



PRESIDENTIAL OPPORTUNITY

DAVIDSON COLLEGE

The Opportunity

Reporting to the Board of Trustees, the President is the Chief Executive of Davidson College, responsible for the development and execution of institutional strategies that inspire excellence and achievement.

The next President of Davidson College will be a courageous, forward-thinking, empathetic leader who reflects Davidson's uniformly embraced mission and strong values focused on leadership, service, and humanity. The next President will bring deep experience partnering with accomplished scholars, an abiding belief in the inherent value of all people, and a strong commitment to academic excellence. The President will have the confidence to advocate for a vision, and the humility to be open to input and ideas. In collaboration with a talented faculty and staff, dedicated board, and extraordinary students, the next President will have the opportunity to engage the community in charting the College's path forward and catalyze the next phase of its evolution.





BAKER-WATT SCIENCE COMPLEX

We seek an individual with a demonstrated ability to:

- ◆ Lead with a style characterized by collegiality, collaboration, and civility
- ◆ Develop a bold vision that captures the essence of Davidson and creates a roadmap for excellence at a liberal arts college grounded in the Reformed Tradition (by affiliation with the Presbyterian Church USA)
- ◆ Attract financial resources to support the vision
- ◆ Develop strong, collaborative, authentic relationships with students, faculty, staff, alumni, and all community members
- ◆ Engage intellectually with a highly accomplished faculty and gain their confidence through a commitment to academic excellence, scholarship, teaching, and learning
- ◆ Inspire, support, and model impactful engagement on issues of social justice, equity, and inclusion
- ◆ Foster a pluralistic community that respects and supports diverse religious traditions and worldviews
- ◆ Recognize and appreciate the role Division I athletics plays in an academically rigorous institution
- ◆ Have strong strategic, operational, and financial acumen
- ◆ Create an environment that encourages innovation, rewards risk-taking, and empowers faculty, staff, and students to reach their full potential and contribute to the overall success of the school
- ◆ Be an effective communicator and inspiring spokesperson for the College, both internally and externally
- ◆ Position the College to be influential beyond the boundaries of campus by engaging in the exploration of critical issues, providing evidence-based research, and empowering Davidson's graduates.
- ◆ "Assume responsibility for achieving, affirming, and upholding the Statement of Purpose of the College," as set forth in the Davidson College Constitution.





Vision and Strategy

With a deep appreciation for the history of Davidson College and animated by the holistic educational vision and humane values of the Reformed Tradition, the next President will bring a strong lens towards the future, keenly focusing on meeting the needs of a talented student body in an ever-evolving world. Davidson's next President will catalyze discussions about the changing nature of the liberal arts, building upon the school's foundational roots in academic excellence and its penchant for innovation, to ensure the program meets the students' evolving needs, and to prepare them for their post-collegiate life. The President will engage the community in setting a compelling vision, articulating aspirational goals, and defining priorities that will chart the College's next decade.



Relationship Builder

At an institution that treasures the strong sense of community and the engagement between students and faculty, the next President will demonstrate an abiding commitment to supporting a culture and community where all Davidson students, faculty, staff, and alumni can bring their authentic selves, feel a sense of belonging, and do their best work. The next President will have experience collaborating with, building consensus among, and bringing together a diverse group of constituents. An empathetic and accessible leader, the President will build rapport, trust, and

genuine relationships with all members of the Davidson community, and will enthusiastically embrace the opportunity to develop strong relationships with Davidson alumni, further strengthening their connections with the institution. The President will be visible on campus, in Davidson, and beyond, and will serve as a compelling spokesperson for liberal arts education in general and Davidson in particular. An inspiring communicator, the President will be prepared to further develop a culture of philanthropy to support the on-going ambitions of the school.



Strong Organizational Leadership

With higher education at an inflection point and given the challenging financial model of residential liberal arts colleges, the next President will need well-honed organizational leadership skills as well as financial and operational management skills. In establishing priorities focused on the short-term needs and long-term health of the institution, the President will encourage discussion, welcome dissenting opinions, be a generous listener, and have the courage to make difficult decisions, even when there are competing demands, with the best interest of the institution always in mind. The President will understand the value of a strong senior leadership team, and will support, mentor, and empower them. A strategic, adept steward of the school's assets, with strong business acumen and smart fiscal management strategies, the President will understand the importance of aligning ambitions with resources and appreciate the importance of clear, timely communication to constituents.

