



# Presidential Search AT CARTHAGE COLLEGE



CARTHAGE  
COLLEGE



## ANNOUNCING THE **PRESIDENTIAL SEARCH** **AT CARTHAGE COLLEGE** IN KENOSHA, WISCONSIN

The Board of Trustees of Carthage College, a four-year, private college of the liberal arts and sciences, has launched a national search for the College's 23rd President. The search committee invites applications, nominations, and expressions of interest for the next leader to advance the vision and mission of the College.

### **CARTHAGE COLLEGE**

Founded in 1847, the vibrant Carthage College community includes 2,600 full-time undergraduate students and 400 part-time students. The campus — a beautiful 80-acre arboretum on the shore of Lake Michigan — has a prime location in Kenosha, Wisconsin, midway between Chicago and Milwaukee. The College combines an environment of reflection and self-discovery with a culture of high expectation so students uncover and ignite their true potential.

The search for Carthage's next President commences at a time of unprecedented prosperity at the College.

In fall of 2016, Carthage attained a record enrollment of 2,644 students, following the largest class of incoming students in the College's history and many years of strong enrollment growth. More than 50 percent of the entering students ranked in the top 20 percent of their high school classes, and 27 percent came from diverse populations. More than 7,000 high school students have applied for the 735 positions in the fall 2017 freshman class, a number that is approaching the most applications ever received.

Carthage has had operating surpluses for more than 30 years. The annual operating budget is \$118 million, with \$282.8 million in total assets as of June 30, 2016. The endowment, as of February 7, 2017, was just over \$100 million. Total debt, as of June 30, 2016, was \$40.5 million.

The College has invested more than \$200 million in campus facilities since 1999. New facilities include the \$43 million Science Center, Campbell Student Union, the Oaks Residential Village, Hedberg Library, N. E. Tarble Athletic and Recreation Center, and A. W. Clausen Center for World Business. A new residence hall project was recently announced.

These accomplishments, coupled with an increased academic profile of incoming students, are the sign of a maturing institution that is elevating its prominence in the marketplace through a strong and unwavering vision of academic and co-curricular excellence. The next leader of Carthage will build on this momentum.



## ACADEMIC EXCELLENCE

Offering undergraduate and graduate programs in more than 50 areas of study, Carthage has earned a national reputation for academic excellence, fueled by a deep trust in the transformative power of a liberal arts education.

Carthage's rigorous curriculum emphasizes interdisciplinary study, critical thinking, hands-on learning through research and other projects, and effective expression and writing in every major.

Carthage's full-time faculty has grown by 8% in the last five years, in response to new program development and increased enrollment. The College's 158 full-time teacher-scholars work in three academic divisions: Arts and Humanities, Natural and Social Sciences, and Professional Studies. Faculty have played an important role in securing more than \$6.4 million in external funding in the last 2 1/2 years, with grants spanning from humanities research to satellite development.

Immersive academic and professional experiences — such as the College's J-Term, Western Heritage program, and emphasis on experiential learning — equip students with the tools they need to be successful beyond graduation:

- Carthage is the only college or university in the Midwest where every freshman takes a full-year sequence of foundational texts in the Western intellectual tradition.
- J-Term, or January Term, allows students to focus on a single subject, often through study tours around the world, earning Carthage the No. 4 spot in the country for student participation in short-term study abroad.
- The Summer Undergraduate Research Experience provides select students with the opportunity to conduct research with faculty mentors.
- The required Senior Thesis ensures that students graduate competent and confident to succeed in their fields.
- Specialized internship programs include Carthage in Chicago, the Smeds Executive Internship Program, and the Great Lakes Career Ready Internship Program. Each provides opportunities for students to develop professional work habits, strengthen their resumes, and make professional connections for future employment.

