



# Presidential Search Prospectus





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# Welcome

Kalamazoo College—a nationally recognized liberal arts and sciences institution with a global perspective and a bold sense of purpose—invites thoughtful, collaborative and forward-thinking leaders to consider the opportunity to serve as our 19th president. In the pages that follow, you'll discover an institution deeply committed to empowering students through transformative experiences and a community that places student learning and well-being at the center of all we do.



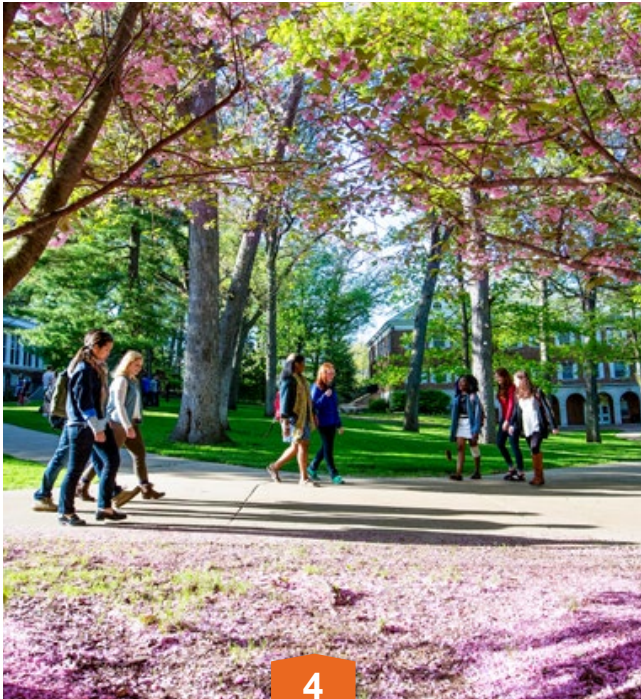


# Turning Four into More

Kalamazoo College is a recognized leader in liberal arts education, known for transforming curious minds into courageous changemakers. Since 1833, we've offered a personalized and student-centered experience on our tree-lined campus nestled in the heart of Kalamazoo, Michigan.

Our audacious goal is to transform our students' lives so they can transform the world, and we believe the liberal arts are the best preparation for a life of service, achievement and fulfillment. Through our unique *K-Plan*, Kalamazoo College combines a flexible curriculum with top-tier academics, gold-standard study abroad programming, career exploration, civic engagement, and a capstone senior project. LandSea, K's pre-orientation program, invites students to begin their college journey with backpacks, canoes and connection. These experiences push students beyond their comfort zones and help them become stronger critical thinkers, collaborative leaders, and effective problem-solvers.

At K, administrators and faculty embrace our tagline—"More in Four. More in a Lifetime.®"—by offering students more opportunities to explore, more faculty and staff mentorship and support, and more preparation for meaningful careers that make a positive impact on the world. Wherever students want to go in life, their *K-Plan* can take them there.





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# History and Mission

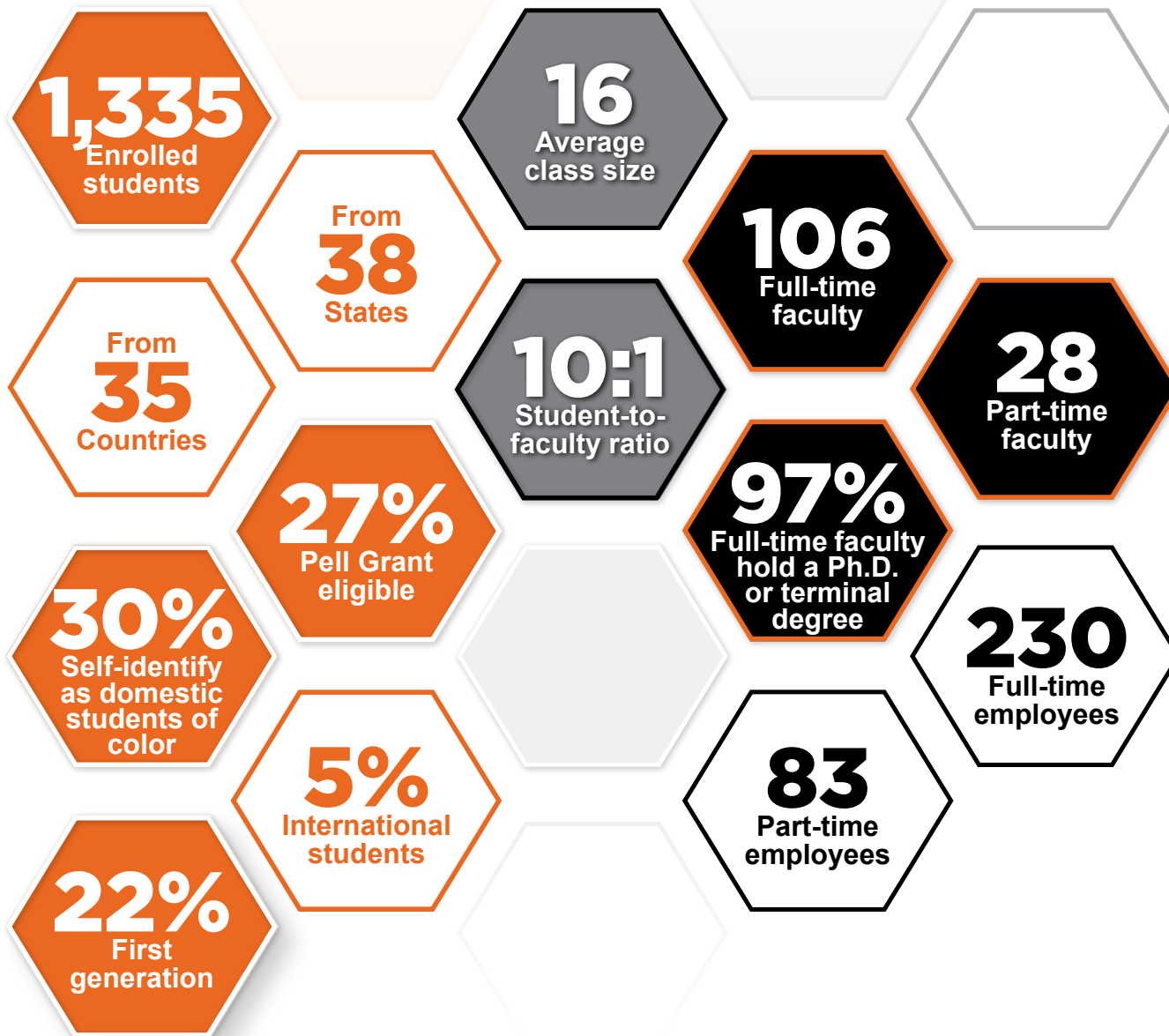
Kalamazoo College is one of the nation's 100 oldest colleges and universities. Founded by visionary Baptists in 1833 as The Michigan and Huron Institute, the young institution was progressive in its thinking, abolitionist in its leanings, and egalitarian in its approach to education for women and men. Sojourner Truth and Frederick Douglass were among early guest speakers. The institution changed its name to Kalamazoo College in 1855, when it earned the authorization to grant degrees. With the introduction of the *K-Plan* in 1962, the College gained national prominence. Today the College operates independently while acknowledging its historic links with the American Baptist Church.

