WELCOME TO MACALESTER’S SEARCH FOR OUR NEXT PRESIDENT
Macalester College is an academic powerhouse. This is a unique international community. The atmosphere is academically challenging without feeling competitive and professors invest time in the success of each student. The college has an ideal placement in a beautiful residential neighborhood with quick access to two major cities, and there is so much to do on campus.”

THE PRINCETON REVIEW
CONTENTS

4 MACALESTER COLLEGE OVERVIEW

13 MACALESTER STATEMENT OF PURPOSE & BELIEF

16 POSITION SUMMARY

17 IDEAL EXPERIENCE

18 COMPETENCIES & SKILLS FOR MACALESTER’S NEXT PRESIDENT

20 THE SEARCH PROCESS
We are a global leader among liberal arts colleges, and we are animated by our mission of high standards for scholarship and a special emphasis on internationalism, multiculturalism, and service to society. Macalester is unusual because we combine a close-knit, welcoming community with the distinctive benefits of being in a major metropolitan area—the Twin Cities of St. Paul and Minneapolis, an area rich in cultural and economic diversity. Most of our peers have 20,000 people residing within 15 miles. We have 3,500,000.

Our 2,174 students come from every state and 97 countries to be challenged by an academic program ranked among the top 20 in the nation. Intellectual curiosity and a collaborative spirit drive our community. Working closely with professors, staff, and classmates, students become strong contributors and respected peers who graduate with an understanding of how their experience in and out of the classroom equips them to effect change in their communities and the world.

Macalester was founded in 1874 as a Presbyterian but nonsectarian college with a firm belief in the transformational power of a liberal arts education. Our belief in the transformational power of education continues today with a focus on creating a culture of diversity and inclusion. To do that, we strive to question and explore cultural narratives and beliefs, and we deliberately create spaces where members of our community can grow intellectually and personally. Ensuring all members of our community feel welcome, and students, in particular, feel at home and supported, is among our highest priorities.

Under the leadership of our 16th President, Brian Rosenberg, Macalester’s enrollment has grown steadily over the past 15 years. In fall 2018, we enrolled our largest first-year class in the college’s history. Based on fall 2018 data, our six-year graduation rate is 90 percent, and six months after graduation, 91 percent of 2018 graduates reported that they had a job congruent with their interests.

The operating budget has balanced for 44 consecutive years. Our annual operating budget of $112.6 million (2018–19) is funded by an enviable mix of tuition and student fees (60 percent), and endowment draw/fundraising (40 percent). We are in the final year of a $100 million campaign, in which we will hit the dollar goal more than a year in advance of our projections. The campaign officially will close on May 31, 2020. The value of our endowment as of March 31, 2019 is $763 million.

The current capital campaign is motivated by the college’s strategic initiatives to further enhance the excellence of our academic programs and the accessibility of the college for students with financial need. At Macalester, there is a willingness to explore inspiring programs and physical spaces, and a sound resource base makes that exploration possible. One example is the college’s deepened commitment to entrepreneurship through an investment in a wide range of cross-disciplinary programs and an Idea Lab designed as a community space to foster innovation and collaboration. Additional strategic priorities include creating a more equitable and inclusive campus, facilitating interdisciplinary concentrations, continuing the college’s commitment to sustainability leadership, and strengthening the relevance of the Macalester education to students’ career goals.
OUR LOCATION

Macalester’s urban location is distinctive for a liberal arts college. Nestled in a residential neighborhood along the Mississippi River and between the Twin Cities of Minneapolis and St. Paul, students and faculty regularly use the cities to enhance their classroom experiences. Our close proximity to state government, world-class theaters, museums, Fortune 500 companies, a major research university, and much more provides students the opportunity to experience first-hand the subjects that they study. Some 93 percent of students engage in community-based learning, service, or applied research in the Twin Cities while at Macalester.
Macalester’s culture is embodied in the words students choose to describe the college.

**Ardent.** Everyone at Macalester cares deeply about something, which creates an orientation toward testing ideas and taking action.

**Eclectic.** Students tend to pursue very different interests simultaneously, have a diverse group of friends, and take part in many events and activities that provide new perspectives.

**Intellectual.** From discussions of Chinese music theory in the classroom to Caribbean economic policy over dinner, the breadth of topics discussed on campus stems from a deep intellectual curiosity among all members of the community.

Macalester students typically are not focused on a singular pursuit. Any of our students might be an actor/data scientist, an entrepreneur/humanitarian, or a football player/religious studies major/activist.