## CARTHAGE AT A GLANCE

 **17** average class size

 **12:1** student-to-faculty ratio

 **100%** faculty-taught classes; no teaching assistants

 **158** faculty scholars

 **91%** of faculty hold doctorate or terminal degrees in their fields, from such prestigious schools as Harvard, Yale, MIT, Princeton, and Oxford.



**FULBRIGHT**

In 2016, the U.S. Department of State's Bureau of Educational and Cultural Affairs named Carthage a top producer of Fulbright U.S. Students.

## STUDENT LIFE AND ATHLETICS

The Carthage experience extends well beyond the classroom and academic studies. Seventy percent of Carthage students live on campus. A full range of student activities and programs is available, including more than 120 student organizations and 16 sororities and fraternities. Student support services include the Center for Student Success, Career Services, dedicated first-year advisors, and a peer coaching program for new students. While affiliated with the Evangelical Lutheran Church in America, Carthage welcomes students, faculty, and staff of all faiths and challenges students to develop a strong moral and intellectual compass.

The College's sports program is extensive, with about one-third of students involved in varsity intercollegiate athletics. The College fields 24 NCAA Division III teams, with most competing in the College Conference of Illinois and Wisconsin. In 2015-16, seven teams competed at the championship level.

## ALUMNI AND GIVING

The success of an institution is reflected in its alumni. Within six months of graduation, 95 percent of reporting alumni say they have found employment or are continuing their studies.

Alumni engagement at the College is on the rise. With a growing network of more than 20,000 graduates, Carthage and 19 regional alumni chapters host events both on campus and around the country. More than 2,000 alumni gave to the College in FY2016.

The \$35 million Campaign for Carthage was launched publicly in October 2015, propelled by a successful \$1.2 million faculty-staff campaign. A \$15 million gift was secured in December 2016, resulting in the campaign exceeding its goal with more than \$45 million raised.

The College held its first Giving Day in spring 2016. Thanks to immense support from alumni, parents, students, and friends, the inaugural event raised more than \$300,000 from 1,339 donors, surpassing its goal.



2/3

of students compete in athletics through varsity, intramural, and club sports



110  
ARTS EVENTS

in 2015-16, including performances, expositions, and openings



Students conducted

23,875  
HOURS

of community service in 2015-16

## PRESIDENTIAL OPPORTUNITY

Carthage College seeks a visionary leader, strategic thinker, and lifetime learner who inspires excellence in others and leads a life of sincere integrity. Bringing exceptional administrative experience, strong character, and a commitment to the ideals of liberal arts education in the context of the needs of contemporary society, the new President will promote an environment of collaborative leadership and foster a sense of community and teamwork.

Dedicated to advancing the mission of Carthage, the successful candidate will value the College's culture, community, campus life, and heritage, especially the creative and compelling ways in which faculty mentors work to unleash the potential of students. The President will support the significant role the institution plays in the community at large and its commitment to scholarship, multiculturalism, and diversity.

