



**WASHINGTON
& JEFFERSON
COLLEGE**

Search for the President
Washington & Jefferson College
Washington, Pennsylvania

THE OPPORTUNITY

[Washington & Jefferson College](#) (“W&J” or “the College”)—a private, residential, liberal arts college with roots dating back to 1781—seeks a strategic, transparent, and engaging leader to serve as its next president. Located on a picturesque campus in Washington, Pennsylvania, just 30 miles south of Pittsburgh, the College offers a transformative liberal arts education that is both broad and practical, preparing students as ethical leaders poised for professional success. One of the oldest institutions of higher education in the country, W&J is known as an [institution of exceptional quality and value](#). The College is ranked 89th among the “Best National Liberal Arts Colleges” and 48th among the “50 Best Value Colleges” in the most recent edition of [U.S. News & World Report](#), and it is regularly recognized as a [top producer of Fulbright U.S. Students](#). Myriad other industry publications and organizations—including *The Wall Street Journal*, *Washington Monthly*, and *Third Way*—have also recently recognized W&J’s strong quality and value.

The College currently enrolls 1,162 students who focus their studies in a broad range of programs, from traditional disciplines such as chemistry and English to more interdisciplinary ones, such as African American studies, neuroscience, computing and information studies, and environmental studies. They are guided by 153 talented faculty members and supported by 232 dedicated staff. W&J requires students to pursue two areas of study and a practicum, which ensures they graduate with the broad perspective, knowledge, and confidence needed to find success in their personal and professional lives. The student experience is strengthened by a rich array of extra-curricular activities, including clubs and organizations, Greek life, and a tradition of athletic excellence that dates back more than a century. A unique feature of the W&J experience, the [Magellan Project](#) provides funding for students to pursue independent projects that encourage exploring a passion or interest through research, travel, or internships.

The next president will arrive at a moment of great opportunity for the College. W&J endeavors to be at the forefront of liberal arts education at a time of changing demographics, increasing competition for students, and greater public uncertainty about the value of higher education. The president will lead the institution in strategically navigating these emerging challenges. The College has invested in the student experience, faculty scholarship, and campus facilities in recent years, and it has ambitions to invest in them even further. To ensure W&J continues to differentiate itself in a competitive environment, the president must be both an inspirational leader and a business-minded manager, capable of guiding the institution in bolstering revenue—through fundraising efforts, new academic programs, and strategic enrollment and retention initiatives—and prudently deploying existing resources. Owing to the strength of its programmatic offerings, W&J is well-known regionally and aspires to strengthen its reputation beyond Western Pennsylvania. As such, the president must be an active and engaged ambassador for the institution, broadcasting W&J's virtues both regionally and nationally, and lead cutting-edge strategic marketing and communication efforts to attract new recognition and students. In all this work, the president must embrace the mission, values, and people of the College, acting with uncommon integrity, embodying ethical leadership, engaging transparently, and advancing the values of diversity, equity, and inclusion in all institutional affairs.

The Board of Trustees of Washington & Jefferson College has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next president. Please direct all applications, nominations, and inquiries to Isaacson, Miller, as indicated at the end of this document.

WASHINGTON & JEFFERSON COLLEGE

A selective, private, residential college, W&J sets itself apart by providing an exceptional liberal arts education that emphasizes professional preparedness and ethical leadership. Its mission is “to graduate people of uncommon integrity, competence, and maturity who are effective lifelong learners and responsible citizens, and who are prepared to contribute substantially to the world in which they live.”

[The story of W&J](#) began in the 1780s with three log-cabin schools on the frontier, which soon became two academies for young men. Those academies evolved into two separate baccalaureate-granting institutions: Jefferson College (1802) and Washington College (1806). In 1865, as the American Civil War was coming to an end, these two colleges merged to form the unified Washington & Jefferson College. Over a century later, in 1970, it became a coeducational institution.

Throughout its history, W&J has learned that success depends on adaptation. The College has constantly evolved to meet the changing needs of the times, and it will continue to do so moving forward. The faculty are committed to being innovative with the curriculum and their pedagogies; the student body grows increasingly diverse, both demographically and geographically; and the programmatic offerings continue to evolve to meet market need. Owing in part to this willingness to adapt, *Washington Monthly* ranked the College among the Top 10 liberal arts institutions nationwide in the “Earnings Performance” of graduates; *College Raptor* placed W&J in the top 25 colleges and universities in the U.S. on its annual list of “Most Affordable Hidden Gem Colleges for The Middle Class;” and the institution was recognized in the

top tier of *Third Way's* national ranking of “institutions that are fulfilling higher education’s purpose of promoting economic mobility for their students.”

