



Presidential Search

WINFIELD, KANSAS





THE TWENTIETH PRESIDENT

Southwestern College invites applications from accomplished, dynamic, and inspiring leaders for the position of president.

The Opportunity

The Board of Trustees at Southwestern College has launched the search for its 20th president. The Search Committee invites nominations of and applications from accomplished, dynamic and inspiring individuals who will provide the college with outstanding leadership. After a highly successful six-year tenure, President Brad Andrews has accepted another college presidency beginning in January 2022. The next Southwestern president will inherit a creative, comprehensive, independent college poised to build on current significant momentum. Southwestern College offers degrees on its main campus in Winfield and through its Professional Studies programs based in Wichita.



Attentive to mission, building on strength, and eager for additional initiatives, Southwestern College seeks a president with vision and energy, who is entrepreneurially inclined and committed to quality. SC's appetite for future growth will call for strategic thinking and planning, designed to sustain change while also unifying the comprehensive nature of its educational programs. Academically focused and committed to quality, the college seeks a president who will build on Southwestern's historic strengths while providing bold leadership and decisive management toward distinctive institutional achievement.

In a marketplace where other small colleges have struggled to find their identities, Southwestern stands apart by offering its students a relational experience in a college that is innovative, valuable, and rooted. 🏛️



About Southwestern College

Founded in 1885 and for the first century of its existence, Southwestern was a liberal arts college whose students were largely Kansan and often United Methodist. It was regionally known for its success in producing ministers, teachers, and students ready to enter medical school. The institution changed dramatically in 1993, though, when college classes for working adults were first offered in off-campus locations.

Today Southwestern College comprises two thriving facets – the main campus in Winfield, Kansas, which continues to appeal mostly to traditional-aged students, and a Professional Studies

program headquartered in Wichita, which is targeted at working adults completing their bachelor's or graduate degrees in online classes. Even as the college has extended its reach, its fundamental commitments have not changed. Southwestern provides all of its students with educational programs and co-curricular experiences that prepare them to excel in the workplace and in service in the community.

Southwestern's 83-acre campus in Winfield provides a beautiful and updated academic setting for students and faculty. Located on a hill overlooking the Walnut River Valley, the campus is notable for an abundance of trees (characteristic of the Winfield area) and its native limestone buildings. The Christy Administration Building, with its iconic stone pillars, is the symbolic heart of the campus. Other major buildings include historic Stewart Field House, which has undergone a major facelift, but remains the oldest field house west of the Mississippi still used for its original purpose.

In the past 30 years, four capital campaigns have allowed dramatic improvements in the college's facilities. They have



funded construction or renovation of the Beech Science Center, Richard L. Jantz Stadium, Richardson Performing Arts Center, the Cole Hall residence for freshmen women, Mossman Hall, and the Deets Library. These projects, combined with the Heart of the Hill Project which rebuilt the 77 Steps and The Mound (part of a unique Southwestern tradition), have transformed the core of the Winfield campus as will the new residence hall, expected to open in 2023.

Professional Studies administrative offices are located 45 minutes away in Wichita, providing easy access to learners and amenities in Kansas' largest city. McConnell Air Force Base is just a few blocks from the Wichita location.

The Ethos

Southwestern College's United Methodist heritage and its vision commitment to "leadership through service in a world without boundaries" have led to a culture of service that pervades campus programs. Leadership development is stressed throughout the curriculum, as the college's intentionality is formalized in its institutional outcomes –

"The ability to create and communicate a vision that inspires others to act or achieve a desired goal" is highlighted along with critical thinking, ethical reasoning, communication, and

career preparation. Integral to the Southwestern experience are its faculty and administration – people who don't just come to work, but have made a genuine commitment to the college and its students. That commitment has cemented ties between generations of students and professors who continue to transform the lives of today's family of learners.

The college also stresses educational opportunity for all. This is reflected in its Professional Studies offerings where degree options are important to its military students. The care of these military learners (who can continue to take classes



through deployments, reassignments, and other life changes) has led to annual recognition as a top military-friendly institution.

The college's emphasis on racial and cultural diversity has taken it from a mostly-white student population to one whose students self-reported as 37% white and 34% as an underrepresented race/ethnicity or as mixed race in the spring of 2021. Five percent of the main campus student population are international students.