Other Personal Characteristics

- ◆ A broadly engaged intellect, reflecting genuine curiosity and a lively turn of mind;
- ◆ A leadership style that balances personal confidence with the humility to listen, and to credit others;
- ◆ Warmth, optimism, positivity, and a keen sense of humor;
- ◆ Highly self-aware;
- ◆ Exceptional verbal and written communication skills;
- ◆ Personal interest in living and working in a close-knit community in North Carolina; and
- ◆ A willingness to engage in an informed and respectful fashion with constituencies from varied religious backgrounds and other worldviews across the college community.





The Search Process

Davidson College is an equal opportunity employer and strongly encourages individuals of all backgrounds and cultures to consider this leadership position. The school's commitment to inclusivity encompasses, but is not limited to, diversity in nationality, ethnicity, race, religion, gender, sexual orientation, age, and disability.

Davidson College's search committee is being assisted in this process by Spencer Stuart, and welcomes comments, nominations, or expressions of interest. To contact the committee, please send an e-mail with any supporting materials to the confidential address davidsonpresident@spencerstuart.com.







About the Institution

“The primary purpose of Davidson College is to assist students in developing humane instincts and disciplined and creative minds for lives of leadership and service. In fulfilling its purpose, Davidson has chosen to be a liberal arts college, to maintain itself as a residential community of scholars, to emphasize the teaching responsibility of all professors, and to ensure the opportunity for personal relationships between students and teachers.”

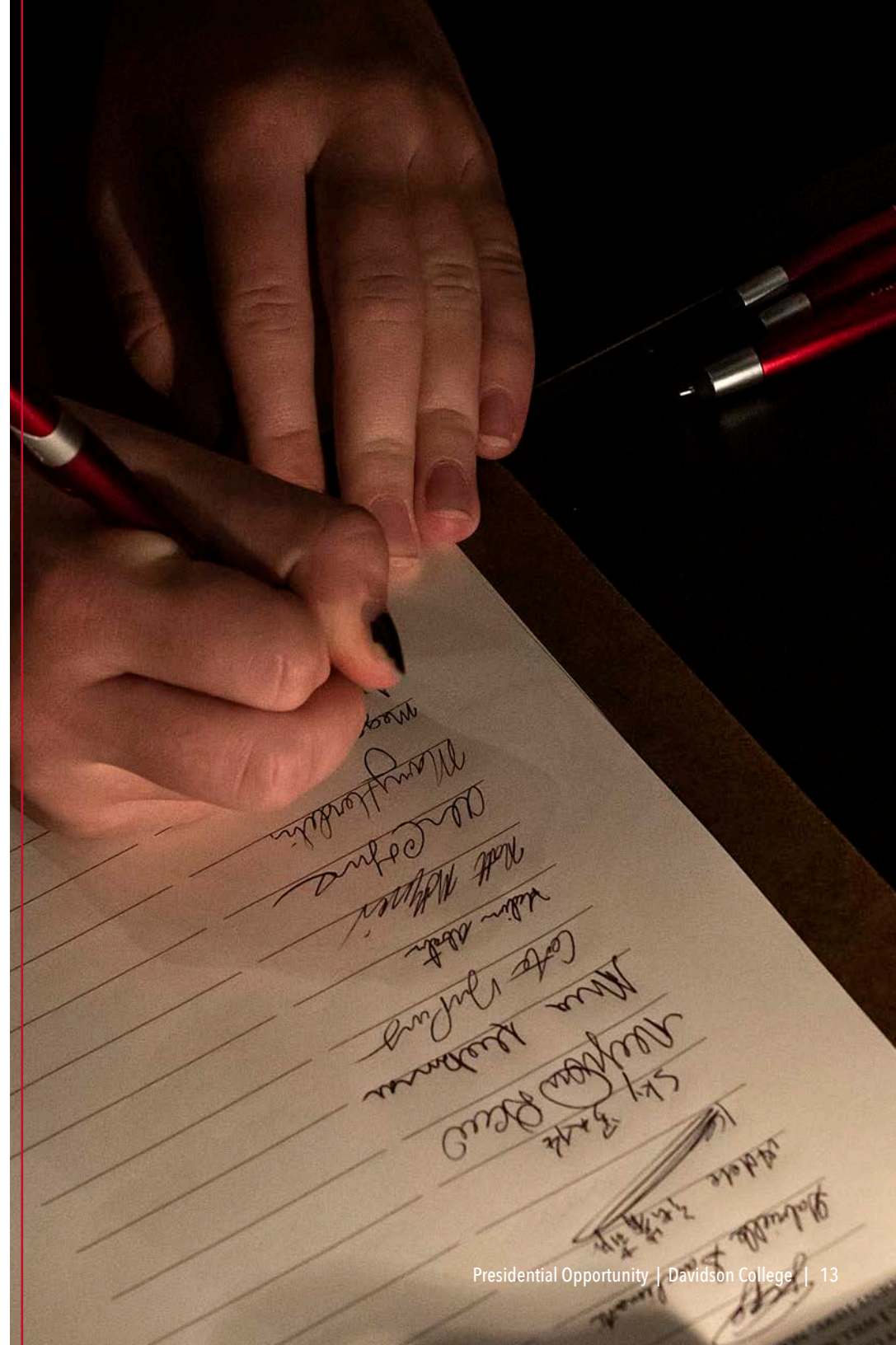
This is an excerpt from Davidson College’s Statement of Purpose, the Preamble to its constitution and essentially the mission statement of the College. Davidson is the rare institution where students, faculty, and staff alike can tell you the essence of those words. When someone at Davidson asks you how you’re doing, they actually want to know—a community of smart, driven, and kind people.