The College's mission is to prepare its graduates to better understand, live successfully within, and provide enlightened leadership to a richly diverse and increasingly complex world.





# K at a Glance



## Points of Pride

Ranked in the **top 2%** of all U.S. colleges and universities surveyed by the National Science Foundation for percentage of graduates who earn doctorates.

A [top producer for the Fulbright](#) U.S. Student Scholar Program since 2020.

Among the [Colleges That Change Lives](#), a book by Loren Pope, higher education expert and former New York Times education editor.

Rated **4 out of 5 stars** by [Money magazine](#) for quality, affordability and student outcomes.

One of [The Best 390 Colleges](#), [Best Value Colleges](#), and [Best Midwest](#) by Princeton Review.

Ranked in the **top 20** among baccalaureate institutions for the percentage of undergraduates who study abroad by the Institute for International Education (IIE) "Open Doors" report.

Selected in 2024 as a member of the FirstGen Forward Network for our commitment to first generation student success.



# Advancing the College

In 2023, the College developed the next iteration of its strategic plan with the support of faculty, staff and students. [Advancing Kalamazoo College 2029](#) builds on the College's strengths while addressing the challenges and opportunities of a post-pandemic world. At its core are two mission-driven pillars: Learning for Life and Fostering an Inclusive and Supportive Campus for All. These are supported by a foundation of Financial Sustainability and Enrollment Sustainability, ensuring the College's vitality for generations to come.

The plan outlines a clear vision: to increase enrollment and retention through strategic partnerships, better defined pathways for transfer and international students, and a renewed focus on student success—both in and beyond the classroom. It affirms K's commitment to lifelong learning, preparing students to thrive in a diverse, interconnected world and centers inclusion as essential to academic success and well-being. Through thoughtful and strategic stewardship of resources, the College will invest in its people, programs and campus to ensure continued impact and innovation.

At the heart of this work is the College's *K-Plan*. The four parts of the *K-Plan*—top-tier academics, study abroad, experiential education and the Senior Integrated Project—link students' classroom learning with intercultural experiences, hands-on practice, civic engagement and independent scholarship.





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# Academics

The College's academic curriculum is more open and flexible than those of most peers. With close guidance from dedicated academic advisors, each student crafts a personalized path of study that reflects their unique interests, aspirations and goals—transforming them from passive learners into active architects of their own academic experience. Three [Shared Passages Seminars](#) offer a variety of subjects in many fields, cut across disciplines and have at their heart the broad exploration of the liberal arts. In sequence from first year to senior year, these seminars focus on foundational skills (writing, oral expression, information literacy and critical thinking), delve deeply into cultural issues and intercultural understanding, and allow students to integrate the academic and experiential learning that occurred during their entire K journey. They're also often fun!





In a similar way, opportunities for civic engagement forge links between classes and service beyond the classroom. Service-learning courses strengthen the community, invigorate the educational experience, and promote students' informed and ethical engagements to build a more just, equitable, and sustainable world.

Kalamazoo College faculty are nationally and internationally recognized scholars who bring deep expertise and a passion for teaching to every classroom. Committed to student success, they serve as mentors, collaborators, and guides—often securing prestigious grants that support their own scholarship while opening doors for students to engage in hands-on research and creative projects alongside of them. As mentors, they foster close connections with students and are deeply invested in their growth, success, and curiosity—both during their time at K and well beyond graduation.





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# Study Abroad and Experiential Education

At K, preparing students for meaningful careers and purposeful lives goes far beyond the classroom. Through our experiential learning centers, students develop the skills, experience and perspective needed to be leaders in a rapidly changing world.

More than half of our students participate in an immersive study abroad or study away experience. Through the Center for International Programs (CIP), students can choose from more than 50 programs in more than 35 countries for their three- to nine-month study abroad experience, often characterized by home stays, international internships or research projects. Other students opt for study away programs in cities like New York City and Washington D.C., where they can gain valuable experience in their fields of interest.