Southwestern has a proud history of progressive acceptance. Of the college's first three graduates in 1889, two were women. In 1899, Southwestern graduated its first African American student, Elijah Pilgrim Geiger, a former slave. In the early 1940s, during Japanese internment the college educated and cared for 19 students of Japanese heritage, a number far exceeding regional universities. There are numerous examples such as these from the college's establishment in 1885 to today which demonstrate a consistent culture of love, value, and acceptance for every student, staff, faculty; indeed, this is a point of pride for Moundbuilders.

Today Southwestern makes a concerted effort to recruit and support first-generation college students. Partnerships with two Wichita inner city middle schools have led to SC students serving as mentors for the youth, and to summer camps that give the public schools' youngsters a taste of life on campus and the realization that higher education is a possibility for them.

The college reinforces its values through its awarding of financial aid – the biggest scholarships are given for academic achievement, family financial need is considered and remedied next, and talent in an activity (activity grant) determines the third-highest amount of institutionally-awarded financial aid. 🏠



The Classroom

Classroom settings are distinctively different at Southwestern, depending on where one chooses to explore the academic program.

Main Campus

Academic programs at Southwestern are marked by a high degree of collaboration and intentionality. Undergraduate students choose from 30 majors (several with multiple emphasis areas and pre-professional tracks) and 28 minors, and graduate programs include the master of business administration, master of arts in teaching, master of education (four emphasis areas), and doctor of education in educational leadership.



Southwestern expects its students to have jobs as well as degrees when they graduate. To this end, the college has a Center for Career and Vocation as well as a PREP program that focus on career preparation with on-campus students when they are freshmen. The program continues during the next four years as these students choose classes, complete internships, and plan the next steps of their lives in consultation with academic and career advisors. PREP 499, the senior capstone course, synthesizes this exploration and gives a jump start to students' careers.

In 1999, the college expanded its commitment to technology by becoming the first in the region (and one of the first in the nation) to issue laptop computers to all incoming freshmen. This initiative continues today, putting students and their faculty on the same platform and updating both hardware and software every two years.

Professional Studies

Southwestern College Professional Studies offers practical online degree programs focused on an enhanced learner experience, provided by a regionally accredited, 130+-year-old non-profit institution. Southwestern was one of the first private colleges in the nation to embrace adult students interested in earning a bachelor's or master's degree in a non-traditional format. Established in 1993, Professional Studies began offering on-ground courses in Wichita in 1995 and shortly thereafter added distance /online courses to further provide flexibility and accessibility to busy working adults. PS continues to offer courses that focus on a highly engaging and interactive experience for learners where courses are developed and taught by the college's own faculty and delivered in small class sizes.

Each learner can expect: hands-on counselors to help navigate the program requirements; generous transfer credits to reduce overall cost and time to completion; progressive, nationally recognized programs; accessible student resources to minimize the stress of degree completion; and small class sizes with experienced, practicing faculty to facilitate interaction and ensure academic success.

Market demands inform major offerings, with ongoing analysis of enrollments and interest allowing nimble start-up of such programs as security management, healthcare administration, and Information Systems Management in addition to majors in business, education, human resources and other more traditional fields. Currently, 14 bachelor's degree programs are offered. Master's degrees are offered in four business fields. The Division of Education in Winfield also offers several education programs at both the undergraduate and graduate level through Professional Studies. A number of certificates are also available that can be applied to undergraduate and graduate programs.

In partnership with corporate, military, community and technical college partners, PS provides a smooth transition for students to utilize prior college credit for military experience, corporate training programs, and work experience to complete a bachelor's degree. PS is military friendly and offers discounted military rates for active duty members of the U.S. armed forces utilizing tuition assistance. With eight convenient six-week

sessions offered every year, PS learners find the flexible schedule conducive to balancing professional and family demands. Faculty facilitate the sharing of knowledge as an integral part of the educational process. 🏠

Outside of the Classroom

Nearly all of the main campus students are involved in extracurricular activities. In 2020-21, 90% of the full-time campus undergraduate population received activity grants (scholarships), with about 70% of all activity grants being in athletics. The college offers activity grants in athletics, performing arts, communications, science, and service-learning.