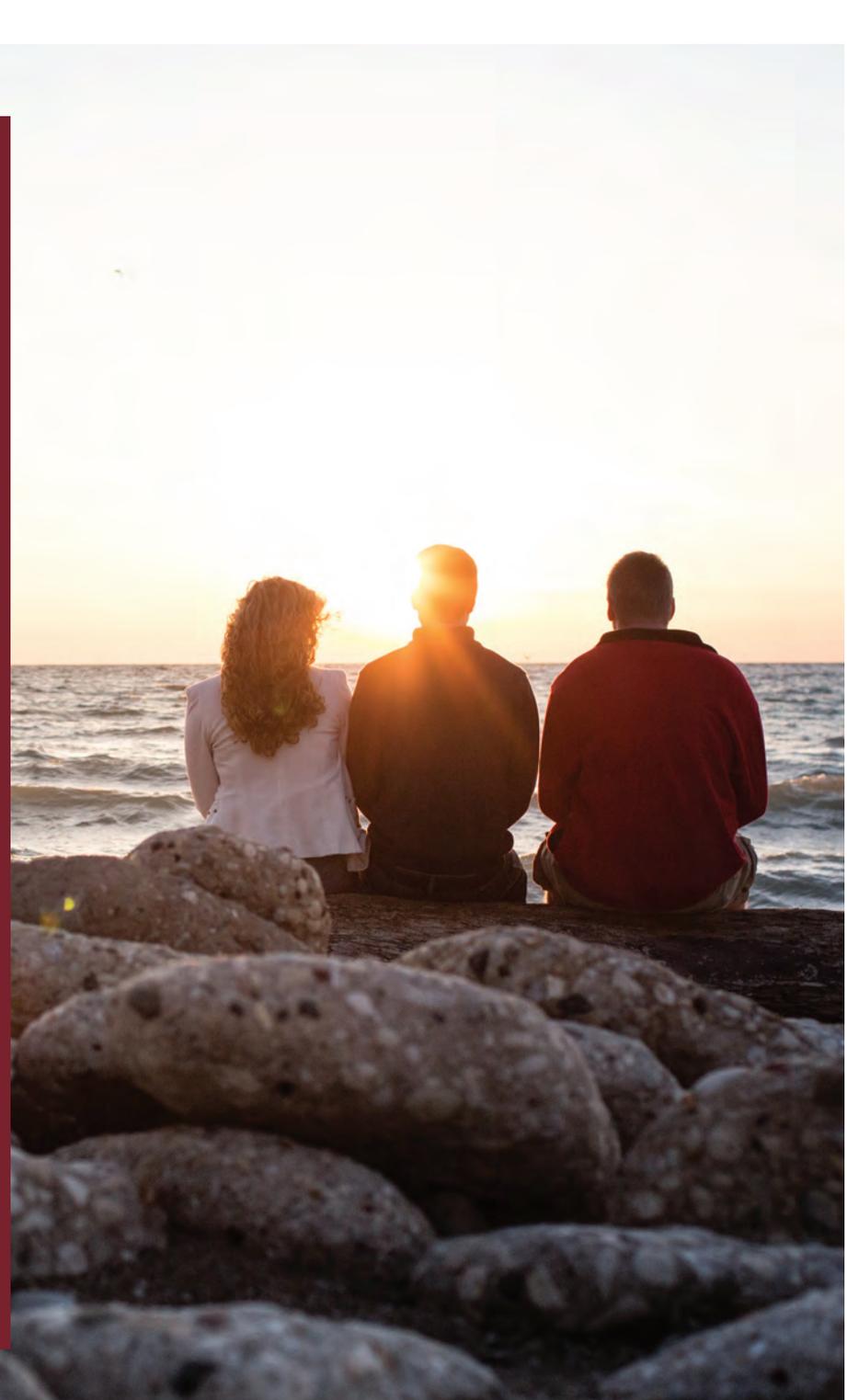
This leader will be capable of initiating entrepreneurial and resourceful approaches to financial leadership and management. With appreciation of complex organizational leadership requirements, the President will have a strong conceptual understanding of financial and operational documents that ensures knowledgeable oversight.

Working closely with the Office of Institutional Advancement and the Board of Trustees, the President will be comfortable seeking gifts and grants from donors at all levels. This executive will understand the importance of partnerships that position the College to expand opportunities for its students and faculty.

A confident and perceptive administrator who is able to make difficult, as well as effective and timely, decisions and to pursue strategic courses of action, the executive administrator will work collaboratively with others, finding common ground among diverse viewpoints. Together with the abilities to balance and prioritize, the President will possess the discernment and judgment to assess, modify, and find a coherent path on which the College can pursue its mission and its goals.

The executive officer's leadership style will help to preserve and enhance the connectedness of each part of the College community and to the region and beyond.

The President will hold advanced degrees and/or have successful experiences in senior executive/academic positions that support preparation to lead Carthage.