The Center for Career and Professional Development (CCPD) equips students with the tools, confidence and connections they need to thrive after graduation. Through personalized career coaching and peer advising, students receive guidance tailored to their goals and interests. They also benefit from a wide range of opportunities to explore potential paths—connecting with alumni and employers through networking events, job shadowing programs, internships and externships that offer real-world insight and experience. These opportunities lead to measurable outcomes: among Kalamazoo College graduates with a confirmed first destination reported in the annual post-graduation First Destination survey, between 2016 and 2024, within six months of graduation, 74% of K students were working, 24% were participating in continuing education and 2% were volunteering in some capacity. Of those pursuing further education, 47% were working toward their master's and 36% were pursuing a doctorate.





Through the Mary Jane Underwood Stryker Center for Civic Engagement (CCE), students put their learning into action. Whether through community-based coursework, student-led initiatives, or Community Building Internships, students collaborate with faculty and community partners to address pressing issues such as health equity, immigration, education, housing, food justice, urban planning, reproductive rights and more. This hands-on approach empowers students to engage deeply with their communities and grow their leadership skills while exploring the complexities of civic responsibility and social change.

The College's Arcus Center for Social Justice Leadership emerged from K's history of activism and its mission to prepare students who will provide enlightened leadership. The center, unique among schools like K, supports the pursuit of human rights and social justice by developing new leaders and sustaining existing leaders, thereby creating a pivotal role for liberal arts education in engendering a more just world. Arcus provides programming, fellowships and grants for students, faculty and the greater community, and it fosters partnerships with community organizations that actively work to disrupt oppressive systems and look to contribute to the achievement of justice through education, organizing and advocacy.

The newest center on campus, The Larry J. Bell '80 Environmental Stewardship Center (ESC), launched in 2019. The ESC infuses sustainability and environmental themes across the curriculum and increases opportunities for students to conduct guided research and community programming around environmental issues they are passionate about. It also incorporates resources such as the College's Lillian Anderson Arboretum and Hoop House Garden as living learning labs for the liberal arts.

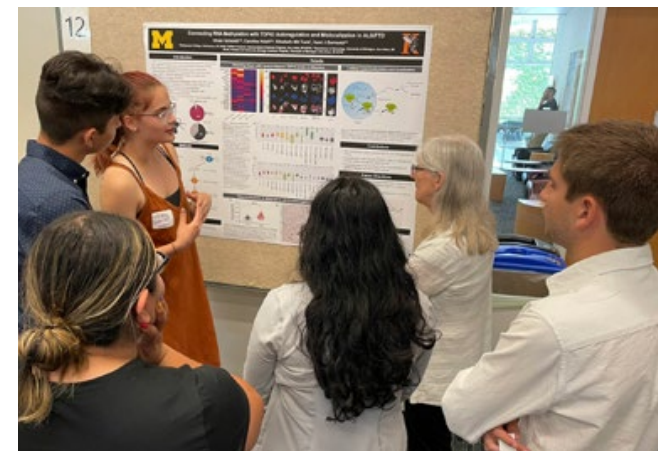
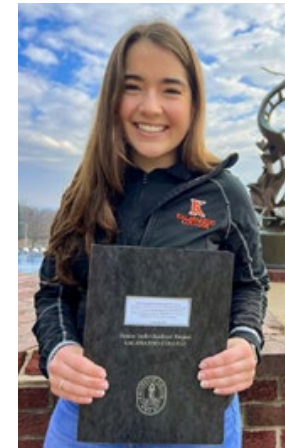




# Senior Integrated Project

The SIP—Senior Integrated Project—brings all the components of the *K-Plan* into meaningful alignment. SIPs have ranged from a show of ceramic sculpture to a study of peasant life during the French Revolution to research elucidating the inhibitory effect of a new chemical entity on an important liver enzyme. While exact requirements differ by department—which does not have to be the department students are majoring in—all SIPs consist of original work or research, culminating in a report, performance, display or reflection. Many students have also been able to directly leverage their SIPs into other meaningful opportunities, such as an academic publication, speaking at conferences, creating a professional portfolio and even landing post-graduation jobs.

Kalamazoo College is committed to expanding access to every dimension of the *K-Plan*—ensuring that all students can fully engage in study abroad, civic engagement, mentored research and career development. As our campus community grows more reflective of the diverse world our graduates will shape, we are actively working to remove barriers, redesign programs, and foster an environment where every student is empowered to belong, participate and thrive.





# Student Life and K's Campus

Kalamazoo College students are bright, energetic, highly involved and creative people, and campus life fully reflects these characteristics.



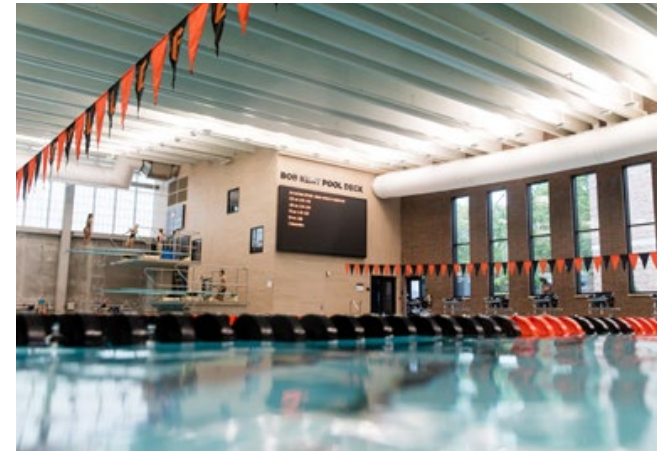


# Athletics

The College offers 22 varsity sports, including men's and women's track and field, which will fully relaunch after a 40-year hiatus in the fall of 2025. K participates in the Michigan Intercollegiate Athletic Association of NCAA Division III. More than 33% of K students participate in intercollegiate varsity athletics, and the College counts many Academic All-Americans among its current and former Hornets. Historically a powerhouse in tennis (K's men's team holds "The Streak" of 74 consecutive conference championships, the most of any sport in NCAA history, and has won 90 conference championships total), the College has seen recent growth and success across its men's and women's teams. Significantly for the College and the region, for more than 80 years K has hosted the annual USTA Boys' 18 & 16 National Tennis Championships.