Three official service learning programs – Leadership Southwestern, Discipleship Southwestern, and Green Team – are co-curricular offerings that have been nationally recognized for their groundbreaking work in helping students learn to take their places in an increasingly-complicated world.

Southwestern is a member of the NAIA Kansas Collegiate Athletic Conference (KCAC) and participates in over 20 sports, including football (men), volleyball



(women), baseball (men), basketball, track and field, cross-country, soccer, softball (women), tennis, golf, cheer and dance.



Performing arts groups are exemplary in their ability to draw participants from a variety of majors across campus.

Music groups and theatre productions are open to all students, including those who do not plan to major in music or drama but enjoy them as extracurricular activities.

Reflecting its affiliation with the United Methodist Church, Southwestern affords broad opportunity for faith exploration and personal growth. The institution encourages enrollment and employment of all, regardless of religion, national origin, or sexual orientation, and provides a safe place for young adults to mature in their faith (whether Christian or other faith). 🏠

Unique Traditions

The Hill topped by Christy Administration Building is at the southern edge of Kansas's famed Flint Hills, and large rocks throughout the campus are inscribed with the names of championship teams, veterans, activity groups, even the words of the Alma Mater.



For nearly 100 years, each fall semester has opened with a ceremony in which students, faculty, alumni, and others place symbolic rocks on The Mound to signify their loyalty to the college. The college's official mascot is "The Moundbuilder," which actually had been established prior to the construction of the

physical mound and the Moundbuilding Ceremony, because the college was built on a sizable hill.



Southwestern's unofficial mascot is the Jinx, dating back to 1912, when a winning streak began against Fairmont (now Wichita State). "The Jinx" is embodied by a black cat, which was named one of the quirkiest mascots in the nation by Newsweek magazine. The college has a living Jinx cat, which resides in historic Stewart Field House.



Even Southwestern's name is quirky – the college was founded by the Southwest Conference of the Methodist Episcopal Church, so although its location is not in the southwestern part of either the state or the nation, the name has survived. 🏛️

Affiliations

Two self-supporting institutions are affiliated with and headquartered on the main campus:

Institute for Discipleship

The Richard and Julia Wilke Institute for Discipleship is based at the college in Wroten Hall. The institute manages or supports a variety of educational programs, both online and on the ground at Southwestern, that increase discipleship and Christian leadership skills.

The institute is dedicated to providing educational opportunities that nurture and enrich Christian leaders, lay and clergy, for effective living and ministry.

SC Learning Center

Now in its tenth year of operation SCLC is a full day, multi-age preschool and high-quality after school program for elementary grade students, housed in downtown Winfield.



The learning center is a collaborative laboratory field site with the education division and is host to student observers and aides. 🏛️

At home in Winfield

Nestled along the Walnut River, Winfield is a city to see and explore. If you are a nature lover, you can find beautiful parks scattered all around the city. Offering recreation and a robust cultural arts scene, Winfield is a small town that lives big.

The county seat of Cowley County, with a population of roughly 12,000, Winfield is consistently rated one of “The 100 Best Small Towns in America.”

If you want to enjoy lovingly made meals, Winfield boasts a variety of restaurants to satisfy your appetite. Other points of interest include trails, lakes, theaters, the farmers’ market, and many small businesses and boutiques for shopping. Additionally, Winfield is the home to one of



the longest running and most respected bluegrass and folk music festivals in the country. Walnut Valley Festival, annually attracts nearly 13,000

attendees. Now in its 50th year, the festival is embedded in the cultural identity of Winfield.

The school district offers progressive learning opportunities with excellent educators (including many SC alumni). Engagement for school age children extends to a strong recreation commission, arts and humanities council, and robust public library programming. Additionally,



Winfield has two dance studios and a popular summer swim club.

The community has also invested heavily in healthcare with a quality hospital that offers a surprising amount of specialized services. The medical community is formed by a strong team of family care physicians, internists, a pediatrician, and visiting specialists.



Winfield is in a beautiful pocket of Kansas, where groves of stately trees give way to breathtaking open spaces. Perched on the banks of



the Walnut River, Winfield is the gate to the Flint Hills. Mature trees, decorating the streets lined with Victorian era homes, show dazzling pink and white blossoms in spring, lush greenery through the summer, and bold crimson and orange leaves in the fall.

