



STOP SEARCHING
START BUILDING



PRESIDENT

21-A011522



LEADERSHIP PROSPECTUS

SUMMARY:

Campbellsville University (CU) seeks a committed Christian and a person of indisputable character to lead the university into the next phase of its history. The new President will inherit an institution with a compelling story. CU has experienced substantial growth and success in recent years, providing a strong foundation and potential upon which to build for the future. Furthering this positive trajectory will require a leader who questions education delivery going forward, is a calculated risk-taker, and entrepreneurial leader with the ability to innovate and the courage to implement change.

Reporting to and responsible directly to the Board, the President serves as the Chief Executive Officer of the university. The President has administrative and fiscal accountability and responsibility for the entire academic enterprise, including oversight of the [senior leadership team](#).

The next President will passionately embrace and support CU's mission and values and will have demonstrated ethical and visionary leadership skills which reflect honesty, integrity, and transparency undergirded by a servant-leadership approach. In addition, the President will enthusiastically serve as ambassador for the liberal arts as well as CU's wide range of offerings, including technical, online, undergraduate, graduate, and non-traditional programs.

Candidates must possess a keen understanding of the challenges facing higher education, particularly Christian education, and develop and implement strategies to distinguish CU in this competitive environment. The ideal individual will be a student-centric, visible leader; have exceptional interpersonal and communication skills; have a successful, proven track record of budgetary, financial, and operational management; have fundraising and strategic planning experience; exhibit respect for faculty and academic freedom; and display a commitment to diversity and inclusion.

Consideration will be given to exceptional leaders in organizations of similar size and complexity to CU, with preference given to experience in higher education. A terminal degree is required; a PhD is preferred.



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ABOUT CAMPBELLSVILLE UNIVERSITY:



History

Campbellsville University (CU) is a private Christian university in Campbellsville, Kentucky. Founded in 1906 as Russell Creek Academy, the university currently enrolls more than 13,000 students and is open to students of all denominations.

Mission

Campbellsville University is a comprehensive Christian institution that offers non-credit technical programs along with certificates, associates, and undergraduate and graduate programs. The university is dedicated to academic excellence solidly grounded in the liberal arts that fosters personal growth, integrity, and professional preparation within a caring environment. The university prepares students as Christian servant-leaders for life-long learning, continued scholarship by linking discovery research to knowledge at the doctoral level, and active participation in a diverse, global society.

Core Values

- To foster academic excellence through pre-professional certificates, associates, baccalaureate, and graduate programs through traditional, technical, and online systems.
- To achieve academic excellence through rigor and relevancy in undergraduate, master's, and doctoral-level programs.
- To provide an environment conducive for student success.
- To value diverse perspectives within a Christ-centered community.
- To model servant leadership and effective stewardship.

Rankings and Accolades

CU has been ranked as one of America's Best Christian Colleges and a top Kentucky and southern institution in accredited national and world university rankings such as the U.S. News & World Report. CU is also a Military Friendly School, an NAIA Five-Star Champions of Character Institution, and has been named to the President's Higher Education Honor Roll for Community Service.



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Academics

Whether a student wants to pursue an undergraduate degree, graduate degree, doctoral degree, or professional certification, CU will help students find their calling with staff, faculty, and coaches that will support them throughout their college experience. CU's dedicated professors are committed to classroom instruction that is backed by years of real-world experience. The 13:1 student-faculty ratio creates an environment in which individual attention results in a great academic experience.

With more than 80 majors and certifications that run the gamut from accelerated courses to postgraduate programs, the university has an educational path that aligns with students' specific interests and talents and will help to harness them to achieve their goals.



Colleges and Schools

CU features seven schools and colleges. With a choice of programs ranging from non-credit technical instruction to graduate education, students can find the right course of study to help them reach their highest ambitions.

Whether entering college for the first time, seeking advanced certification in their field, or changing careers, the schools at Campbellsville provide a quality, Christian-centered education that prepares students for success. Learn more about individual schools below.

- [College of Arts and Sciences](#)
- [School of Business, Economics, and Technology](#)
- [School of Education](#)
- [School of Music](#)
- [School of Nursing](#)
- [Carver School of Social Work](#)
- [School of Theology](#)

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Student Life

At Campbellsville, there is no shortage of great things to do outside the classroom. Whether it is playing sports, taking advantage of exciting programming, or meeting with students who share the same passions, students can find their favorite ways to have the time of their lives.

- [Student Government Association](#)
- [Virtual Programming](#)
- [Clubs and Organizations](#)
- [Intramural Sports](#)
- [Student Activities](#)

Next Century Campaign for Campbellsville University – *Our Time—This Place*

CU embarked on a \$60 million comprehensive capital campaign in September of 2008. Having surpassed their goal in 2018, the Board of Trustees voted to increase the goal to \$100 million extending the campaign to 2025.