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# Student Organizations

K's student organizations include interest-based, advocacy/identity-based, social, social action and political groups. Many students participate in the fine and performing arts and form organizations around these pursuits. Students also enjoy a high level of autonomy in planning campus events. If an organization is needed and doesn't exist, students create it. Such is the case of the Frelon dance company, which was founded nearly two decades ago by a physics major and former wrestler who also liked to dance.





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# Campus and Residential Life

The 65-acre, 35-building campus is located in a quiet residential section of Kalamazoo, adjacent to Western Michigan University and just blocks from downtown. At the heart of campus is the Quadrangle, a cherished green space where students gather, study, and celebrate throughout the year. The buildings that surround this greensward and extend beyond that perimeter share a visual iconography that unites the entire campus. While K has a celebrated campus with a distinguished history, the campus has prioritized modernizing its spaces to ensure that they will be able to meet the needs of future generations of students.

New spaces that have been renovated or erected during the tenure of the 18th president include the College's Admission Center, which opened to prospective students in 2017, and the 29,600-square-foot LEED-certified natatorium, which was completed in 2021. Additional projects have included renovations to Stetson Chapel (a cherished space in the Kalamazoo community), updates to classroom spaces to improve technology and flexibility of use, significant maintenance to Dow Science Center and the replacement of electrical and thermal systems across campus.

More than 60% of K students live on campus, and nearly all of our off-campus students reside within the surrounding four blocks. The campus features several historic residence halls, the oldest of which will celebrate its 100th birthday in September 2025. As such, the College was excited to announce the construction of new residence halls on the east end of campus for juniors and seniors, with move-in expected in fall 2027.





The College also owns the 135-acre Lillian Anderson Arboretum, located about seven miles west of campus. Faculty and students use the arboretum for classes and research, and it is enjoyed for recreation by the greater Kalamazoo community. The site, which consists of forest, meadows and wetland, is managed by the College's Environmental Stewardship Center.

The president and family reside in the beautiful and historic Hodge House. This home was originally built by Frederick M. Hodge, who briefly taught Latin at the College and was a member of the Board of Trustees from 1896 to 1932. For many years, it was used for student housing. When it became the official President's House in 1983 following extensive renovations, its informal title reverted to Hodge House, after its original owners. Located next to the library, Hodge offers the president the opportunity to walk to and from the office, greeting students and perhaps grabbing coffee from the library's Book Club coffee shop.





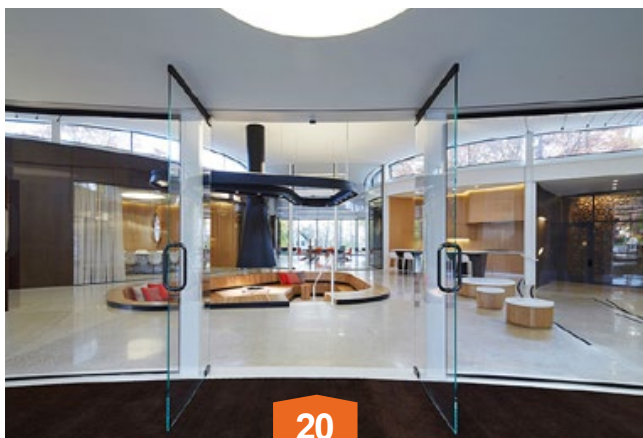
# Sustainability at K

Sustainability is an important value to the College, and it's supported through the Kalamazoo College Sustainability and [Climate Action Plan \(CAP\)](#). CAP started its roots in 2007, when President Emerita Eileen Wilson-Oyelaran signed the American College and University Presidents Climate Commitment. Following the commitment, Kalamazoo College created a committee and constructed the first climate action plan in 2010. In 2016, President Jorge Gonzalez signed the Higher Education Climate Action Letter, which was “affirming his and Kalamazoo College’s continued commitment to environmental sustainability.” The College’s current CAP strives to ensure sustainability is interwoven with all aspects of campus life. With the goal of carbon neutrality, this document is intended to outline actionable steps towards attainment, with realistic outcomes. The plan is overseen by the Climate Action Plan committee, which is comprised of faculty, staff and students. It also guides much of the work of the Environmental Stewardship Center.





Sustainability is woven into campus construction and renovation projects. The Hicks Student Center and natatorium are LEED certified at the silver level, and Arcus Center for Social Justice Leadership is registered for LEED certification at the gold level. The Fitness and Wellness center has many LEED sustainability features, and features like solar power and geothermal heating and cooling are a part of the Athletic Fieldhouse Complex and are being built into the new residence halls. Our commitment to carbon neutrality has led to various institutional developments and progress, efforts initiated by the various climate committees that have served the College over the decades.





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# Our Kalamazoo Community

The Kalamazoo metro area is a diverse and progressive metropolitan area of 261,000. The cultural offerings of the College, the city and other colleges in the area, together with the surrounding natural beauty, give Kalamazoo residents and students an enviable quality of life. Our picturesque campus sits on a hilltop overlooking the downtown area, which hosts several restaurants, theatres, art galleries and shops.