Academics

The academic experience at W&J is built upon a traditional liberal arts model, and the College has and will continue to innovate its offerings to ensure students are prepared to find success in today’s changing world. Students enjoy a robust, comprehensive learning experience in which they are required to pursue two areas of study from among the existing [33 majors and 52 minors](#). In addition, W&J requires a practicum which gives students the knowledge and confidence to prepare for the career that awaits them.

Pre-professional programs, including [Pre-Law](#) and [Pre-Health Professions](#) paths of study, further supplement the traditional liberal arts offerings on campus, providing additional options for students seeking targeted professional preparation. In addition, the College recently announced the creation of a new [Bachelor of Science in Nursing](#) program. To extend the opportunities available to students, W&J has built [partnerships](#) with several institutions, including the Lewis Katz School of Medicine at Temple University, the Sidney Kimmel Medical College at Thomas Jefferson University, the University of Pittsburgh School of Public Health, the Pennsylvania College of Optometry at Salus University, West Virginia University, Duquesne University, Case Western University, and Columbia University, among others.

Advancing the College’s mission to educate responsible citizens who are marked by their “uncommon integrity,” W&J infuses the values of ethical leadership into the curriculum and student experience, beginning with a required [First Year Seminar](#) and underscored by the annual [Symposium on Democracy](#). Serving as a distinctive resource on campus, the [Center for Ethical Leadership](#) supports college-wide opportunities for students to become changemakers in their communities.

The College is fully accredited through 2027-2028 by the Middle States Commission on Higher Education (MSCHE). The Chemistry Department offers an American Chemical Society-approved major, and the College’s Teacher Certification Program is accredited by the Pennsylvania Department of Education. MSCHE authorized Washington & Jefferson College to allow certificate and graduate programs in 2013-2014. The College currently offers a novel graduate program in [Professional Writing](#).

Faculty and Staff

The College’s 153 faculty—including 102 full-time and 51 part-time members—are the backbone of the institution. Full-time faculty teach most courses. The number of faculty has stayed relatively constant over the past eight years, and the College currently provides a student-to-faculty ratio of 10:1, resulting in small class sizes that enable personalized instruction. Of the full-time faculty, 87% are tenured or tenure-track, and 91% hold terminal degrees in their disciplines. Approximately 56% of the full-time faculty identify as women, and approximately 16% identify as people of color.

Faculty members engage in vital professional lives that encompass scholarship and research, but they are at W&J because they are dedicated, first and foremost, to teaching. At W&J, these pursuits are often

intertwined, and student engagement in research is a hallmark of the scholarly work many faculty do. The standard teaching assignment is six courses per academic year. Many faculty members maintain a commendable scholarly or professional profile by publishing books, articles, and creative works; winning competitions, awards, and grants; and presenting at international, national, and regional academic conferences. Faculty scholarship has been supported by a broad array of prominent institutions, including the NEH, NSF, NIH, HHMI, Luce Foundation, Kaufman Foundation, and USDA Forest Service. Reflecting the strength of their scholarly work, multiple faculty have earned the Fulbright Specialist designation, and three faculty members were recently awarded grants from the [Chance to Change Lives Foundation](#), among other recognition.

W&J's 232 staff—including 200 full-time and 32 part-time members—are integral contributors to the campus community. Deeply committed to the institution, they create and innovate to foster a transformative student experience, support faculty teaching and research, and ensure the College runs smoothly and efficiently.

Student Experience and Outcomes

W&J enrolls and educates a student body whose interests, abilities, and goals match its mission as a liberal arts college. The student body consists of approximately 1,162 students, 98% of whom live on campus. For the most recent class admitted, the acceptance rate for first-time students was 81.3%, and the yield of accepted students was 13.4%. The first-year retention rate is approximately 81.9%. The four-year graduation rate over the past three years is approximately 65.6%, and the six-year graduation rate over the past three years is approximately 73%. The College is committed to admitting, retaining, and supporting a student body that is diverse across multiple dimensions: approximately 47% identify as women, 22% identify as domestic students of color, and 2% are international. During the 2022-2023 academic year, 28% were Pell grant recipients, and 18% were in the first generation in their families to go to college. Students come to W&J from 30 states and 18 countries, and approximately 73% of students come from the Commonwealth of Pennsylvania.

