



# Presidential Prospectus

Drawing on its 187-year commitment to the residential liberal arts experience, Albion College is fueled by intellectual curiosity, a global perspective and a deep commitment to learning. The College's outstanding faculty attract students from across the United States and around the world to study in 100-plus majors and minors – or tailor a curriculum of their own.

Respected by its academic peers and ranked nationally among leading institutions, Albion College excels in experiential learning, pre-professional preparation and individualized focus on each student's needs – both inside and outside the classroom.

The College benefits from the generosity and care of more than 30,000 devoted, accomplished and passionate alumni. The \$100 million Purple and Bold initiative, completed in 2020, was the College's most ambitious and successful fundraising campaign in history.

With a strong commitment to fiscal stewardship, community engagement and diversity, equity and inclusion, Albion College is pleased to invite applications and nominations for its 18th President.



## Albion College





## **Albion College: A Tradition of Academic Excellence**

An Albion College education is learning-centered, academically rigorous and intellectually vibrant. Founded in 1835, prior to Michigan statehood, the College is firmly rooted in the liberal arts and sciences, but keeps pace with an ever-changing, inter-connected and technologically driven world. Albion College enrolls nearly 1,500 students from 33 states and 14 countries attracted by its reputation for academic excellence, its focus on experiential learning and its commitment to creating community. Over the past decade, Albion has attracted students from more diverse backgrounds.

Located in south-central Michigan, Albion College sits on a 180-acre main campus with more than 30 significant buildings, including many that date back to the institution's founding. The Whitehouse Nature Center adds more than 140 acres which includes five miles of hiking trails. Approximately 98 percent of its students live on campus, which enhances a strong sense of school spirit and social bonds. Albion College is affiliated with the United Methodist Church and is committed to promoting religious freedom and supporting a spiritually diverse campus.

Albion College challenges students to translate critical thought into action by fostering a rich partnership between faculty and students and promoting a shared love of discovery, engagement and learning. An 11:1 student-faculty ratio encourages close academic collaboration, enabling students to build meaningful relationships with their professors both inside and outside the classroom. Students may select majors and minors from 100-plus departmental and interdepartmental options or design a unique program to fit their interests.





Albion is recognized as a leader among liberal arts colleges in developing programs that integrate focused coursework and in-depth pre-professional preparation, including internships, fieldwork, guest lectures and networking opportunities. The College is home to four experiential learning institutes that bring together students from broad backgrounds united by their interest in topics from public policy to medicine. By providing a platform for students of different majors to come together to explore academic concentrations, the College generates richer discussions and more diverse opinions. The four institutes, which are supported by foundations and alumni, include the following:

- **The James L. Curtis Institute for Race and Belonging**, which is named in honor of an Albion alum and launched in 2022 to focus on paths to create a better, more diverse and equitable society.
- **The Gerald R. Ford Institute for Leadership in Public Policy and Service**, which was created by President Gerald R. Ford in 1977 enables students to make an impact at all levels of government, nonprofits, media and law.
- **The Carl A. Gerstacker Institute for Business and Management**, which was created in 1974, named for a Dow Chemical Co. executive, focuses on combining the liberal arts with business knowledge, skills and experience.
- **The Lisa and James Wilson Institute for Medicine**, created by Albion College alumni in 2018, provides pre-med students with an accelerated path and firsthand experience as they prepare for careers in medicine, dentistry, veterinary medicine and other health professions.

**The School for Public Purpose and Professional Advancement (SPP)** exists to support students exploring public purpose across different disciplines.

Additionally, Albion College offers numerous centers that gather and provide focused resources for the benefit of students, faculty and staff. These include:

- **The Career and Internship Center** is committed to assisting career planning for students and alumni as they prepare for the first or next steps in their profession.
- **The Center for Sustainability and the Environment** cultivates the leadership of students seeking to protect the environment by providing a wide range of opportunities to engage in sustainability projects that are locally based.
- **The Fritz Shurmur Center for Teacher Development** provides future teachers with the practical skills needed to be successful in the classroom, by emphasizing critical thinking, assimilation, integration and creative problem solving.
- **The Newell Center for Teaching and Learning** supports the pedagogical development of Albion College faculty and staff by offering programs that facilitate the exchange of ideas about teaching and learning and provide access to resources for professional development.
- **The Cutler Center for Student Success** is a hub for Albion's students with access to academic coaching, tutoring, mentoring, mental health and other essential services.