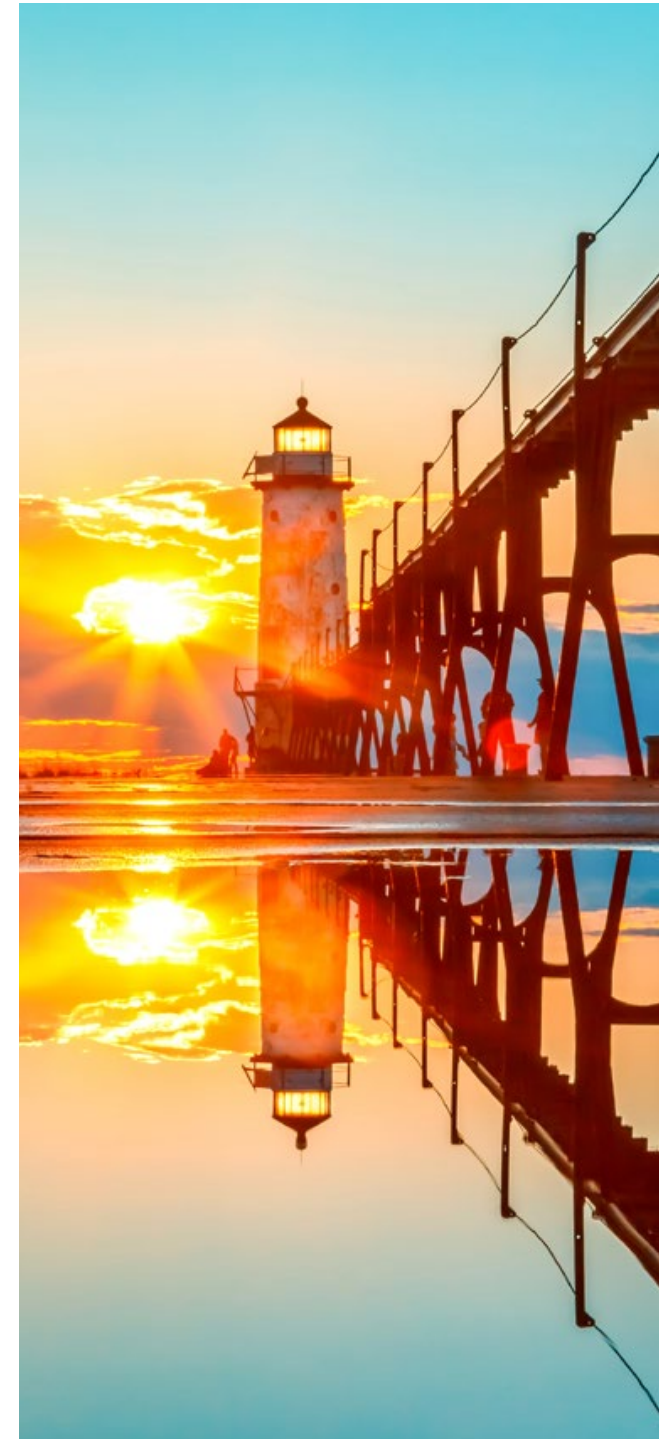
The downtown district is within walking distance of the campus; other shopping areas, as well as movies and restaurants, are a short bike or bus ride away. Western Michigan University is only a few blocks from the campus and its new medical school opened its downtown facility next door to one of the city's two major hospitals. Downtown also features Kalamazoo Valley Community College's Center for New Media, culinary and allied health programs and the Food Innovation Center. The College maintains a close and active involvement with the City of Kalamazoo and the broader community, which supports, among other cultural activities, a 100+ year old professional symphony orchestra, an art institute, a professional hockey team, a nature center, and both professional and community theatres. Year-round festivals, a monthly gallery-to-gallery "Art Hop," and a wide variety of restaurants and breweries bring additional vibrancy to the city.





For those who love the outdoors, the local area has 83 public lakes and 40 miles of trails for biking, hiking and cross-country skiing, including the 34-mile-long Kal-Haven trail, which connects adventurers to the scenic Lake Michigan shoreline. Kalamazoo is just 35 miles from Lake Michigan and approximately 140 miles from both Detroit and Chicago on Interstate 94. The city is served by the Kalamazoo/Battle Creek International Airport, and Amtrak service from downtown is available several times a day.

Kalamazoo likes to refer to itself as “the education city,” not only because of its higher education institutions, but because of the Kalamazoo Promise, a scholarship available to all Kalamazoo Public School students that covers up to 100% of tuition and mandatory fees at any Michigan public university and many private colleges and universities, including Kalamazoo College.





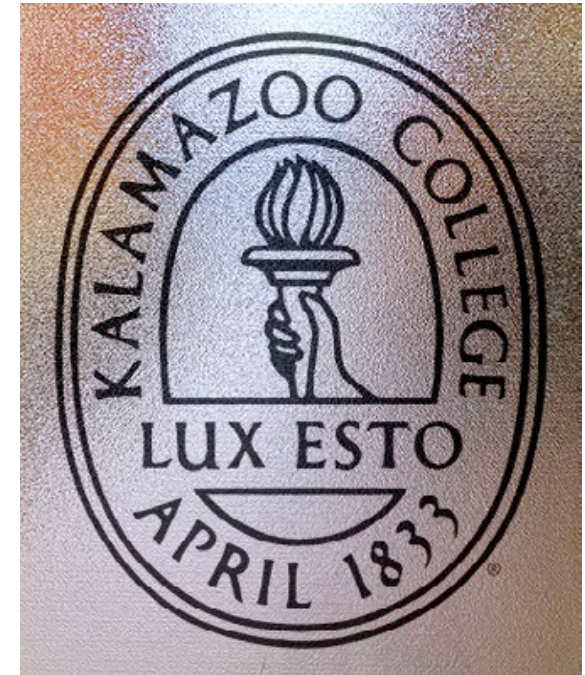
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# Administration and Governance

Dr. Jorge G. Gonzalez assumed the role of 18th President of Kalamazoo College in July 2016. A fierce champion of the liberal arts and sciences, President Gonzalez has more than 30 years of experience in higher education.

