

Presidential Search Position Criteria

New College of Florida, a top ranked public, four-year undergraduate college and the state of Florida's legislatively designated honors college for the liberal arts and sciences, seeks a new president.

The President is the Chief Executive Officer of New College of Florida and reports to the New College Board of Trustees (the "Board"). Subject to the oversight and governance of the Board, the President is responsible for all operations of the University, and for assuring that all of those operations uphold and are consistent with the mission of the University. These responsibilities include overall leadership and management of the institution, its academic and educational functions, its institutional fundraising, the development of strategic plans, and fiscal and budgetary plans and the allocation of resources. The President also has oversight responsibilities for New College's private affiliated organizations including the New College Foundation, Inc., New College of Florida Development Corporation, Inc., and alumni association. The President will advance New College's academic, and outreach efforts to maintain and enhance its programs and offerings and ensure that student services and support are provided to create appropriate learning environments.

New College provides students with a common but highly individualized education that integrates the academic rigor of the humanities and the sciences with career-building experiences to create a culture of students looking to explore their intellectual curiosity, pursue their academic excellence, and gain a better understanding of the world within an educational environment of free speech and academic freedom. Since 2001, the college has earned top rankings from Forbes, the Princeton Review, U.S. News & World Report, Fiske Guide to Colleges, The Wall Street Journal and others as one of the nation's premier public liberal arts colleges. New College is also a national leader in Fulbright Scholarship recipients, along with several other accolades.

As the State of Florida's legislatively-designated "honors college for the liberal arts," New College is the only public college or university in the state whose sole mission is to provide an undergraduate education of the highest caliber to qualified students from around the country. Located on a beautiful 110-acre campus on Sarasota Bay, New College provides an ideal learning community for intellectually motivated students who thrive on active learning and are drawn to a rigorous curriculum of the humanities and sciences.

Notwithstanding the above, New College in recent years has had a decline in enrollment and has economic and other challenges. With its history of innovation and commitment to academic excellence, New College seeks a president who believes in transforming lives through outstanding public liberal arts education who will join them in their aspiration to be recognized as one of the top liberal arts universities in the country. As an institution founded to provide an education free from any bias based on race or religion, New College seeks a president who believes in racial non-discrimination and religious freedom. The president must be an inspiring, visionary champion of the liberal arts with the ability to harness the collective energy, talent, resources and passion of the College's many partners to achieve its highest goals and help it overcome its challenge and lead it into the future.

Candidates for the position should demonstrate evidence of significant, successful leadership experience in a complex organizational setting; an understanding of and ability to advocate for the College's mission and uphold its historical commitments; a commitment to the value and promise of outstanding,

innovative classical liberal arts education; a deep and abiding interest in student success and academic excellence; a proven ability to lead the College's fund-raising efforts; and the interpersonal skills to develop productive relationships with all members of the College community and other key stakeholder groups (donors, legislators, etc.)

Qualities & Characteristics

Introduction

The next New College of Florida president will have an opportunity to help New College to reclaim its stature and transform a struggling university into a beautiful, unrivaled and preeminent public affordable university whose educational mission will be to provide students with the best liberal arts education in the country.

The following criteria includes qualities and characteristics that have been established in consultation with many stakeholders, and friends of New College. A successful applicant must meet many of these attributes.

Academic Accomplishments

- a) As the highest-ranking official of a major public university, the President should be a distinguished scholar or leader dedicated to the advancement of academic scholarship. A Ph.D., or advanced terminal degree, and/or equivalent executive experience that would command the respect and complete confidence of the community is required.
- b) While academic experience (professional and administrative) is strongly desired, exceptional candidates can also have demonstrated a high degree of scholarly and administrative success outside of academia.
- c) A passion for and commitment to the academic values of New College and the capacity to communicate its mission and needs clearly and persuasively to all external and internal constituencies.
- d) Demonstrated commitment to fostering academic freedom and the ability of all members of the New College community to express their academic and professional views openly, with their affiliation.
- e) Demonstrated commitment to and support for excellence in teaching, research, and service and a willingness to champion interdisciplinary collaboration and genuine innovation in these areas.
- f) An appreciation and respect for all academic disciplines and a demonstrated support for scholarly work and academic excellence.