On campus, students enjoy a wide array of extra-curricular activities and leadership development opportunities to supplement their academic journeys, including [student clubs and organizations](#), [Greek life](#), and [athletics](#). Student clubs span the full range of student interests, including advocacy, the arts, political engagement, service, spirituality, and beyond. The Student Government Association, comprised of an assembly of representatives who are elected by the student body, provides support to all student organizations and allocates student activity funds. The College is home to eight Greek Letter organizations, and 17% of students are members. All Greek organizations reside on campus in college-owned housing.

Athletics have played an important role in the student experience for over a century. The College fielded its first intercollegiate football team in 1890, and they competed in the legendary [1922 Rose Bowl](#). Today, W&J sponsors 26 varsity athletic programs that primarily compete in the NCAA Division III [Presidents' Athletic Conference](#). In addition, the College offers ten club teams and organizations open to all current students as well as a robust intramural sports program. Approximately half of all students are varsity

athletes, and approximately 15% participate in club or intramural sports. W&J's athletic teams have won 143 conference championships throughout the College's history, and 69 students have been named NCAA Academic All-Americans.

Unique to W&J, the [Magellan Project](#) challenges students to be creative, resourceful, and independent. This program provides donor-funded support for students to pursue a broad array of projects that involve purposeful travel, whether foreign or domestic, and exploration in new and unfamiliar surroundings. Funds may be used for student-initiated research, to support a creative project that the student proposes, or to supplement internships. In 2008, the year of the program's inception, 18 students received awards. At the height of the program, before the COVID-19 pandemic affected travel opportunities, more than 100 students received awards each year. The program is once again growing in popularity now that pandemic-related travel restrictions have been reduced.

Reflecting the College's commitment to student success and investment in student support services, students enjoy strong outcomes. The new [Center for Professional Pathways](#) provides personalized support and guidance to each student, which results in 97% of W&J alumni being employed or continuing their education within six months of graduation. W&J students regularly succeed in competitive post-graduate programs: for instance, in 2021, [W&J was named a top producer of Fulbright U.S. students for the third time](#).

Commitment to Diversity, Equity, and Inclusion

The College is committed to creating a vibrant community for everyone who comes to campus. W&J began admitting Black students in the late 19th century, and it is committed to advancing the values of diversity, equity, and inclusion. The College has grown increasingly diverse in recent years—approximately 8% of the student body identified as domestic students of color in 2009, and approximately 22% currently identify as such—and it endeavors to grow even more welcoming to people from all backgrounds, identities, and walks of life.

The College's commitment to this value has been enacted programmatically. In 2011, W&J established [YES Prep Scholars](#), which selects students from the YES Prep Public Schools, a group of open-enrollment charter schools in Houston, Texas, that guides economically disadvantaged students, most of whom identify as Hispanic/Latino, into college. Additionally, in 2013 the College launched the [Charles West Scholars](#), a selective program that provides recruitment, scholarship, and programmatic support for invited African American/Black-identifying students.

To support the increasingly diverse campus community and ensure the success of historically underrepresented communities on campus, the Office of Belonging and Engagement offers a variety of programs, events, opportunities, and targeted support structures for the W&J community, such as monthly cultural heritage celebrations, leadership development events, campus lectures, and diversity and social justice-focused workshops.

Alumni Engagement

More than 16,000 living alumni maintain a love and affinity for W&J. Almost half of all alumni live within a two-hour drive of campus, in and around Pittsburgh. Many also establish their lives in DC, Philadelphia, and New York City. W&J alumni go on to become [leaders in many fields](#), including academia, government, politics, law, medicine, business, the arts, and athletics, among others.

Alumni stay engaged through [Jay Connected](#), the alumni portal, and contribute to the life of the College in many ways, including by participating in the Alumni Executive Council, volunteering their time, and giving back. Alumni have contributed to the creation of more than 150 new scholarships and prize funds to benefit current and future students. At the same time, since the conclusion of the last capital campaign in 2017, alumni participation in giving has waned to approximately 12%. There is opportunity to nurture a culture of greater engagement with alumni moving forward, particularly as the College prepares to publicly launch its next comprehensive campaign in the near future.

Governance

W&J has well-articulated governance structures on multiple levels. The institution is governed by a [Board of Trustees](#), which is committed to the principles of shared governance. The College Bylaws outline the structure, roles, and responsibilities of the trustees, president, and faculty, among others. The faculty are represented through the Faculty Executive Committee and serve on select board committees. Students are represented through the Student Government Association.