The College cultivates in its students the qualities most needed in our world today: leadership, integrity, curiosity, and empathy. It provides a range of rigorously curated educational experiences that cultivate two sets of capacities: human skills and technical skills.

Established in 1837, Davidson offers students of high academic ability and strong character unsurpassed preparation for lives of leadership, service, and impact. The College’s close ties to its Presbyterian heritage ground its profound commitment to building a diverse community where individuals of all backgrounds live and learn together in an atmosphere of mutual trust and respect. Through coursework, research opportunities, internships, co-curricular activities, international study, religious and spiritual practices, creative work and athletics, students learn to think clearly, to make relevant and valid judgments, to discriminate among values, and to communicate freely with others in the realm of ideas. Davidson encourages its students to engage in free and open discourse and inquiry so that they may learn to reframe and address challenging problems, to recover from setbacks, to collaborate with people whose views or backgrounds are different from their own, and to act with compassion and moral courage.

Integrity

At the core of the Davidson experience is the College's Honor Code, a declaration by the entire community that trust is foundational for open inquiry and learning. Students benefit from a distinctive set of freedoms when they sign the Honor Code, including un-proctored, self-scheduled final exams. The Honor Code encourages a sense of personal responsibility that extends beyond the classroom and into the lives of leadership and learning that students will pursue after graduation. It remains an element in their identity. The Honor Code remains one of Davidson's most cherished traditions, with its beginnings dating to the College's formation.





Access

The College is committed to access as a pillar of educational excellence. Davidson is among fewer than 20 schools with this trifecta of policies: need-blind admission, full funding of demonstrated financial need, and loan-free financial aid packages. Through The Davidson Trust, an historic commitment made by the college community and Board of Trustees, the College meets 100 percent of demonstrated financial need of accepted domestic students through a combination of grants and campus employment. Just over half of students receive aid and the average award is roughly \$45,000. During the pandemic, the College: secured federal assistance for students, offered to defer tuition for the fall 2020 semester, froze tuition for the 2021–22 school year, and began a pilot program making admission applications test-optional.



Diversity, Equity, and Inclusion

Davidson College has articulated its deep commitment to Diversity, Equity, and Inclusion. The College is rooted in the Reformed Tradition, which pledges a loyalty to all humanity and to honor the dignity and worth of every person. In 2017, President Carol Quillen named a Commission on Race and Slavery. The commission's work and report helped bring a fuller understanding of how the College's history is intertwined with the legacy of slavery, how the institution helped perpetuate it and, after slavery ended, supported unjust laws that denied equality to generations of Black Americans—all of which betrayed the College's obligation to the dignity and worth of every person. President Quillen issued a formal apology, and the Commission's report included initial steps by

the College toward a truly just and equitable community, such as: the hiring of additional faculty in Africana Studies, a student orientation module around the College's history with respect to slavery, honoraria for work toward an inclusive community, two special trustee committees to review naming policies and to provide commemoration to the contributions of enslaved persons, and a joint anti-racist training program with leadership from the Town of Davidson. In the past five years, the College hired the first Black Vice President for Student Life/Dean of Students, first Black Vice President for Academic Affairs/Dean of Faculty, first Black Vice President for Finance and Administration/CFO, and first Black Director of Athletics.