In his time at K, President Gonzalez has overseen the development of two strategic plans, the addition of two new academic majors, enhanced athletic programming, and several campus improvements and capital projects. Incoming classes during his tenure have been among the most diverse by a number of demographics, with increased growth in first-generation and Pell-eligible college students. In 2020 and 2021, he guided the campus through the COVID-19 pandemic, working closely with the Board of Trustees and his administration while empowering faculty and staff to plan and make decisions. His collaborative approach helped K protect its community and support students in continuing their academic progress during an unprecedented global crisis.

In 2021, he led the public launch of The Brighter Light Campaign, the institution's largest fundraising campaign to date, which focused on support for student access to every facet of the *K-Plan* and investments in the institution's faculty, instructional spaces, athletic programming and other aspects of campus life. The campaign exceeded two fundraising goals (\$150 million and \$190 million respectively), raising a total of \$203,236,489 from more than 16,500 donors. The campaign's primary focus was on growing the endowment; during the six-year effort, donors added \$89 million in new gifts and commitments to the College's endowment. The campaign also celebrated the receipt of the largest single gift in the College's history when an anonymous donor made a \$30 million contribution to the College.





President Gonzalez is also a welcoming presence on campus, where he is frequently found dining with students at Welles Dining Hall, cheering on our Hornet athletes, or sitting in on student performances and presentations with his wife, Suzie, herself a 1983 graduate of Kalamazoo College.

The [Kalamazoo College Board of Trustees](#) has 32 members including the president. The board, which represents the major sectors of society, is national in composition and has strong representation from alumni and from the Kalamazoo community. The college also has 22 emeriti trustees. The president and vice president of the Alumni Association Executive Board may serve as ex-officio members of the Board of Trustees.

The President is supported by the [President's Staff](#), an experienced and highly collaborative leadership team comprised of five members, including the provost, the vice president for admission and financial aid, the vice president for business and finance, the vice president for college advancement and the vice president for student development.

The College also has a commitment to shared governance. The faculty—represented by the Faculty Executive Committee, the Community Council, the Staff Group and the Kalamazoo College Council of Student Representatives provide input to the policy and decision-making processes that keep K moving forward.

The College's 2024-25 annual operating budget is \$53.5 million. Its endowment is valued at \$304,294,691 (as of June 30, 2024). The value of the College's total assets is \$450,305,910 (June 30, 2024).



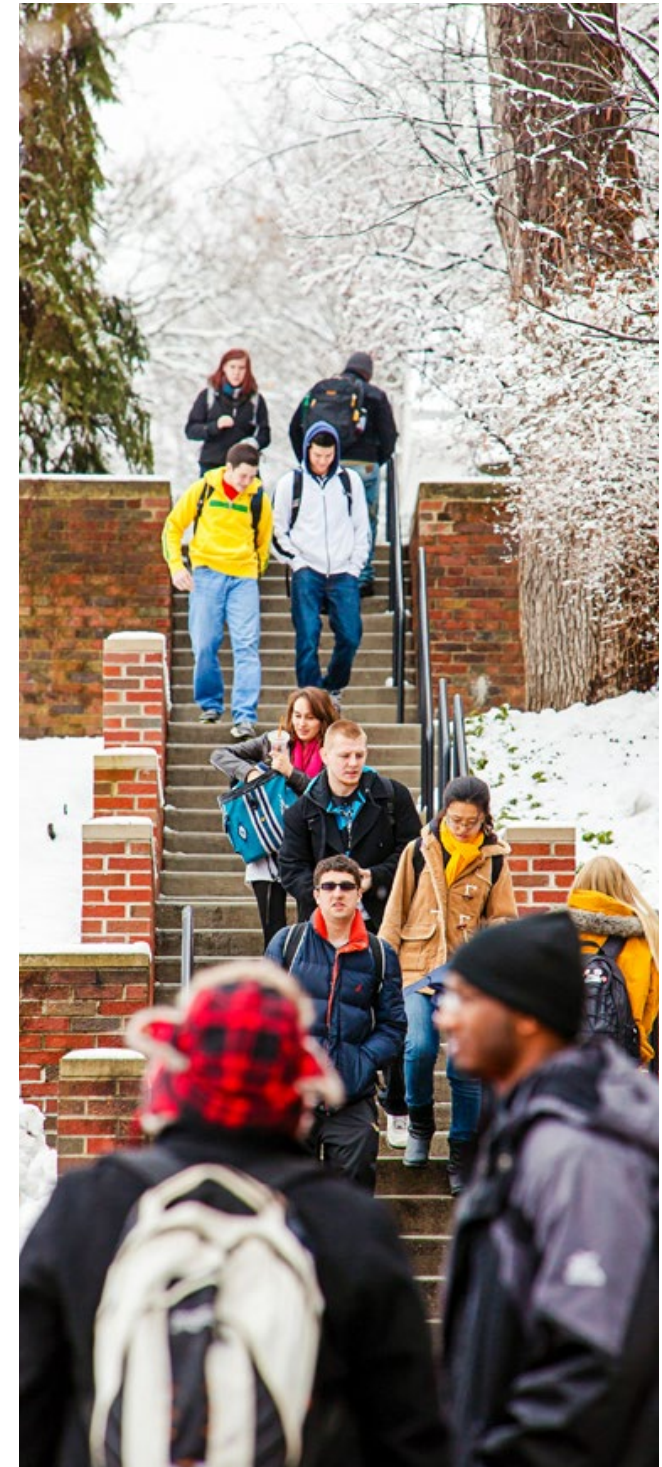


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# Accreditation

Kalamazoo College is fully accredited by the Higher Learning Commission. In January of 2023, it received formal notification that its accreditation had been continued. The next reaffirmation of accreditation will occur in the academic year 2032-2033.