Financial Outlook and Development

The College has an annual operating budget of \$48 million and an endowment totaling approximately \$137 million. It maintains a BBB+ bond rating with a stable outlook from Standard & Poor's. Its most recent comprehensive campaign, which concluded in 2017, was highly successful and totaled \$115 million, exceeding its goal by 15%. The College is currently in the silent phase of a capital campaign, which they hope to take public with the next president's tenure. In October 2023, the College announced that it would receive [the largest gift in its history](#): approximately \$50 million to establish an endowed scholarship fund for regional students with financial need.

Like most liberal arts colleges, W&J relies heavily on tuition revenue to fund its operations. With increasing enrollment challenges related to the demographic cliff, the College is facing financial headwinds. In response, W&J is differentiating itself from competing institutions in multiple ways. In addition to creating new programs that build upon the College's commitment to professional preparation—such as a new [Bachelor of Science in Nursing program](#) that launched just this year—the College also made the bold decision to [“simplify” the cost of attendance](#). For the 2023-24 academic year, moving away from the widespread pricing model of high tuition costs and significant discounting, W&J reduced its published tuition price by 44.4%, to \$27,605. Housing, food, and fees amount to \$14,490, for a total cost of attendance of \$42,095. This strategic move helps families better understand the actual cost of

attendance. Initial reception of this change has been positive, with early application numbers and admission inquiries in the current fiscal year appearing promising.

Facilities and Physical Campus

The College has a blend of historic and modern facilities, with more than [55 buildings](#) on a [65-acre campus](#), including a 57-acre field station. All facilities are within easy walking distance of each other. Distinctive buildings include [McMillan Hall](#), which was built in 1793, making it the oldest building on campus and the eighth oldest academic building in the United States; [Old Main](#), which is adorned by two iconic towers representing the College's namesakes; the [Olin Fine Arts Center](#), which is home to the Olin Fine Arts Gallery and a 488-seat auditorium; the state-of-the-art [Tech Center](#); the [Rossin Campus Center](#); and [The Commons](#), which provides a gathering space for the campus community. The picturesque campus has such a distinctly collegiate feel that much of the Netflix original series *The Chair* was recently filmed there.

With a current inventory of approximately 950 trees from 60 species, the campus has its own Campus Arboretum, which is [annually recognized](#) by the Arbor Day Foundation. In addition to the main campus, the College also maintains the 57-acre [Abernathy Field Station](#), a biological field station that offers students and faculty hands-on research experience just five miles from campus.

In recent years, the College has invested significantly in both new construction and renovations of existing facilities, resulting in an even more beautiful campus. Improvements have been made to increase the usability of the campus. Still, some deferred maintenance remains, and the historic nature of many of the buildings can cause challenges and limitations to accessibility. Recent projects include, but are not limited to, the following:

- The 2010 construction of the [John A. Swanson Science Center](#): a 58,000-square-foot building that houses the Chemistry and Physics Departments, Environmental Studies Program, classrooms, laboratory spaces, student study lounges, faculty and staff offices, and a four-story atrium;
- The 2012 renovation of the [Dieter-Porter Life Sciences Building](#), which houses the Biology and Psychology Departments;
- The 2015 construction of the [Janet Swanson Tennis Center](#);
- The 2017 construction of the [James David Ross Family Recreation Center](#): a 30,000-square-foot expansion to the existing gymnasium, which includes a 167-meter, three-lane track; three athletic courts with markings for basketball, volleyball, and tennis; a wrestling room; a general exercise room; and office space to house all athletic coaches;
- The 2019 renovation of the [Salvitti Family Gymnasium](#) (formerly the Henry Gymnasium);
- The 2019 complete interior renovation and exterior upgrades of the [Clark Family Library](#);
- Ongoing interior and exterior renovations to the [student residence halls](#), including pet-friendly options.

Location in Washington, PA and Proximity to Pittsburgh, PA

The College is located in a residential neighborhood in the center of Washington, Pennsylvania. With a population of about 13,100, Washington is home to a blend of families who have been in the region for generations as well as more recent residents who find it to be a great place to live within easy commuting distance of Pittsburgh. One manifestation of the “town-gown” relationship between the College and the city is the [Ignite Business Incubator and Co-Working Office Space](#), which supports small businesses, nonprofits, and entrepreneurial efforts. Additionally, the College provides students with opportunities for civic participation and community involvement through the [Office of Community Engagement](#).