## CARTHAGE COLLEGE STRATEGIC PLAN

### CARTHAGE IN THE YEAR 2025

**PROMISE:** Carthage College provides a motivating environment inspiring reflection and self-discovery so our students uncover and ignite their true potential.

**VISION:** We will guide each student to discover and realize her or his true potential through a holistic and transformative education that positions Carthage as a national model for liberal arts education.

**GOAL 1:** We will create more fully integrated learning experiences intentionally focused on maximizing student success and wellness.

**GOAL 2:** An outstanding faculty will guide our students to transformative and innovative learning experiences characterized by high expectations that lead to fully realized learning outcomes.

**GOAL 3:** We will nurture an enlightened and inclusive college community that inspires meaningful contributions toward a better world.

**GOAL 4:** We will support the College's educational mission through refining and strengthening our sound institutional operations and practices.

Additional information is available at:

[CARTHAGE.EDU/PRESIDENT/STRATEGIC-PLAN/LEVEL2](http://CARTHAGE.EDU/PRESIDENT/STRATEGIC-PLAN/LEVEL2)



## ABOUT KENOSHA, WISCONSIN

Kenosha is the fourth-largest city in Wisconsin with a population of nearly 100,000, but it retains a small-town feel. On the shore of Lake Michigan, this lively community sits in the southeastern corner of the state. The city offers shopping, dining, public beaches, festivals, farmers' markets, museums, and entertainment. The outdoors enthusiast will find boating, fishing, golf, biking, hiking, skiing, snowboarding, nature and water parks.

For those seeking major city amenities, Milwaukee is a 35-minute drive to the north and Chicago is less than an hour away. Both cities have major art and cultural museums, professional sports teams, and numerous performing arts organizations.

Because of the ease of access to the Chicago-Milwaukee corridor, the county estimates that nearly half of Kenosha's workforce commutes outside the county to work. Much of the growth of Kenosha has occurred since 1990. A 2015 WalletHub survey listed Kenosha among the top 100 American cities for first-time home buyers.

The city is home to Snap-on world headquarters and Jockey International corporate headquarters. Kenosha has a number of light industrial and distribution companies in outlying business parks.

## NOMINATIONS AND APPLICATION PROCESS

*Confidential inquiries are welcomed, and nominations are invited.*

### TO APPLY

Applications must include:

- A letter of interest
- Curriculum vitae
- At least five references with full contact information, including email addresses (*References will not be contacted without consent from applicants.*)
- Answers to the questions at [www.myersmcrac.com/skins/userfiles/file/MMQuestions.pdf](http://www.myersmcrac.com/skins/userfiles/file/MMQuestions.pdf)

Submit applications to [Carthage@myersmcrac.com](mailto:Carthage@myersmcrac.com)

For best consideration, submit application materials by **April 10, 2017**.

Submit nominations to [Carthage-Nominations@myersmcrac.com](mailto:Carthage-Nominations@myersmcrac.com)

Provide full contact information, including email address, for the individual being nominated.

For more information on Carthage, visit [www.carthage.edu](http://www.carthage.edu).

David M. Gring, Ph.D., senior vice president with Myers McRae Executive Search and Consulting, is assisting Carthage with this search.



515 Mulberry Street, Suite 200  
Macon, Georgia 31201  
478-330-6222 | [www.myersmcrac.com](http://www.myersmcrac.com)

*It is the policy of Carthage College to provide equal opportunities and reasonable accommodations to all persons regardless of race, color, creed, religion, sex, age, national origin, disability, veteran status, sexual orientation, or other legally protected status in accordance with applicable federal and state laws.*



## CARTHAGE COLLEGE MISSION STATEMENT

SEEKING  
**TRUTH**

BUILDING  
**STRENGTH**

INSPIRING  
**SERVICE**

*Together.*

For a detailed mission statement, visit  
[www.carthage.edu/mission-statement](http://www.carthage.edu/mission-statement)