Majors that have the largest student enrollment include: Math/Statistics/Computer Science, Economics, Psychology, Political Science, English, Spanish & Portuguese, and Biology. Approximately 60 percent of Macalester alumni pursue an advanced degree within three years of graduating.
Members of Macalester’s faculty are recognized nationally for their scholarship and discoveries and have the depth and breadth to engage in contemporary debates and contribute perspectives from a wide range of disciplines. Of the college’s more than 200 full-time faculty members, 94 percent have a doctorate or the highest degree in their field. The college’s rigorous and distinctive curriculum offers 39 majors and more than 800 courses annually. Interdisciplinary concentrations in a range of areas, including Cognitive Science, Community and Global Health, and Urban Studies, are emblematic of the many ways faculty work together across disciplines to actively create relevant, distinctive programs for our students. The Jan Serie Center for Scholarship and Teaching supports faculty members in becoming even more effective teachers and scholars. Macalester provides an environment that fosters collaborative and collegial relationships across disciplines.
OUR STAFF

More than 800 staff members support the curricular and co-curricular experience at Macalester through Student Affairs, Academic Affairs, Administration and Finance, Advancement, and Admissions and Financial Aid.

A few areas of note include:

• The staff of the Kofi Annan Institute for Global Citizenship who work to advance scholarship, reflection, and ethical action in our local, national, and international communities
• Our Department of Multicultural Life, which provides leadership in creating a culture of diversity and justice on campus
• Members of Career Exploration, our newly merged career services and internship programs
• Our Center for Study Away, in which nearly 60 percent of our students participate
• Our Athletics staff and coaches who inspire student athletes through a range of Division III teams and club sports
• Staff of the Laurie Hamre Center for Health and Wellness who work to foster a healthy campus community
OUR ALUMNI

Macalester’s network of more than 30,000 alumni extends around the world, and many actively engage with current students, faculty, and staff for conversations, career connections, and collaboration. On average, more than one-third of our alumni donate to the college annually. This deeply accomplished group is impacting the world and their communities as they continue to question the status quo, be of service to society, fuel their curiosity, and view life with an inclusive lens. One of our current priorities is actively engaging more members of our alumni community to share their experiences and perspectives as volunteers through Admissions, Career Exploration, our entrepreneurship programs, as Class Agents, and by planning and attending alumni events.
OUR FACILITIES

The college is situated on 53 acres in a historic residential neighborhood in St. Paul. Among the buildings that comprise the campus are seven academic buildings, the DeWitt Wallace Library, the 175,000-square-foot Leonard Center athletic and wellness complex, the Ruth Stricker Dayton Campus Center, 10 residence halls, and more. Together they total more than 1.4 million square feet of space to live, learn, and build community. The newest buildings on campus are those that make up the Janet Wallace Fine Arts Center, including the Theater and Dance Building, which opened in January of 2019. Macalester also owns several properties adjacent to the college that have yet to be developed. In addition, the college owns the 300-acre Ordway Field Station, which is used actively in highly creative, interdisciplinary ways for teaching and research.

Two-thirds of our students live in campus housing. Macalester maintains a number of special interest living communities including seven language houses, All-Gender Community, Cultural House, Eco-House, Healthy Living Community, Interfaith House, Summit Study Abroad House, and Veggie Co-op. While we are in the process of evaluating a series of projects, we have very little deferred maintenance.
done
WRITING
history
ready to MAKE it
At Macalester College, we believe education is a fundamentally transformational experience. As a community of learners, the possibilities for this personal, social, and intellectual transformation extend to us all. We affirm the importance of the intellectual growth of the students, staff, and faculty through individual and collaborative endeavors. We believe this can be achieved best through an environment that values the diverse cultures of our world and recognizes our responsibility to provide a supportive and respectful environment for students, staff, and faculty of all cultures and backgrounds.

We expect students will develop a broad understanding of the liberal arts while they are at Macalester. Students should follow a primary course of study in order to acquire an understanding of disciplinary theory and methodology; they should be able to apply their understanding of theories to address problems in the larger community. Students should develop the ability to use information and communication resources effectively; be adept at critical, analytical, and logical thinking; and express themselves well in both oral and written forms. Finally, students should be prepared to take responsibility for their personal, social, and intellectual choices.

We believe the benefit of the educational experience at Macalester is the development of individuals who make informed judgments and interpretations of the broader world around them and choose actions or beliefs for which they are willing to be held accountable. We expect them to develop the ability to seek and use knowledge and experience in contexts that challenge and inform their suppositions about the world. We are committed to helping students grow intellectually and personally within an environment that models and promotes academic excellence and ethical behavior. The education a student begins at Macalester provides the basis for continuous transformation through learning and service.

To learn more about Macalester, visit macalester.edu.
EDUCATION IS A FUNDAMENTALLY
TRANSFORMATIONAL EXPERIENCE.
Macalester College seeks a leader with an unwavering commitment to the liberal arts and to the values that define the institution’s mission and culture: academic excellence, service to society, multiculturalism, and internationalism.