Academics

Davidson offers a rigorous and immersive liberal arts education emphasizing critical thinking, effective communication, and life-long learning. Students have a choice of 31 majors, 25 minors, and 14 interdisciplinary minors across the arts and sciences, as well as six pre-professional programs in engineering (dual degree), education, law, medicine, religious leadership, and ROTC. Academic preparation and character development go hand-in-hand at Davidson, which invites students to engage in the community to prepare themselves for lives of impact. Davidson's extensive high impact learning opportunities, which are guided by clearly defined learning outcomes and assessed through intentional reflective practices, give students the chance to study abroad, learn in the community, participate in internships, and perform research.

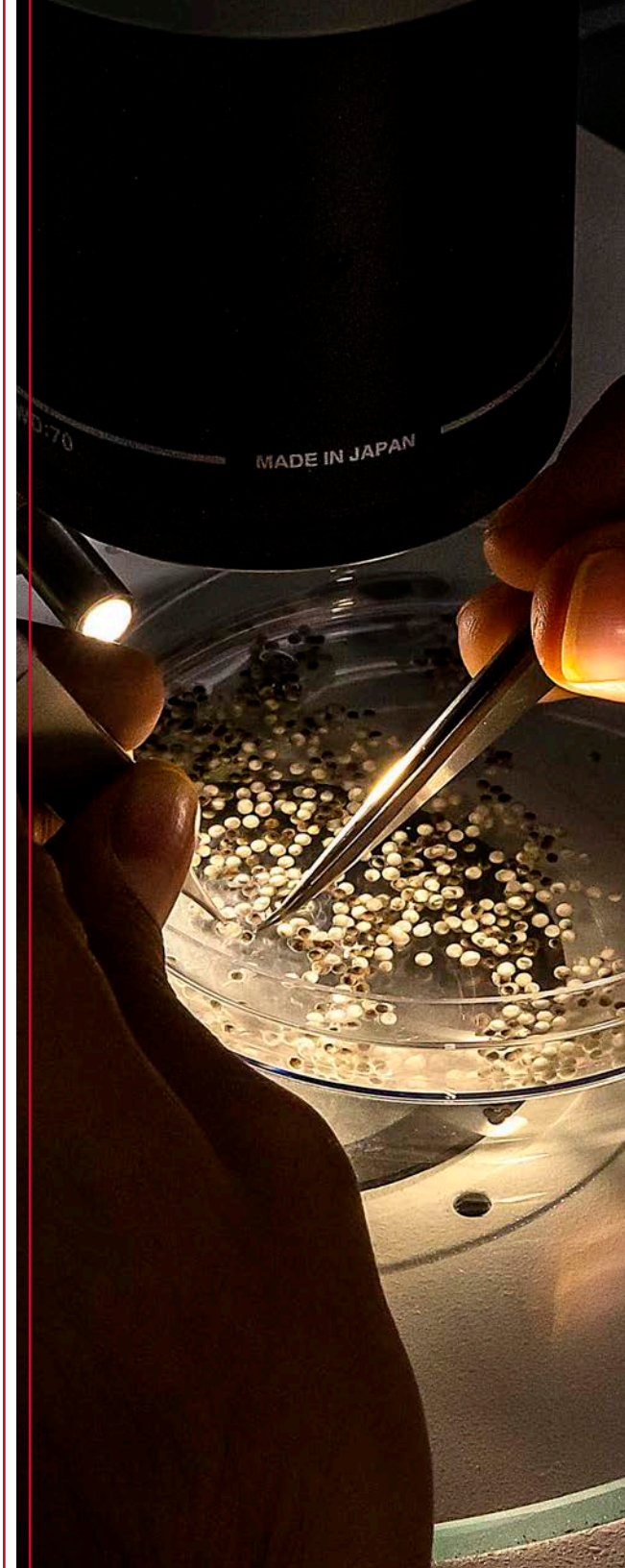
In recent years, the Davidson community has engaged in conversations focused on the College's role within the changing landscape of higher education and an increasingly interconnected world, on how students connect what they do in the classroom with where they see themselves in that world.