Leadership Experience

- i. As the leader of a large, public institution, the ability to embrace an ambitious and evolving vision that ultimately enhances its brand so it is recognized as a top public liberal arts university.
- ii. Ability and commitment to accelerate New College's enrollment trajectory, including the ability, fortitude, and strategic vision to take the university to the next level demonstrating leadership and emphasis on increasing the number of quality students who can excel within the academic rigor at New College.

- iii. Knowledge of the national trends in higher education, specifically in liberal arts and a classical education.
- iv. A transparent, inclusive, and approachable leadership style.
- v. Ability to identify new academic innovations, establish partnerships with private sector and governmental agencies to fully realize their potential.
- vi. Ability to improve the performance metrics that inform and impact the New College's external rankings and performance measures established by the Florida Board of Governors and the Legislature.
- vii. Passion for students and the belief in the power of education to change lives.
- viii. A concern with all aspects of the student experience, and the ability to interact with undergraduates, graduate and professional students.
- ix. A concern with all aspects of the faculty and staff experience and the ability to effectively interact with faculty and staff.

Collaboration with Stakeholders

- i. Ability to inspire trust and confidence among all internal and external constituents.
- ii. Ability to serve as a partner to the Board of Trustees to develop New College's priorities and strategic plan, leading the university to successfully carrying out that plan in a manner consistent with becoming a leading liberal arts institution.
- iii. Commitment to working collaboratively with the Florida Board of Governors and elected leaders to advance New College priorities.
- iv. A track record serving as a relationship builder who is authentic, ethical, and humble.
- v. Demonstrated strong commitment to the faculty's participation in governance, including academic standards, policies, and rewards with faculty playing an integral role in all decision-making processes that affect the academic and working environment of New College.
- vi. Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote New College's agenda and interests.
- vii. Demonstrates an effective communication style that would be embraced by a broad spectrum of internal and external stakeholders.
- viii. Commitment to New College's role as a contributor to local, state, national economic, environmental, and cultural vitality and recognition of the university as a partner with the community in which it serves.

Operational Responsibilities

A. General

- i. Demonstrated success in leading a large, complex unit or institution of higher education, including administrative experience.
- ii. Experience serving in a senior-level leadership role in a complex organization in government, business, or the nonprofit sector.
- iii. An established history of leading and managing institutional change while achieving long- and short-term strategic objectives that advance the mission and goals of a complex organization.

- iv. The ability to develop high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.
- v. Commitment to and demonstrated success in the recruitment and retention of exceptional faculty and staff coupled with a track record for mentoring faculty and investing in their professional development such that they are well positioned to excel in their respective fields and contribute to the university's academic community at the highest level.
- vi. The ability to set clear expectations, priorities, and performance metrics that align with the vision for the university and inspire faculty and staff to achieve success.
- vii. Experience leading an institution during times of uncertainty, crisis, innovation, and shifting expectations.

B. Fiscal

- i. A high level of sophistication and understanding of the fiscal issues impacting institutions of higher education, including an astute understanding of Florida public university finances.
- ii. Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
- iii. Experience in identifying and developing new revenue streams from public, private, and governmental sources.
- iv. Experience collaborating and working with the executive and legislative branch of government to fulfill the monetary needs of the university.

C. Advancement / Fundraising

- i. An accomplished fundraiser with the capacity to cultivate a broad range of stakeholders including donors, alumni, and outside supporters of the University.
- ii. Demonstrated success in fundraising from public and private sources and working with key stakeholders to engage them with the institution and willingness to place that activity high on their agenda.

D. Student Life

- i. An appreciation for the significant role of increasing the vibrancy of student life at New College. Whether providing better quality services (food, housing, etc), athletics and opportunities for students to find a balance between the academic rigor and enjoying life on Sarasota Bay.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled.

Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida's open records laws, nominations, applications, and letters of interest will be held in confidence with only the finalists' identities and materials made public. Application materials should be submitted to PresidentialSearch@ncf.edu.

The New College of Florida is an Equal Opportunity Employer

New College is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

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