Campaign Highlights to date as are follows:

Total in Gifts and Pledges: \$74,365,932

- New scholarships: 118
- New endowment dollars: \$5,918,282
- Total donors: 8448
- New donors: 6183
- Faculty and staff giving: \$637,528 (an increase of 35% from the prior year)
- Alumni giving: 10%

Regional

CU operates regional education centers across the Commonwealth of Kentucky and in California. These education centers enable students of all ages and interests to expand their opportunities through higher education in their local communities. Off-campus centers are located in Harrodsburg, Hodgenville, Liberty, Louisville, and Somerset, with instructional sites in Elizabethtown, Owensboro, and multiple sites in California.

- Liberty, KY: Students can take classes that count toward a Liberal Arts and Sciences degree, earn an Allied Health certificate, and receive financial aid and work ready scholarships.
- Elizabethtown, KY: Offers undergraduate programs in Interdisciplinary Early Childhood Education (IECE) and Early Childhood Education (ECE).
- Harrodsburg, KY: The Conover Center offers 37 academic and certificate programs providing educational and spiritual growth to more than 800 students.



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- Hodgenville, KY: The Brockman Center is fully equipped with all the tools and equipment students need to prepare for their professional career in Allied Health or Cosmetology.
- Louisville, KY: CU's Louisville Education Center offers programs at two locations in the vibrant city of Louisville. The International Student Services and MSITM campus advises and provides graduate programs for students pursuing a Master of Science and Information Technology (MSITM) and Professional MBA. Louisville's second campus offers more than 20 degrees for traditional undergraduate students to study as well as providing graduate opportunities for students pursuing the MSITM and Professional MBA.
- Owensboro, KY: Provides quality educational preparation for successful transition to student teaching, K-TIP, and educational institutions.
- Somerset, KY: CU's Noe Somerset Education Center offers adult learners an accelerated program where classes are available both day and night, Monday through Friday.
- Chatsworth and Lathrop, CA: Since 2017, CU has maintained a presence in multiple locations in California including Lathrop, and Chatsworth. Lathrop provided residency courses for international students and offered the MSITM program. Due to Covid-19, all in-person instruction has been halted for the time being. Chatsworth continues to offer the Marriage and Family Therapy program virtually until such time they can resume in person instruction.



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Board of Trustees

The Board of Trustees is composed of 44 members. The Board of Trustees is a diverse group of individuals composed of ministers, former governmental employees, former educators, business, and professional leaders. For more information about CU visit www.campbellsville.edu.

LEADERSHIP OPPORTUNITIES

It is expected that the new President will address the following priorities, listed below in no order of importance:

PROVIDE LEADERSHIP AND VISION

- Develop a compelling vision that protects CU's heritage and Christian identity and at the same time capitalizes on the reputation and enhances the institution's brand;
- Augment the current strategic plan, assessing progress, revising goals, and developing strategies for implementation;
- Lead the Campbellsville University community in identity formation, encompassing CU as a whole and with an eye toward a sustainable future;
- Solidify the brand; design and execute strategies that distinguish and position CU in the competitive marketplace;
- Empower the senior leadership team and rely on each member for their individual and collective expertise;
- Exhibit an authentic and passionate commitment for diversity and inclusivity;
- Affirm the value and expertise of faculty and staff and appreciate the central importance of the liberal arts in undergraduate education;
- Establish a consistent presence on campus and in community events and activities.

SUPPORT GROWTH AND INNOVATION

- Advance current academic offerings and identify new revenue generating programs while maintaining academic excellence and accreditation standards;
- Develop a successful academic program relevant to the changing world that benefits the university but also responds to the needs of local communities;
- Encourage programmatic innovation, new ideas, and calculated risks as well as opportunities for investment, manifesting the courage to assess unsuccessful programs at the same time;
- Invest in new technologies to ensure students receive quality services and cutting-edge programming that prepare them to compete in today's workforce;
- Demonstrate the business acumen necessary to facilitate the strategic allocation of resources prioritizing growth opportunities;

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- Express a strong appreciation of international students and engage in pursuits in international graduate education; champion the growth of the Master of Science in Information Technology Management Program based at the Louisville campus and explore additional sites for this groundbreaking program.