Albion College is also a leader in academic partnership and initiatives. As founding member of the Great Lakes Colleges Association (GLCA) the Association brings together top liberal arts colleges from across the Midwest. The GLCA's Global Liberal Arts Alliance taps faculty from international liberal arts schools to engage students in cross-cultural learning through paired courses. Albion's students benefit from more than 100 study-abroad programs that transport them to 40 countries.

Albion's outcomes speak for themselves:

- In the past decade, 94 percent of our graduates found employment, continued their education, enlisted for military service or volunteered within six months of graduation.
- In the past six years, 89 percent of graduates who applied to law school were admitted.
- In the past decade, 94 percent of graduates who applied to medical school were admitted.

Albion's academic successes are recognized and ranked by leading publications, such as *U.S. News & World Report*, which ranks the College as one of the top liberal arts colleges in the nation. *The Wall Street Journal* ranks Albion among the Top 100 Liberal Arts Colleges while Money.com places Albion College as the No. 1 Michigan Liberal Arts College.







## Students, Studies and Campus Life

Albion College students are, competitive and collaborative both inside the classroom and out. Their experience is shaped, in large part, by the residential nature of the beautiful campus, which shows in the statistics:

- 85 percent belong to one or more of Albion's nearly 100 student organizations, from Art Club and the Black Student Alliance to the Environmental Club and Run Club.
- 32 percent take part in Greek life through membership in one of Albion's six fraternities and seven sororities.
- 49 percent play on one of the 26 varsity and junior varsity sports, from football and basketball to tennis and lacrosse.
- The average GPA for students-athletes is 3.29.

Albion College is large enough to offer a broad range of academic disciplines, student activities, performing arts and service organizations. Students have ready-made opportunities to plug in, have fun, gain experience, make new friends and sharpen their leadership skills – all without ever leaving campus.







## Academics

The College's small size benefits students in the classroom, giving them the chance to work closely with faculty on meaningful academic pursuits. The faculty know their students by name and are deeply committed to their academic success. Inspiring, dedicated and student-focused, Albion College's faculty work closely with students to solve problems that might transcend the classroom.

The Prentiss M. Brown Honors Program enables students to dig deep into science, the humanities, fine arts and social science to stretch their critical and creative thinking. Students also hone their analytic skills and strengthen their communication skills through disciplinary studies that culminate in an extensive research or creative project. More than 80 percent of Honors students will go on to professional or graduate schools after graduating from Albion College. In recent years, students have received Fulbright Fellowships, National Science Foundation research awards along with Udall and Goldwater scholarships.

## Athletics

As a member of the Michigan Intercollegiate Athletic Association, Albion College students compete in NCAA Division III sports. Nearly half of Albion's students are also athletes who appreciate the opportunity to compete while pursuing rigorous academic studies. The average student-athlete GPA equates to a B+ and is testament to the balance required to excel in both academics and sports.

Albion College athletics has had 137 All-Americans, one Team National Championship, seven individual National Championships, 203 MIAA Team Championships and 13 NCAA Postgraduate Scholarships.

# BRITONS





## Respected Faculty, Dedicated Staff

In their roles as educators, scholars and mentors, the 129 faculty at Albion College are respected within their disciplines, ardent about their scholarship and fully committed to undergraduate teaching. From anthropology to women's studies, the faculty cover more than 40 different disciplines and are leaders in their fields. It is worth noting:

- More than 98 percent of our faculty hold terminal degrees in their disciplines.
- The average tenure of the faculty is 11.8 years, with 14 faculty reaching 25 years of teaching.

Albion College faculty translate their meaningful scholarship and creative endeavors into their teaching through innovative and experiential learning opportunities. Active scholars and practitioners in their fields, the faculty regularly publish books and peer-reviewed articles, share their research at national conferences and stage creative performances and exhibitions. They have been successful in securing grants from the National Science Foundation, National Institutes of Health, National Aeronautics and Space Administration, American Chemical Society, U.S. Fulbright Program, National Endowment for the Humanities, the Mellon Foundation and Hewlett-Packard, to name a few.

Through the Foundation for Undergraduate Research, Scholarship and Creative Activity, students have the opportunity to be paired with a faculty mentor to develop and carry out hands-on, original research. These experiences create strong and meaningful bonds that lead to lasting relationships beyond graduation. Albion College faculty are the primary reason Albion students achieve exceptional outcomes. Their good work inspires alumni engagement which, in turn, encourages philanthropy.

The Albion faculty and administration enjoy a relationship marked by collegiality, mutual respect and common goals. The campus is a friendly and genial place, enhanced by leadership from the Faculty Steering Committee, which serves as a bridge to the administration.

