences rooted in the liberal arts to populations of people that have been historically marginalized. The new president will be expected to be a person of deep commitment and passion to extending these values at Simpson.

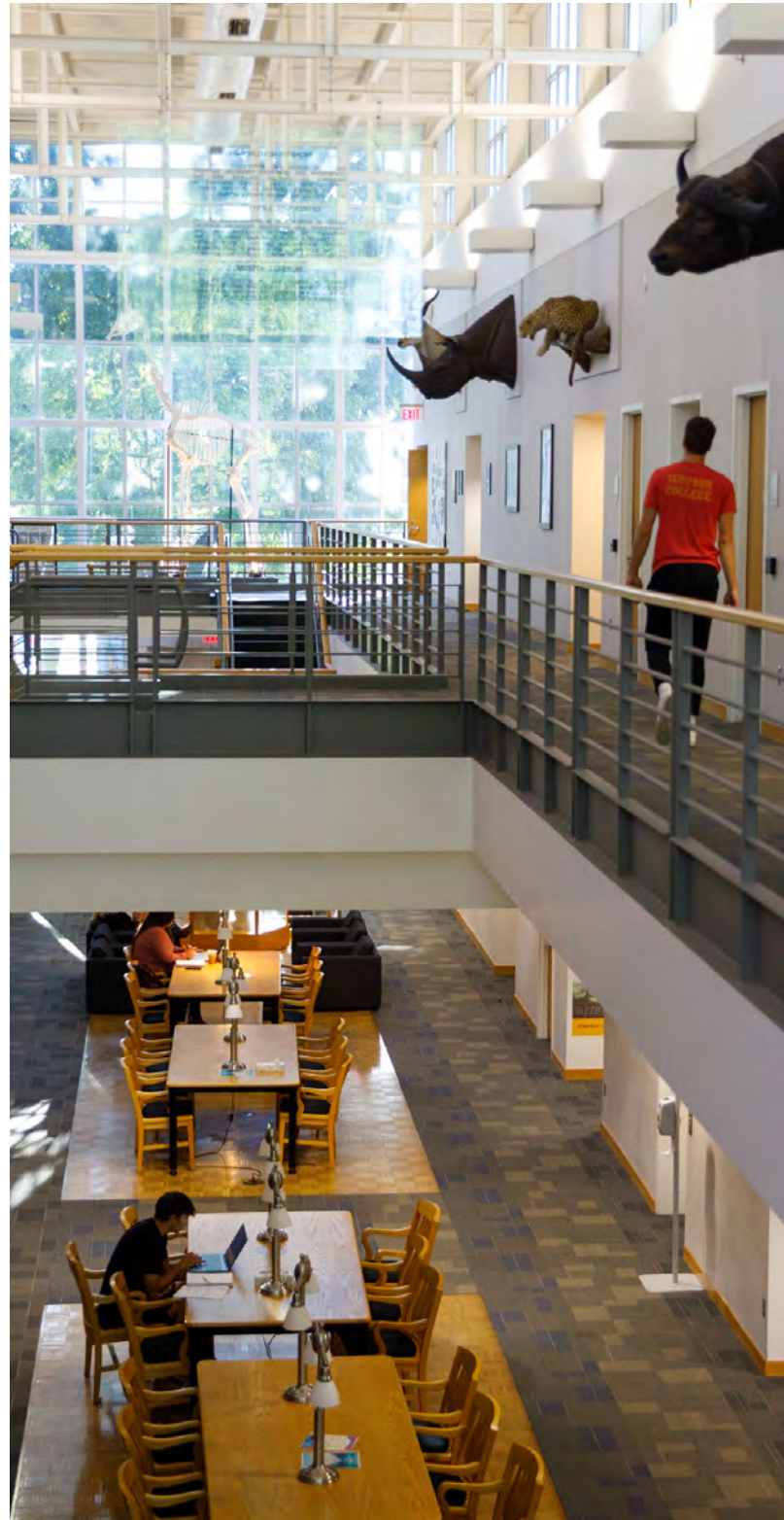
Increase Visibility: Simpson is proud to be located in its founding community of Indianola, which is well rooted in the Greater Des Moines region. The high quality of life in Iowa's capital city has created a vibrant and prosperous corporate, government, and healthcare environment. Simpson contributes much to the region's vibrance and its students, faculty, and staff benefit from these regional assets. The new president of Simpson has an enormous opportunity for connecting Simpson, Indianola, and Des Moines through visible community and regional leadership.

Fortify and Bolster Communications: The next president will be the chief storyteller and champion for Simpson College. There is an expectation that the president will be an open, forthright, charismatic, and courageous communicator both on campus and in Indianola and the Greater Des Moines region in a manner that uplifts and attracts students, faculty, and staff and compels others to join the cause in support of the College.

DESIRED QUALITIES AND EXPERIENCES

The successful president will possess many of the following qualities, qualifications, and attributes:

- A person of integrity with a genuine sense of empathy
- A collaborative and consultative leader who embraces transparency and fosters teamwork
- Progressive, successful executive level experience
- Strong financial acumen with a history of wise stewardship and distribution of resources that has resulted in enhanced stability and improved operations
- Experience leading and embracing innovation and the ability to meet entrepreneurial goals with key accountability measures
- Critical and strategic thinker who makes data-informed decisions
- Energy and passion to represent the College to a broad range of external constituencies for philanthropic and community engagement, development of strategic partnerships, and to enhance its reputation in the region and beyond
- Successful experience with fundraising and philanthropy, including foundations, corporations, donors, alumni, and grants
- An ability to communicate effectively with all constituents
- A commitment to visible engagement in campus life, including athletics, arts, theater and musical performances, parent and student visits, and campus gatherings
- A track record of success in advancing campus values of diversity, equity, and inclusion, as well as sustainability, civic engagement, and social justice
- Success with creative methods to increase enrollment and retention in Iowa and the Greater Des Moines area as demographic shifts influence higher education
- Experience advocating for and providing support to an increasingly diverse faculty, staff, and student body
- Proponent for both the liberal arts and professional programs as well as the needs of adult learners
- Effective storyteller who is experienced in finding innovative ways to support and promote a wide array of academic and co-curricular offerings





APPLICATIONS, NOMINATIONS, AND INQUIRIES

Academic Search is partnering with Simpson College in this search. Confidential discussions may be arranged by contacting Jay Lemons at jay.lemons@academicsearch.org, Pam Balch at pam.balch@academicsearch.org, or Jennifer Kooken at jennifer.kooken@academicsearch.org.

Applications, nominations, and inquiries may be sent to SimpsonPresident@academicsearch.org.

Applications should consist of a detailed letter of interest, a current curriculum vitae, and a list of five professional references with contact information and an explanation of the working relationship with each. References will not be contacted without the explicit permission of the candidate. The position is open until filled, but full consideration can only be guaranteed to those applications received by **April 2, 2023**.

NOTICE OF NONDISCRIMINATION

Simpson College does not discriminate on the basis of race, color, national origin, sex, age, creed, religion, disability, genetic information, veteran or veteran disability status, sexual orientation, gender identity, or any other legally protected characteristic in admission, access to, treatment or employment in, its programs and activities.

ABOUT ACADEMIC SEARCH

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



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