In the summer of 2018, the College opened the Jay Hurt Hub for Innovation and Entrepreneurship. Inside a renovated textile mill in the town of Davidson, the College has created a nexus within the community, with a vision to provide access and exposure to innovation and entrepreneurship for all, including: two anchor tech companies, educational programming, experiential learning opportunities, a robust mentor network, access to startup capital for students, and a co-working space open to all in the community. The Hurt Hub helped scale or launch 21 ventures by students or young alumni in the last year, and as many as a half dozen incorporated businesses since the Hub opened, including: a drone power-washing business, a wine importer, and a crypto/options trading platform.

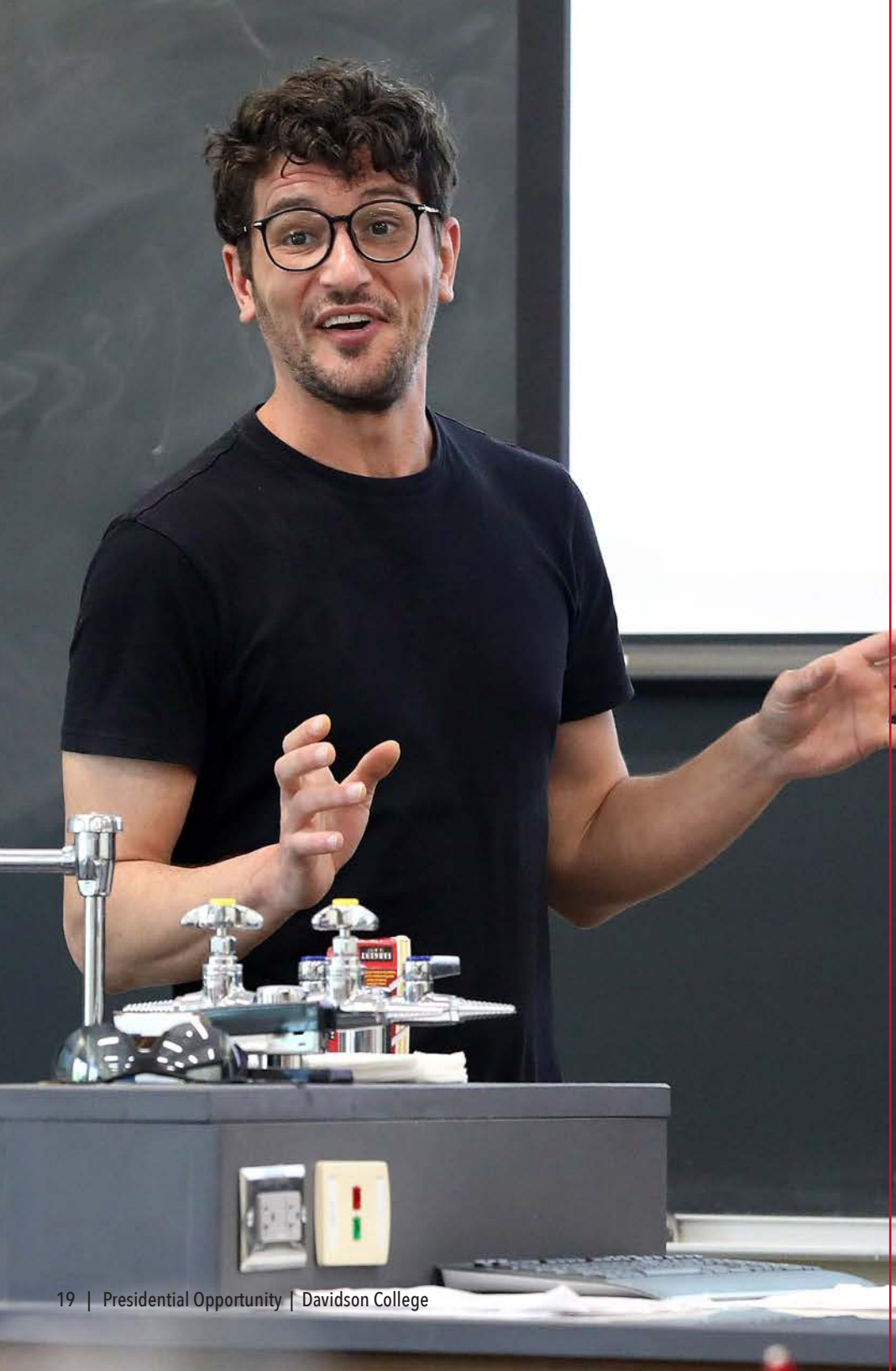
Four years earlier, Davidson dedicated the E. Craig Wall Jr. Center, a pioneering facility that weaves together physical sciences, social sciences, public art, and public event space. Classrooms adjoin breakout spaces, labs, art, and faculty offices to spur cross-disciplinary ideas and action.