K is an institutional member of the American Council on Education, the Great Lakes Colleges Association, the National Association of Independent Colleges and Universities, the Association of American Colleges & Universities, the College Entrance Examination Board, the National Association of College and University Business Officers (NACUBO), the Association of Governing Boards (AGB), the Council of Independent Colleges (CIC), and the Association of American Colleges and Universities (AAC&U). The College maintains consortial relationships as a member of the Great Lakes Colleges Association (GLCA), the Michigan Intercollegiate Athletic Association (MIAA), the National Collegiate Athletic Association (NCAA) Division III, and the Association of Independent Colleges and Universities of Michigan (AICUM).





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# Alumni Engagement and Philanthropic Support

Kalamazoo College is built on the lasting contributions of those who came before—many of whom are proud K alumni. Our graduates excel across diverse fields and life paths, and they give back in meaningful ways, from participating in career networking events to providing internships for students aspiring to work in their industries.

Alumni refer prospective students and send congratulatory notes to admitted students. They attend class reunions, host and attend alumni events in their hometowns and serve as class agents. Alumni also give back financially, from supporting the College with unrestricted gifts through the annual fund to establishing endowments to support scholarships, faculty positions and programs.

In myriad ways alumni make a difference to the life of the College and the lives of its students. The





Alumni Engagement Strategic Plan (AESP) builds on the strengths of the alumni engagement program at Kalamazoo College. Having 24,492 alumni who value the College and its mission—as well as their degrees—is very important. Keeping them connected to K is the goal of the plan. Organizing events is an important tactic to keep alumni informed and connected to the College. The AESP directs the energy of alumni around a set of actions that will have meaningful impact on the College's mission.

All alumni, regardless of age or stage in life, have the potential to become engaged alumni who make a difference. [Five Points of Engagement](#) have been identified as opportunities for alumni to advance the mission of Kalamazoo College, including identifying and recruiting prospective students; developing students through mentoring and career preparedness; enhancing the bond between alumni and K through lifelong learning opportunities; serving as volunteers; and making charitable contributions.

[The Brighter Light Campaign](#), which concluded in 2024, has been a critical component of K's strategic plan and vision for the future. More than \$81 million was raised for scholarships and financial aid, and more than \$18 million to support student access to elements of the *K-Plan*, while \$15.1 million was raised for faculty and staff recruitment and retention and interdisciplinary scholarship and research. More than \$86 million was raised for capital projects, athletics and other operational priorities. With gifts ranging from \$1 to \$30 million, generous alumni, parents and friends, along with numerous foundations and corporations, have been instrumental in strengthening K's ability to improve student experiences and campus facilities—not only for today, but for generations of students to come.





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# Join Us

Kalamazoo College is shaped by the people who bring its mission to life—students, faculty, staff, trustees, alumni and friends—united in their commitment to a liberal arts education that aims to create a brighter world. K enjoys a community that fuels a powerful drive for learning, discovery, and growth that sets us apart in the landscape of higher education. This community—our community—invites you to consider joining us in our work, to help us to continually learn and to live our motto: Lux esto, Be light!





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# Position Details

The 19th President will serve as the chief executive of Kalamazoo College. Reporting to and working with an accomplished and collaborative Board of Trustees, the President will serve as a highly visible innovator and visionary with the courage to stand firmly on principles and address the myriad challenges facing higher education today. Kalamazoo's next President will be student-centered, making all students feel seen and valued, conveying a "big picture" vision and working collaboratively with the College's accomplished faculty and staff for the benefit of students. The President will show empathy and compassion for all members of the College community and at the same time be able to make hard decisions. The President will believe deeply in the transformational power of a liberal arts education and what that means for students, alumni, the College and society. The President also will bring a commitment to K's focus on equity and inclusion across campus.



OFFICE OF THE PRESIDENT  
AND  
OFFICE OF THE PROVOST



# Opportunities

Kalamazoo College serves a diverse body of students, faculty and staff and enjoys widespread support from an engaged surrounding community. In its next President, the College seeks an accomplished higher education administrator and engaged scholar who can continue to capitalize on K's success, innovate to create pathways for continued growth and accomplishment, and stay ahead of the challenges to higher education—both nationally and those particular to liberal arts colleges and to those in the Midwest. Key priorities for Kalamazoo's 19th President include:

- **Articulate a clear and distinctive value**

**proposition:** Among its peer liberal arts colleges, K has led historically in curricular innovation and distinction—mostly through its signature *K-Plan*, combining strong academics, study abroad, and senior independent research. Together with the Provost, the President will build and maintain K's strong and talented faculty. With fierce competition, K needs to evolve and grow as it meets the needs of today's students and society. In partnership with the Provost, the President must continue to evaluate the mix of majors and academic program offerings and support the faculty in the College's efforts to expand. The President will also play a leading role in articulating the goals and value of the K experience, further solidifying K as a leader, innovator and standout amongst private liberal arts colleges.





- **Stabilize operational results:** The President, in collaboration with an engaged Board, will build upon the ongoing planning process to restore K's budget to a sustainable balance—one that keeps the College accessible to a wide array of students and also safeguards its commitment to its mission for generations to come. This will require exploring new sources of revenue and systematically and strategically reviewing expenses and resource priorities, while ensuring that the K community understands the process and its ultimate outcome. The goals of the next President will be both growth of the endowment and realizing more net tuition revenue.
- **Bolster enrollment:** With fewer college-bound students nationally (and this trend more pronounced in the Midwest), competition for students is relentless. Like many of its peers, K requires an enrollment strategy that will help balance its budget, while allowing it to remain accessible to wide range of students. In a state where the high school population is declining, marketing K beyond Michigan and telling the “K Story” nationally will be very important. Beyond improvements to residential life that are in progress and bolstering athletics to attract students, the next President must take a proactive approach to student recruitment and enrollment, creating pipelines for students from groups or regions not historically attracted to K in great numbers, such as transfers.