Winfield is a rural community with strong and diverse industry, in part because of its central location and easy access to more urban communities. Winfield is within an easy drive of amenities offered by the Wichita metropolitan area and is situated just off of I-35 between Kansas City and Oklahoma City.

Its central location and accepting culture makes Winfield attractive to a large market of prospective students as well as faculty and staff.

Winfield is large enough to meet your needs, but small enough to value meaningful relationships and connection. It is a community where people care for and about each other and are focused on improving quality of life through continued investment and volunteerism. 🏛️



THE LEADERSHIP AGENDA

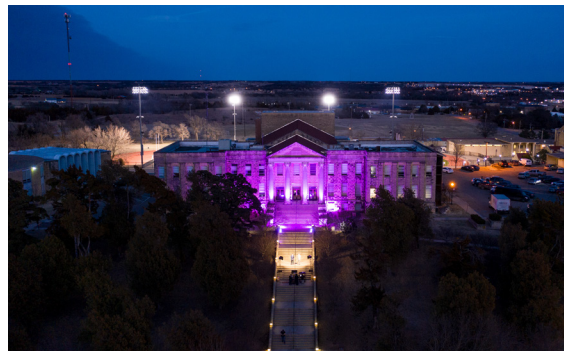
At a time of accelerated change in all of higher education, the Southwestern presidency offers a unique formula for success. The variety of Southwestern's academic programs, the talent of its teaching faculty, the balance of liberal arts and professional offerings, and the wide array of its current student

markets and pedagogies provide a cutting-edge foundation for this leadership opportunity. The new president will be asked to maintain Southwestern's core values and existing strengths, while building boldly and creatively on the college's potential for future growth.

The next Strategic Plan

Changes in presidential leadership offer colleges a special moment in which to reconsider the substance and the style of the institution's plans for the future. Southwestern has won the present and must now collectively and collaboratively chart the course for the future.

Many believe that a fresh planning conversation, led by the new president, is likely to bring coherence and renewed perspective for Southwestern and help to integrate further the liberal arts and professional studies. In addition, there appear to be significant expectations for the continued development of new academic programs. A well designed strategic planning process will allow the college to articulate the priorities and trade-offs necessary for Southwestern to thrive with a unified sense of direction.



Enhancing Resources

The next president will lead with humility while exhibiting the confidence and courage to take SC's enrollment, retention and fundraising endeavors to the next level. He or she must be decisive with a collaborative personality that can help maintain close unity among the students, faculty and staff to build an even stronger sense of community within the region and state. This leader will bring infectious energy to the institution and passionately and articulately convey the college's path to continued and greater success.

Broadening the Reputation

This person needs to successfully balance the responsibilities of being a leader on campus and an ambassador to the community. The president is the primary representative for the College when dealing with local, regional, state, and national leaders and legislators.



The next president will be expected to strengthen the college's reputation by building awareness and recognition of the Southwestern program regionally, nationally and internationally. Living in the City of Winfield will help the new president enhance a positive town/gown relationship that exists today and will strengthen opportunities for building "community/public relations" beyond the main campus. As the base for Southwestern's Professional Studies operation, Wichita provides prime territory for broadening and deepening the recognition and reputation of the college and its offerings.

The new president's efforts, however, should not be limited to the local area. Raising Southwestern's profile throughout the surrounding six-state region will not only enhance admissions efforts in the region, but may also improve the chances for developing effective partnerships and new collaborations that could enrich the college's current program offerings.

The new president should also be knowledgeable about the issues currently impacting private higher education, statewide and nationally. The style and substance of the president's public message should help to make Southwestern a more frequent "destination" in the minds of new friends, donors, prospective students, other colleges and universities, and influential stakeholders.

Strengthening Financial Equilibrium

With an operating budget that derives 85% of its revenue from tuition and fees, Southwestern has done a remarkable job of achieving financial equilibrium. This has been accomplished through sustained enrollment success and careful fiscal management. Long term debt totals \$7 million. The margin for error, however, remains narrow and the new president will be expected to maintain the discipline and enhance the current financial equilibrium with an emphasis on more robust revenue streams.