Located just 30 miles north of campus, [Pittsburgh](#) offers the W&J community all the opportunities of a major metropolitan area. Long cited as an exemplar of urban transformation, Pittsburgh—in partnership with renowned local universities including the University of Pittsburgh and Carnegie Mellon—has converted its manufacturing-based profile into a diversified economy that features financial services, healthcare, and technology. The city contributes world-class museums, orchestras, theatre, and dance troupes to the richness of the region’s cultural offerings, and it is recognized for its successful [professional sports teams](#) including the NFL’s Steelers, MLB’s Pirates, and NHL’s Penguins. Pittsburgh is regularly recognized as one of the [best places to live](#) in the United States, as well as one of the [top cities for “foodies.”](#)

THE ROLE OF THE PRESIDENT

The president serves as the chief executive officer of the College and is charged with setting the organization’s vision and strategy, managing the senior leadership team, overseeing all institutional affairs, engaging meaningfully with the diverse stakeholders who comprise the College community, building relationships and partnerships with external entities for the benefit and development of the College, and ensuring the financial sustainability of the institution. At a residential, community-oriented, liberal arts college such as W&J, the role of president is necessarily both internally and externally focused. The president must relish the opportunity to get to know the institution by being present on campus and accessible to the community. At the same time, the president must also develop an external presence, broadcasting the virtues of the institution and serving as its chief ambassador in order to ensure its ongoing health and relevance. In all actions, the president will embody the mission and values of the College, leading with uncommon integrity and demonstrating that “together we thrive.”

Reporting to and partnering with the [Board of Trustees](#), the president will lead a [senior leadership team](#) comprised of the Vice President for Academic Affairs and Dean of the College, Vice President for Development and Alumni Engagement, Vice President for Enrollment, Vice President for Student Life and Dean of Students, and the Chief Financial Officer and Vice President for Business and Finance. Additional direct reports to the president include the Senior Director for Communication and Marketing, Director of Human Resources, Title IX Coordinator and Compliance Officer, and the Executive Assistant to the President and Board. The president and their team will be supported by the College’s talented faculty and dedicated staff in managing the affairs of the institution.

KEY OPPORTUNITIES AND CHALLENGES

Building upon a healthy foundation, the president will address the following challenges and strive to use them as opportunities to further strengthen the College:

Engage deeply with the campus community in determining the strategic direction of the College

The College's current strategic plan—[*Juncta Juvant*](#), "Together We Thrive"—was formally adopted in 2019. Significant progress has been made toward the goals it established. At the same time, the world has changed drastically since it was published. The time is right for a new president to arrive on campus, engage meaningfully with the W&J community, assess the institution's distinctive assets, and determine what comes next. The president will bring a fresh eye to the College's strategy, enhancing the aspects of the plan that remain relevant, amending those that must be changed in light of evolving existential threats brought about by COVID-19 and the demographic cliff, and implementing new ideas that promise to lead the College to even greater prominence. In this work, the president must build a sense of common purpose among the W&J community, leading with a business-oriented, transparent, and collaborative style and inspiring the College community to embrace change in support of their vision.

Lead institutional development through a comprehensive campaign and broaden alumni engagement

The College completed its most recent comprehensive campaign in 2017, exceeding its goal by 15% and raising \$115 million. Since the conclusion of this highly successful campaign, and exacerbated by the COVID-19 pandemic, alumni participation in giving has waned. The College has ambitions to strengthen the student experience, to further support faculty scholarship, and to make additional campus improvements. Significant additional resources are required to realize these goals. As such, the time is right for a new president to work with the Board and the Office of Development to lead the institution into the next campaign—its most ambitious one yet—and to identify new strategies for engaging the alumni and cultivating a culture of philanthropy.

Deploy resources prudently to ensure the institution's financial health

W&J is an institution that puts people first. The College survived the worst of the COVID-19 pandemic without furloughing or laying off any faculty or staff. At the same time, it currently maintains a BBB+ bond rating with a stable outlook from Standard & Poor's. Looking to the future, as the competition facing liberal arts colleges continues to grow increasingly fierce, the president must strategically lead the College with a business mindset regarding growth opportunities, cost efficiencies, and deployment of resources. The president must not abandon the empathy that centers people above all else, but this person will need to make difficult strategic and business decisions moving forward given the increased competition and shifting landscape of higher education. The president must make these decisions both with an understanding of the impact they will have on individual community members and on the financial health of the institution at large.