ENHANCE COMMUNICATION BOTH INTERNALLY AND EXTERNALLY

- Exhibit genuine approachability, relatability, openness, and transparency in word and deed;
- Enhance and maintain relationships with key stakeholders both internally and externally, including but not limited to students, staff faculty, trustees, alumni, donors, and community leaders;
- Rebuild a sense of community, establishing clear communication between the main campus and the regional sites to bridge and unify the entire university;
- Serve as the chief ambassador for the university and its mission; continue to raise the profile of the institution nationally and internationally;
- Embody CU in the external community and participate in key community events and organizations;
- Forge partnerships with organizations, corporations, institutions, and state and federal government entities to further common goals;
- Pursue relationships within the external community to identify opportunities where CU may engage and support community endeavors.

ACTIVELY ENGAGE IN FUNDRAISING

- Ensure continued momentum for the \$100 million "*Our Time—Our Place*" capital campaign through successful completion;
- Partner closely with the Vice President for Development, accompanying him in pursuit of donor cultivation and solicitation;
- Bring natural networking abilities with the ability to open doors and cultivate new supporters;
- Champion the idea of giving before the alumni, parents, staff, and faculty to foster greater percentile giving in the future.

QUALIFICATIONS:

The ideal candidate will possess a minimum of the following:

- Genuine and personal Christian faith, as evidenced by spiritual maturity, commitment, and active participation in a local church, while being in theological alignment with the ethos of CU;
- Deep commitment to the mission of CU;

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- Progressive proven record of visionary leadership in a college, university, business, or nonprofit entity of similar size and complexity;
- Strong vision for Christian higher education and a compelling vision for Campbellsville, integrating academic excellence in all of CU's offerings from technical to graduate programs;
- Superior business acumen with successful fundraising experience;
- A terminal degree; PhD preferred.

DESIRED PERSONAL QUALITIES AND ATTRIBUTES:

- Strong executive presence;
- Entrepreneurial spirit with high emotional intelligence;
- Genuine commitment to diversity;
- Growth mindset with the ability to embrace change;
- Personal, moral, and academic integrity;
- Strategic and visionary leadership experience that inspires followership;
- Collaborative and empowering leadership style;
- Articulate and compelling communicator;
- Relatable, visible, approachable, and student/faculty-centric servant-leader;
- Innovative, creative, and comfort with calculated risk;
- Open, flexible, transparent, and gracious demeanor;
- Sense of humor.

Campbellsville University does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities, including applicants for admission and employment.

LOCATION:

Campbellsville, Kentucky, is the largest community in Taylor County, the geographic heart of the Commonwealth of Kentucky. The university is centrally located within the city, allowing easy access to restaurants, coffee shops, convenience and drug stores, a health food store, apartments, and more. Downtown Campbellsville is across the street from campus and offers many local businesses and restaurants. Click [here](#) to learn more.



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■ ABOUT ZRG PARTNERS

Founded in 1999, [ZRG](#) is a global executive search and talent advisory firm with an innovative approach leading to the optimization of the leadership selection process. ZRG blends traditional best practices with proprietary, technology-driven data and analytics – “Leadership found a better way.” There is a reason why [ZRG has been named the fastest-growing executive search firm](#) in the world three out of the last four years – our process, our tools, our experience, and our collaborative culture, which are the DNA of our firm. This is what separates us – our ability to help our clients make great hiring decisions using data and analytics in tandem with superior search acumen.

ZRG’s [Education Practice](#) provide strategic talent acquisition and selection focus in academia, senior administration, athletics, philanthropy, marketing and communications, research, medicine, human capital, technology, and more.

■ APPLICATION PROCESS AND CONTACT

Applications and nominations will be accepted until a new President is appointed. Candidates should submit a resume or CV and Letter of Interest addressed to the Campbellsville Presidential Search Committee.

Nominations, expressions of interest, and applications will be held in confidence and should be submitted directly to ayates@zrgpartners.com. Inquiries and questions concerning this search may be directed to Ann Yates or Gene Head, the consultants supporting the search.



ANN AGUIAR YATES
Managing Director
ayates@zrgpartners.com
+1.703.687.6197



GENE E. HEAD JR.
Managing Director
ghead@zrgpartners.com
+1.205.902.9029



STEPHANIE L. FRANKLIN
Senior Associate
sfranklin@zrgpartners.com
+1.817.360.5338

■ CAMPBELLSVILLE UNIVERSITY IN THE NEWS:

May 12, 2021

[Campbellsville University celebrates 2021 Honors and Awards Day on April 21](#)

May 5, 2021



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[Mobley, 2020 Campbellsville University graduate, honored with Algernon Sydney Sullivan Award](#)

May 5, 2021

[Wheatley, chief executive officer of Taylor Regional Hospital, honored with Algernon Sydney Sullivan Award](#)

May 3, 2021

[Campbellsville University graduates are told to 'be kind' and 'don't sit on your dreams'](#)

[ZRGpartners.com](#)