As the academic and administrative leader of the campus, the President will believe in the intrinsic value of a liberal arts education, personify intellectual curiosity, and appreciate and support the community members’ ambitions to be positive forces of change in the world. The next President will be inspired by Macalester’s students, faculty, staff, and alumni who strive to live this mission every day and who work to create an inclusive, caring community. The President will work in close collaboration with the Board and Macalester’s constituencies to set and manage the college’s strategy in a manner that reflects its deeply embraced mission, its commitment to shared governance, and its ambitions for the future.

The President will lead the college at a time of transition in higher education and will be adept at embracing and leading through change, guiding complex and charged discussions, and making difficult decisions. The President will inspire our students, faculty, and staff, who come from diverse backgrounds and bring differing perspectives, insights, and needs to the institution. As pedagogy and technology continue to evolve, bringing fundamental changes in the way that students, faculty, and staff engage to create a positive learning experience, the President will foster an environment that encourages discussion, reflection, and debate.
Finally, the President will have the financial skills to oversee the further strengthening of the college’s financial model, including factors such as tuition levels, discount rates, endowment performance, and levels of alumni giving. The President will embrace the role of fundraiser and be adept at ambitiously growing and managing the complex network of relationships that enable the college to raise funds from a wide variety of potential donors including, but not limited to, alumni, parents, and foundations.

IDEAL EXPERIENCE

The next President of Macalester College will be a bold, optimistic leader with a successful career arc and a track record of:

- Deep appreciation for the liberal arts, the teacher-scholar tradition, and the student experience, with scholarly achievement and intellectual engagement that aligns with the college’s mission.

- Strong financial and operational acumen, with the ability to manage and allocate resources in support of an institution’s values and strategic goals.

- Fostering a diverse and engaged community, based on the values of equity and inclusion.

- Communicative, collaborative, and transparent organizational leadership including: recruiting, retaining, and developing strong, complementary leaders.

- Understanding of, and support for, shared governance.

- Ability to connect with a diverse network of constituencies—faculty, staff, students, alumni, trustees, parents, foundations—through inspiring communication and storytelling skills.
COMPETENCIES & SKILLS FOR MACALESTER’S NEXT PRESIDENT

VISION AND STRATEGY
The college seeks a dynamic leader whose intellectual depth, curiosity, and commitment to excellence will match those of its faculty, staff, and students. Macalester’s next President will:

- Articulate a vision and set aspirational goals for the future of Macalester that reflect its mission and values.
- Seek to develop the college’s programs by reinforcing its strengths, identifying areas for further investment, and prudently allocating resources given financial constraints.
- Understand and anticipate trends in higher education, thinking boldly with the community about how best to position Macalester for continued excellence in developing active and inspired global citizens.

INCLUSIVE EXCELLENCE
In an institution where the values of diversity, equity, and inclusion inculcate all aspects of the institution, the next President will:

- Bring a vision of inclusion and strive to create a culture that supports, embraces, and celebrates differences and commonalities; and build equitable environments that enable all in the community to thrive.
- Devise, articulate, and promote goals for a campus climate that is inclusive, affirming, and supportive, and acknowledge the role of diversity, equity, and inclusion in institutional effectiveness.
COLLABORATIVE LEADERSHIP & COMMUNITY BUILDING

Guided by the principles of shared governance, the next President will:

- Be a unifier and bring an abiding belief in the importance of developing a culture founded in trust and transparency with all constituencies through careful listening and clear and timely communications.

- Engage Macalester students, alumni, and parents to extend the Macalester experience beyond the campus.

- Continue to build strong rapport with local Minneapolis / St. Paul communities off-campus, building relationships that will draw from, and contribute to, our urban setting.

ORGANIZATIONAL LEADERSHIP & PROFILE RAISING

With increased pressures on both revenues and expenses at residential liberal arts colleges, the next President will have well-honed executive leadership skills. The President will:

- Be an inspiring and exceptional communicator and serve as the voice of the college for both internal and external constituencies.

- Attract, mentor, support, and hold accountable a talented, diverse leadership team that capably implements the college’s strategy.

- Develop an ambitious strategy for the positioning of the institution and for fundraising goals while working with other leaders of the college to increase its exposure, understanding, and resources.
THE SEARCH PROCESS

The Presidential Search Committee consisting of trustees, faculty, staff, and students will advise the Board of Trustees on the selection of Macalester College’s next President. The members of the search committee are actively seeking to identify the best candidates to lead the college. To that end, they welcome your comments, inquiries, applications, and nominations. The committee has retained Spencer Stuart to support the search.

If you wish to submit your own application materials or to nominate someone to serve as the next President of Macalester College, please send a message with supporting materials to: MacalesterPresident@spencerstuart.com.

Macalester College is an equal-opportunity employer and strongly encourages individuals of all backgrounds and cultures to consider this important leadership position. The college’s policies rest on inclusivity including, but not limited to, diversity in nationality, ethnicity, race, religion, gender, sexual orientation, age, ability, and economic status.