Davidson has developed a variety of programs advancing digital learning in higher education, including: its Silicon Valley semester, digital learning research and design initiative (DLRD), Digital Studies program, and a partnership with edX. The college has tapped into the distinctive qualities of the Davidson educational experience, leveraging the scholarship, creativity, and pedagogical expertise of its faculty, while reaching a broader population.

The College's rigorous, holistic education translates to post-graduate success. More than 80 percent of Davidson alumni earn graduate or professional degrees, and the College is alma mater to 88 Watson and 23 Rhodes Scholars.







Faculty

Davidson has 207 full-time faculty members, with 98 percent of full-time faculty members holding a PhD or a terminal degree. They are exceptionally active scholars and artists. In the past five years, faculty earned significant research and artistic support from federal, state, and private funding agencies. These agencies include the National Science Foundation, National Institutes of Health, National Endowment for the Humanities, Howard Hughes Medical Institute, Mellon Foundation, Carl Friedrich von Siemens Foundation, National Geographic Society, the North Carolina Biotechnology Center, and the North Carolina Arts Council.

Davidson is a recognized leader in undergraduate research, scholarship, and creative work across all academic programs. Faculty members integrate original research and scholarship into the classroom and encourage students to join them in extensive exploration of original work through the academic year and during the summer. Through this collaboration, students and faculty contribute to the growing body of knowledge in a wide variety of fields and add creative achievements to art and literature. Support for research and creative work comes from the College's annual budget and external grants. Summer research programs have also been supported by a variety of sources including The Duke Endowment, the Howard Hughes Medical Institute, the North Carolina Independent Colleges and Universities ICAN program, the Jesse Ball DuPont Foundation, and individual donors. As funding support has increased, the number of students participating in on campus research has grown.