As enrollment and advancement planning are integrated into Southwestern's overall strategic plan, the financial plan that undergras the college's hopes and dreams must continue to be well defined. Even though strong trustee and administrative support is available in the finance area, the new president must have the acumen to provide stewardship and leadership in all fiscal matters.

Maximizing Trustee Effectiveness

Trustee membership totals 25 and each member serves a three-year term with a limit of four consecutive terms. After 12 consecutive years of service, trustees may be re-appointed following a one-year absence. In addition to the Executive Committee, the work of the trustees is organized around six standing committees. The Board meets three times a year. Current practice includes a fourth meeting every third year, scheduled during the summer as a Board Retreat.

Knowledge of best governance practices and an understanding of Southwestern's governing ethos will allow new leadership to maximize trustee effectiveness. Fostering a shared commitment with the Board will be central to the new president's success. Recognizing the Board's need for information and engagement in furthering Southwestern's march to a strengthened position, a successful president must cultivate a strong partnership with the trustees.

Valuing Faith and Spiritual Connection





Southwestern values its heritage and ongoing relationship with the United Methodist Church. The value centeredness of campus life provides a foundation for inclusiveness, acceptance, and respect for all persons, while practicing a broadly-based commitment to service. The new president's understanding of Southwestern as a community where spiritual principles are valued, discussed, and practiced will be important.



Desired Attributes

Leadership at Southwestern will require a substantive track record of achievement, an ability to listen and plan with input across all college stakeholders, and the professional courage to make progressive decisions. Strong education credentials are highly desirable. Personal characteristics of integrity and authenticity are critical, as are an uncompromised work ethic and a genuine sense of humor. The successful Southwestern president will be:

- A proven leader who will inspire trust, respect, and confidence;
 - A person who demonstrates an intellectual and emotional commitment to Southwestern's mission, people, and programs;
 - A person of financial acumen, who will apply these skills to match SC's aspirations with its resources; and
 - A person who values teaching, learning, and scholarship, and who will openly acknowledge the centrality of the academic program and the presence of a gifted faculty;
 - A person who understands online learning and values its contribution to the college's overall mission.
 - A person who understands the potential of the comprehensive independent college and can articulate the ideals of liberal arts, professional studies, and the value of their relationship to one another;
 - A strategic thinker and planner, who will identify existing strengths, nurture creative program priorities, build consensus around future objectives, and implement appropriate initiative-taking;
 - A person who has experience with successful enrollment management issues, including institutional branding and marketing;
 - A leader who understands the total student experience and its impact on enhancing and increasing student retention;
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- An effective fund-raiser, capable of strengthening Southwestern's philanthropic culture;
 - A person knowledgeable about current trends in higher education including new technologies, pedagogies, and educational delivery systems;
 - An effective public spokesperson, who will raise Southwestern's profile and enhance its reputation at local/regional levels and, where appropriate, nationally and/or internationally;
 - An authentic communicator who can develop strong human relationships with all campus constituencies and sustain the student-centered quality of the Southwestern community;
 - A team builder, who can sustain an effective senior leadership team.
 - A person supportive of spiritual development opportunities as part of quality higher education. 🏛️

Nomination and Application Process

EFL Associates (<https://eflassociates.biz.com>), an executive search firm, is assisting Southwestern College with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in strict confidence and candidates will remain confidential until the final stage of the search, at which time the express permission of finalists will be obtained before making their candidacy public.

Application Process

- **STEP 1:** Interested candidates should email their letter of interest and résumé or curriculum vitae to ApplyHigherEd@eflassociates.com.
- **STEP 2:** [Complete a brief online application](#) (two - three minutes)

Please Note

- Application deadline is January 25, 2022.
- Semi-Finalist Interviews are tentatively scheduled for the first week of March 2022.
- Campus Interviews are tentatively scheduled for late March 2022.
- The desired start date is July 1, 2022, or sooner upon mutual agreement.



Confidential Inquiries



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Nominations

If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:

Ms. Angela Lilje
Practice & Project Manager, Higher Education Practice
816-945-5410 (direct)
Email: alilje@eflassociates.com