Develop innovative programs that draw new students, ensure their success, and generate revenue

More than many other liberal arts colleges, W&J is marked by its willingness to push bounds, its commitment to professional preparation, and its ability to innovate, all of which are baked into the DNA of the school. Most recently, these distinctive characteristics are reflected in the College's new [nursing program](#) and the [strategic decision to simplify tuition](#). As such, the next president will join a community that is unafraid to take bold but calculated risks. With financial pressures mounting from all sides and increased competition for a shrinking population of prospective students, the president must embrace this boldness, supporting recent programmatic innovations and pursuing new innovative ideas that further differentiate W&J from its competition, attract the attention of new students, and ensure their success and retention, thereby generating revenue. The president should not compromise the liberal arts underpinnings of the institution in these innovations. Rather, working closely with Academic Affairs, the president should build upon W&J's strong foundation to ensure the College continues to deliver an outstanding, rigorous liberal arts education that is relevant to today's students.

Increase recognition of the College regionally and nationally

Enjoying a beautiful campus and providing a truly transformative experience that results in excellent outcomes after graduation, W&J is well positioned to extend its reach beyond Western Pennsylvania. Currently, the majority of students' families live within driving distance of campus. Even in the surrounding counties, there are some students who are unaware of the extraordinary experience they could have at W&J. Serving as a fierce ambassador, working in close partnership with the Office of Admission, and leading broader marketing and communication efforts, the president must increase the recognition of the College both regionally and nationally, ensuring that students who could benefit from this unique experience are aware of it. The president must define and actively broadcast the value proposition of the College to ensure its ongoing health and increasing relevance.

Integrate the values of diversity, equity, and inclusion into all institutional activities

W&J has grown increasingly diverse in recent years, particularly among the student body. Board, faculty, and staff diversity has trailed behind that of students. The College aspires not only to continue diversifying the campus community but to further integrate the values of equity and inclusion into the very fabric of the College. The next president will build on the considerable progress the College has made, ensuring these values are broadly understood and integral to the intellectual and community life of the institution. The president must advocate for these values at all institutional levels and embody them in all activities, in order to effect meaningful change.

QUALIFICATIONS AND EXPERIENCE

W&J is primed for an inspiring, transparent, collaborative, and visionary leader to join the community and lead it forward. The successful candidate will possess many, if not all, of the following professional qualifications, skills, and qualities:

- A deep commitment to the mission of W&J, the liberal arts, and academic excellence; an understanding of and appreciation for shared governance and the values of the academy;
- Success as a strategic, inclusive, transparent, entrepreneurial, and visionary leader; the ability not only to imagine an exciting path forward for an institution but also to bring it to fruition; a willingness to act boldly but responsibly, take considered risks, and seize opportunities;
- A clear understanding of the finances and economics of a liberal arts college, including experience with institutional budgeting; the ability to grow revenue by working closely with Academic Affairs and the senior team to develop new programs and enhance enrollment and retention efforts;
- Experience representing an institution compellingly to external audiences, including donors and community partners; the skills, personality, and passion to fundraise successfully; the presence needed to raise the profile and visibility of W&J regionally and nationally;
- An ability to cultivate trust, build relationships, and bring campus constituencies to actionable consensus; an aptitude for energizing and inspiring students, faculty, staff, senior leaders, alumni, board members, and external stakeholders around a collective vision;
- The skill to communicate effectively in diverse settings; the ability to listen closely to varied stakeholders at all levels, both internal and external to the College;
- A record of success in advancing diversity, equity, and inclusion efforts; experience embedding these values meaningfully in all units and areas of an institution;
- A student-centered approach to institutional leadership; a demonstrated commitment to enhancing the holistic student experience both in and out of the classroom;
- Knowledge of current and emerging issues, trends, and strategies in higher education; experience developing strategies that anticipate the changing landscape of higher education;
- Uncommon integrity, ethical leadership, and sound judgment; a strong moral compass;
- A track record of academic or professional accomplishment sufficient to inspire the W&J faculty and community.

TO APPLY

The Board of Trustees of Washington & Jefferson College has retained the national executive search firm Isaacson, Miller to assist in this search. All applications, nominations, and inquiries should be sent in confidence to:

Kate Barry, Partner

Keith Mason, Managing Associate

Isaacson, Miller

<https://www.imsearch.com/open-searches/washington-jefferson-college/president>

Washington & Jefferson College is committed to increasing diversity in our community and actively pursues individuals from all backgrounds. Additionally, W&J complies with all applicable federal, state, and local laws and provides equal opportunity in all educational programs and activities, admission of students, and conditions of employment for all qualified individuals regardless of race, color, sex, religion, age, disability, sexual orientation, protected veteran status, gender identity, or national origin.