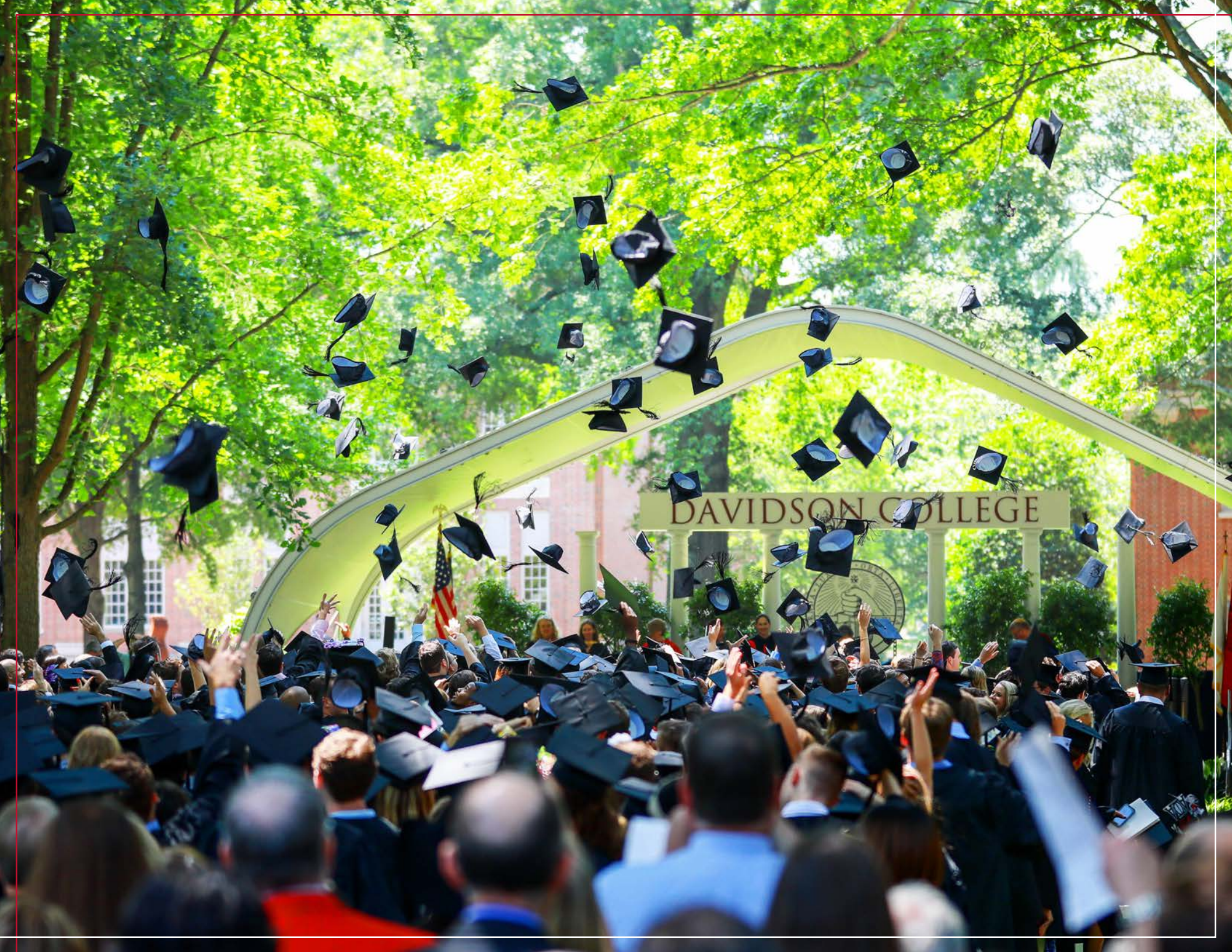


Students

The College has a student-faculty ratio of 9:1 and an average class size of 15. More than 70 percent of classes have fewer than 20 students. This close personal attention results in a high level of student satisfaction; more than 95 percent of Davidson first-year students return to the College for their sophomore year.

Davidson attracts highly motivated, well-prepared, and academically committed students. The College is home to 1,950 undergraduates representing nearly every state, the District of Columbia, and 50 countries. Twenty-seven percent of the student body are domestic students of color, and more than seven percent of students are international.







Athletics

The College is a member of NCAA Division I and the Atlantic 10 for all sports except for football (Pioneer Football League) and wrestling (Southern Conference). More than one-quarter of enrolled students compete in Division I athletics during their Davidson careers. As one of very few nationally prominent

liberal arts colleges to combine intercollegiate competition at the highest level with unrivaled academic opportunity, Davidson College is an example of athletic excellence in service to an educational mission. The College recently tied for second in the NCAA's graduation success rate.



Finances

Davidson's financial position is strong, as evidenced by its AA+ bond rating. The College's operating budget for 2021–22 is \$195 million (including aid), and in June 2021, the College's endowment topped \$1.3 billion. Two years ago, the College completed its "Game Changers" comprehensive campaign, raising \$555 million for scholarships, academic and athletic experiences, and transitioning students to lives of impact. The campaign surpassed the \$425 million goal more than a year early.

Committed to the mission of the College, Davidson alumni give back in a number of ways including as donors, mentors, and internship and employment partners. Roughly half of alumni donate to the College every year, placing Davidson consistently among top schools nationally in alumni giving. Davidson is one of the only four schools—along with Duke, Furman, and Johnson C. Smith universities—supported by The Duke Endowment.





Location

Situated in the town of Davidson, in a temperate climate on a beautiful 665-acre campus near Lake Norman, the College is just 22 miles north of Charlotte, the largest city in North Carolina and 16th largest in the nation. The metro area boasts a population of nearly 2 million residents and a wealth of artistic, cultural, and athletic experiences. Charlotte is the second-largest financial center in the

United States and the headquarters for eight Fortune 500 companies, with a convenient airport that is an American Airlines hub and ranks sixth worldwide for number of flights. Davidson's historic Downtown sits next to campus and offers an array of locally owned shops and restaurants.



DAVIDSON

The logo graphic consists of a horizontal white bar with a small white diamond shape centered on top of it.