Faculty and administration are supported by 382 full-time and 58 part-time support staff who embrace their roles as co-educators. There are 70 alumni among the faculty and staff, which affirms the strong ties between students and the institution. The campus enjoys a feeling of camaraderie and all-for-one when it comes to serving students at Albion College.





## Network of Devoted Alumni

Albion College alumni, which number more than 30,000, make up a devoted and engaged network that is always happy to connect, to answer questions and to make introductions. Known as Britons, Albion alumni are willing to go miles out of their way to help a fellow Briton.

The intensive academic preparation and civic engagement Albion College students receive as undergraduates equips them for leadership roles after graduation. You will find Britons in the C suite and board rooms of Fortune 500 companies. Our alumni are entrepreneurs who launch, grow and lead corporations and nonprofits. Albion proudly counts CPAs, attorneys, surgeons, commercial bankers, federal judges, leaders in medicine and medical technology, renowned academicians, internationally recognized artists and accomplished public servants among its alumni. These successful alumni are critical for students and faculty as they open doors to internships, networking, career exploration and job offers. With Britons living, working and volunteering in virtually every state and dozens of countries, the alumni network is extensive and loyal.

Alumni are also important for philanthropy. Britons give back to their alma mater in large and small ways. In the past decade, alumni gifts have allowed the College to launch or expand important initiatives such as:

- **The Cutler Center for Student Success** resulted from the largest single gift in the history of Albion College.
- **The Wilson Institute for Medicine** became a reality because of another large gift.
- **The Harrington Neighborhood Incentive Program** supports faculty and staff finding homes in Albion as it helps revitalize a neighborhood connecting the campus and downtown.
- A transformation and expansion of an existing facility to create the **Serra Fitness Center**, which offers a full range of exercise equipment, multipurpose exercise room, juice bar and more.

A newly established Albion College Collaborative Alumni Network will provide tangible opportunities and related technology to ensure alumni can remain involved after graduation. Albion plans to participate in the CASE Alumni Engagement Metrics survey in 2023 to measure and benchmark alumni engagement through philanthropic participation, communication and volunteer involvement.





## Our Albion Community

As the largest employer in the community, Albion College maintains a strong relationship with the community. With many of the attributes of a classic small Midwestern town, the City of Albion is a diverse and welcoming community. Located 90 miles west of Detroit and 175 miles east of Chicago, Albion residents enjoy a high quality of life and lower cost of living.

Albion's economy was traditionally rooted in agriculture and manufacturing, with a heavy emphasis on supporting the auto industry. In the past two decades, the city has had to pivot to encourage growth in other areas. Reflective of a diversifying local market, the City's economy looks bright. A large automotive supplier recently announced a multi-million dollar expansion and there has been significant job growth at other area businesses in recent years.

A coordinated effort by Albion College leadership, alumni, the City of Albion and the Albion Economic

Development Corporation has led to the renovation and renewal of many historic buildings on the City's main corridor adjacent to campus. Downtown Albion is home to the notable Bohm Theatre, a historical gem that received a Michigan historic preservation award for its complete renovation in 2014. The same team was instrumental in securing a new hotel, an upscale grocery store with locally sourced products and an award-winning brewery. Downtown also boast a children's museum, a chocolatier, restaurants, bars and other charming small businesses that make downtown an engaging place to spend an afternoon or evening.

The City of Albion is conveniently located an hour from the Detroit Metropolitan Wayne County Airport, and is also a stop on Amtrak's Wolverine Line, which connects Chicago and Detroit. The College is within a one-hour drive of world-class cultural resources and research opportunities in Detroit, Kalamazoo, Lansing and Ann Arbor. Michigan offers year-round recreational opportunities in boating, skiing, hiking, hunting, fishing, biking and more.





## Strong Leadership, Sound Governance

### Cabinet

The President works closely with a dedicated, experienced Cabinet who are committed to advancing the goals of Albion College. Members of this group report to the President and lead the chief areas of operations for the College, including Academic Affairs, Enrollment Management, Finance and Administration, Institutional Advancement, Marketing and Communication, Student Development and Chief Belonging Officer.