- **Build upon a legacy of advancement:** As the College's most prominent fundraiser, the President has the responsibility to balance engaging stakeholders with being mindful of the needs of students on campus. The next President will build on the successes of the recently concluded Brighter Light Campaign. Fundraising priorities going forward will pay particular attention to completing the residence hall construction and upgrades, as well as supporting faculty, funding scholarships, and addressing deferred maintenance. The new President must continue to cultivate K's next generation of donors and foster increased interest in supporting the annual fund, growing the endowment and participating in planned giving.

- **Sustain strong community engagement:** The greater Kalamazoo community is open and progressive, with strong educational and philanthropic traditions. The College is a voice of reason and inclusivity in the civic and national discourse and contributes to the fabric of this robust community. K interns are always in demand by local employers and nonprofits; many remain in the community post-graduation and contribute to growing the local economic and social ecosystem. The President will continue to be a fierce advocate for the College, its students, and its alumni by participating in business development conversations and helping organizations better understand the exceptional caliber of students coming from the College, thereby making it easier to attract new entities and resources to the area.





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# Candidate Profile

A terminal degree is required. A distinguished record of teaching and scholarly engagement is preferred and a deep, demonstrated commitment to and appreciation for the transformative power of liberal arts education is expected.

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success as Kalamazoo College's 19th President. While no one candidate will have every experience outlined in the position description, ideal candidates will display many of the following professional and personal qualities, skills, and characteristics:

## Leadership

- Record of building consensus and enthusiasm around a shared vision.
- Ability to lead through crisis and uncertainty; comfortable with ambiguity.
- Experience in making hard decisions as a manager/leader, leading through challenging times and instituting major change.
- Clear, timely communicator.
- Desire to improve and sustain morale for faculty and staff and ability to actively cultivate engagement.
- Ability to build a strong relationship with the Board, based on transparency and trust.
- Deep respect for senior leadership teams; a record of accomplishment in hiring and developing subject matter experts; ability to delegate and let the team shine.
- Relentless advocate for inclusive excellence, access and social justice; ability to speak fluently about these subjects in a challenging political landscape.
- Record of engagement with students beyond the classroom experience and a strong commitment to students' academic and social development and preparation for life after K.





# Financial Acumen and Fundraising Experience

- Financial acumen and the ability to execute effectively.
- Involvement in and enthusiasm for procuring transformational gifts from alumni and external stakeholders.
- Support for a data-informed operating model with strong focus on establishing goals and consistent measurements for key indicators for the college.

# Understanding of Liberal Arts Institutions

- A long-time and current champion and innovator of the liberal arts.
- A clear vision of how private residential liberal arts colleges can innovate and move forward without losing what makes them special.
- History of deliberate efforts to ensure that the campus represents society and the world.
- Commitment to a broad, general education and ability to communicate that commitment and its value to myriad stakeholders.
- Desire to engage authentically and regularly with faculty and students and tell their stories.
- Appreciation for a culture of shared governance.
- Understanding of the impact of AI and being proactive about further integrating technology in course curriculum and college operations.
- The desire to thrive—and not just survive—in an environment that can be unfavorable to the liberal arts.

# Personal Qualities and Characteristics

- Bold, unafraid of change, able to inspire boldness in others.
- Genuinely student-centered; excited to lead at a caring and nurturing institution.
- Intercultural competence and exceptional EQ.
- Constant learner and curious thinker who contemplates the nature of education to come.
- A sense of optimism, even in light of difficult realities.
- Creativity and open mindedness.
- Careful listener and compelling speaker.
- Strong and talented communicator on a personal level and a respected national voice, communicating the value of K and the vital role of private liberal arts colleges in the world today.
- A desire to innovate and inspire others.
- Humility, kindness, and a genuine desire to be involved with the campus and surrounding community in a very visible way.
- Thick skin and backbone.





# Compensation and Benefits

This is a full-time position that will be performed on site in Michigan. Salary commensurate with experience with a generous benefits package.

## Contact

DSG Storbeck has been exclusively retained for this engagement, which is led by Susan VanGilder, Steven Solnick, and Danielle Mebert. Nominations and inquiries should be submitted to [KalamazooPresident@storbecksearch.com](mailto:KalamazooPresident@storbecksearch.com). All application materials will be considered in full confidence and should be submitted via the [Talent Profile](#). All inquiries and discussions are strictly confidential.

## Equal Opportunity at Kalamazoo College

Kalamazoo College encourages candidates who will contribute to the cultural diversity of the College to apply and to identify themselves if they wish. An equal opportunity employer, Kalamazoo College is committed to equal rights, equal opportunities, and equal protection under the law. Please be invited to review our full [Equal Opportunity Employment \(EEO\) statement](#).

Kalamazoo College is an E-Verify participating employer. Please select [Notice](#) and [Rights](#) for more information.





# DSG Storbeck

DSG Storbeck is the Education Practice of DSG Global, bringing together top-tier search professionals with decades of experience in the education sector. Formed through the merger of the education teams from Storbeck Search, Koya Partners, and Diversified Search, DSG Storbeck provides unparalleled expertise in executive search for colleges, universities, K-12 institutions and education-focused organizations.

Our “91” Net Promoter Score—measuring the quality of our search methodology and client satisfaction—is considered exceptional in the industry. Take a more in-depth look into our Education practice online at [dsgco.com/industry/education/](https://dsgco.com/industry/education/).

*\*\*This leadership profile is not exhaustive and may be subject to change. While every effort has been made to confirm information at the date of publication, the accuracy or completeness of the information provided herein cannot be guaranteed.*



KALAMAZOO COLLEGE®

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