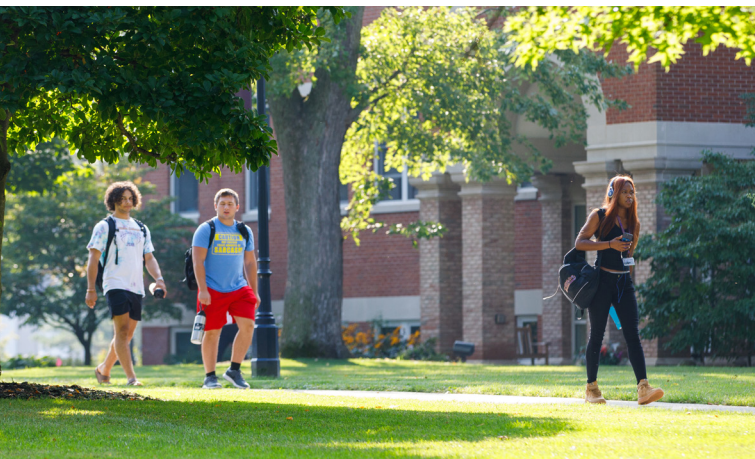
### Board of Trustees

The Board of Trustees of Albion College is committed to establishing the goals of the College, determining significant policies and approving their implementation, providing financial oversight to ensure sound fiscal practices and ensuring the effective support, administration and advancement of the College. The Board consists of 26 elected members, a majority of whom are graduates of the College. The members include leaders in industry, nonprofits, law, education, medicine, finance and the ministry.

### The Role of President

Reporting to the Board of Trustees, the 18th President of Albion College will oversee a talented senior leadership team and a caring and engaged campus community. Building strong relationships with faculty, staff, students and alumni, the president will also collaborate with the City of Albion. Serving as the College's chief fundraiser and internal/external spokesperson, the President leads the management of all aspects of the College, overseeing a Cabinet comprising the following senior leadership team members:

- Provost
- Vice President for Student Development and Dean of Students
- Vice President for Enrollment Management
- Vice President for Institutional Advancement
- Vice President for Marketing and Communication
- Chief Belonging Officer
- Chief Financial Officer





### **Opportunities for the next President**

The next President will build on Albion College's strengths while playing a leading role in developing consensus and finding areas of common ground. In addition to the day-to-day responsibilities of running the College, Albion's President will focus on the following priorities:

#### **Provide visionary and executive leadership**

- Enhance Albion's culture of academic excellence.
- Shape enrollment and retention strategies during a time of demographic shifts.
- Examine creative avenues of revenue generation.
- Bolster Albion's long-term financial sustainability.

#### **Increase visibility and resources**

- Articulate Albion's comparative advantages to a wider audience and enhance its recognition among top liberal arts colleges.
- Strengthen relationships with alumni, foundations, corporations and other grant-making entities and lead ambitious fundraising efforts to support the College's mission.
- Build and strengthen mutually beneficial relationships, especially at the local level and regional levels.
- Enhance operational efficiencies and adjust expenditures to a new budgetary reality.

#### **Build organizational capacity and longevity**

- Cultivate a positive working environment to attract, develop and retain talented faculty, administrators and staff.
- Support the growing diversity and sense of belonging of the Albion campus community.
- Enhance organizational sustainability by aligning financial resources, recruiting strategies and retention planning efforts.
- Commitment to Albion's tradition of shared governance.
- Improve facilities in alignment with Albion's strategic goals.

### **Qualifications**

Because the President must embody the values of Albion College and a commitment to its academic excellence, candidates are expected to demonstrate strong academic credentials, including either a terminal degree and faculty experience or other evidence of a deep understanding and appreciation for the professional work of higher education. Highly qualified candidates for the Albion presidency would demonstrate most of the following:

- Experience as a strategic leader of complex organizations.
- Persuasiveness in articulating the value of a small liberal arts college.
- A nuanced understanding of admissions, enrollment and retention issues.
- Consultative, innovative and confident style of decision making.
- Fundraising track record or the personality traits that suggest strong potential for success in this area.
- Superb communication skills, especially with regard to public speaking and writing.
- Appreciation of Midwestern regional sensibilities.
- A reputation for being accessible and approachable to the student body, faculty, staff and community.
- Managerial acumen, including financial, campus planning, entrepreneurial and budgeting skills.
- A record of success and demonstrated commitment to diversity, inclusion and belonging.
- Strong moral compass and impeccable integrity built on authenticity and transparency.
- High emotional intelligence, including humility, empathy and the ability to connect with different stakeholders.





# Albion College



## Contact

All inquiries, expressions of interest  
and nominations should be sent to:  
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*Albion College is committed to a policy of equal  
opportunity and nondiscrimination on the basis of sexual  
orientation, race, color, ethnicity, national origin,  
religion, sex, gender identity, gender expression, age,  
disability, marital status, or veteran status as protected  
by law, in all educational programs and activities,  
admission of students, and conditions of employment.  
(New DEI statement expected spring 2023.)*