

# WILLIAM JESSUP UNIVERSITY

## PRESIDENTIAL PROFILE AND PROSPECTUS

### The University

Founded in 1939 as San Jose Bible College, William Jessup University (WJU) has evolved into a quality Christian liberal arts institution, located in Rocklin, CA. The University continues to realize its mission to prepare Christians for leadership and service in church and society, through Christian higher education, spiritual formation and directed experiences. The University's vision is that its graduates will be transformed and help redeem world culture by providing notable servant leadership, enriching family, church and community life, and by serving with distinction in their chosen careers. The University is non-denominational and its philosophical ethos is closely aligned with the Restoration Movement.

WJU is a highly relational, mentoring community with a focus on academic excellence. Its culture is that of an informal, close and caring learning community that is student focused and seeks to develop students holistically. Faculty and staff are genuinely engaged and sincerely care about the students' spiritual development and academic achievement.

The University offers a broad range of liberal arts and traditional ministry programs and grants baccalaureate and associate degrees, certificates, and professional enrichment opportunities. The undergraduate programs include 4-year degrees in Business, English, History, Liberal Studies (Teacher Education), Music, Psychology, and Public Policy in addition to traditional ministry degrees in Bible & Theology, Pastoral, Youth, Families and Children, and Intercultural Cultural Studies. The School of Professional Studies offers programs in Counseling Psychology, Christian Leadership, and Business Administration for adult learners as well as a post-baccalaureate teacher certification program. The University is accredited by the Western Association of Schools and Colleges and by the Association for Biblical Higher Education.

Enrollment for Fall 2009 is projected at 550, with 400 undergraduates and 150 students in the School of Professional Studies. The Master Plan for the campus will allow significant growth over the next 10 years and expansion plans are enthusiastically supported by the local business, education, church and political communities. The diverse student body comes from a variety of Christian denominations and ethnic backgrounds. The student experience is enhanced by award-winning residence halls, robust campus activities and NAIA affiliated sports programs.

Academic programs are provided by approximately 21 full-time faculty, supported by 68 staff members. The annual operating budget is approximately \$11 million dollars. The University is governed by a Board of Trustees comprised of education, business, community and church leaders.

The University's 125-acre, state-of-the-art campus in Rocklin, CA was once headquarters and warehouse facilities for the Herman Miller Corporation, designed by world-renowned architect Frank Gehry. The renovation of the property for campus use received the Best Rebuild/Renovation Award from the Sacramento Business Journal in 2005.

Learn more about William Jessup University by visiting our web site: [www.jessup.edu](http://www.jessup.edu).

## The Presidency

Dr. Bryce Jessup, son of the University's founder and the school's fifth president, began his leadership in 1984. During his presidency, the University has substantially improved its financial position, achieved regional accreditation, significantly increased enrollment, broadened the curriculum, and moved to Rocklin, CA. Dr. Jessup has announced his retirement effective upon the appointment of the next president.

The president is the chief executive officer of the University and reports to the Board of Trustees. As the chief executive officer, the president works in close collaboration not only with the Board of Trustees, but also with a wide range of internal and external constituencies to provide overall leadership and direction for the University. The president is expected to foster and build upon the existing strengths and Christian traditions of the University and to provide strategic, visionary leadership as the University enters the next phase of its evolution. The president will be supported by a seasoned, high quality cabinet of vice presidents for academic affairs, advancement, finance and administration, and student development. The president is expected to:

- Exercise very broad delegated powers in accordance with the policies established by the Board of Trustees.
- Keep the Board of Trustees closely apprised of developments within the University, formulate plans and policies for board consideration and approval, and implement the resulting board policies.
- Embrace a prominent and sustained role in fundraising, including direct solicitations from private donors and public and private entities, to expand the University's resource base, operating funds, endowments, gifts for facilities, and grants and contracts.
- Strive for the highest levels of achievement, in cooperation with the faculty, staff and students, in all curricular and extracurricular activities in which the University participates.
- Recruit, develop and retain excellent administrators, delegating requisite authority to them and providing a climate in which they can function effectively.
- Assume fiscal responsibility for and oversee the financial operations of the University.
- Communicate and interact effectively with all constituencies of the campus community, including the alumni, civic and business leaders, church communities and the public at large to carry out the University's mission and objectives.
- Serve as an ex-officio member of the Board of Trustees, and collaborate with the board in developing strategic priorities and goals for all parts of the University.

## Challenges and Opportunities

In preparation for the presidential search, the constituent communities of the University were asked to think about their aspirations for the University moving forward and to identify challenges and opportunities that may await the next president in achieving them. The following themes emerged and represent issues put forth from faculty, administrators, trustees, church leaders, and staff.

*Visionary and strategic leadership:* WJU has gone through some significant changes in the past several years as it has transitioned from a Bible college into a Christian liberal arts learning community. WASC accreditation was earned in 2002 and enrollments have tripled in the last five years. The trajectory is there for WJU to make an exponential leap forward to become the premier Christian liberal arts institution in the region and possibly the country. The next president must be able to guide the University in the development and execution of a plan for the future that builds on the history and heritage of WJU while further realizing its exciting potential. Navigating the tension between a rich past and an exciting future and having the courage to make tough decisions will be part of this challenge.

The items that follow are expected to be a part of the vision and strategy leadership expected from the next president.

*Enrollment growth:* Like many relatively small, independent, tuition-driven institutions, WJU is highly dependent on adequate enrollments to maintain financial stability. Enrollment growth is part of an overall solution to institutional health and well-being. While enrollments are approaching 600, optimum enrollments for financial stability should be in the range of 1000 to 1200. Current partnerships with enrollment consultants Ruffalo Cody and Performa have led to recent surges in recruitment. There was a 35% increase in Fall 2009 new student enrollment. The programs needed to produce additional growth are already in place, and the physical plant has excess capacity for residential students, faculty and instructional space. Additional adult programs and distance learning could also be explored. The president will be expected to provide leadership in addressing these issues.

*Resource development:* University finances have been challenging. Philanthropic traditions among alumni and friends of the University need to be strengthened and further efforts to build a fundraising culture and capacity within the institution are also needed. The president must be actively involved in direct solicitation efforts and be prepared to dedicate a substantial amount of time in fundraising activities.

*Academic excellence and reputation:* The University takes pride in the strides that have been made to move the institution from its roots to a Christian liberal arts institution. However, there is a sense that *awareness* of WJU's academic quality does not match the *reality*. Top quality faculty have been recruited, and SAT scores for entering freshmen have gone from 880 to 1080. Program and curricular enhancements, as well as continued recruitment of top-quality faculty and top students will be part of ongoing efforts to "raise the bar". The president must embrace and champion these efforts.

*Internal partnerships:* The faculty and staff are deeply committed to WJU and would welcome the opportunity for continued and increased participation in helping to create a shared vision and priorities for the future. It is hoped that the president's personal and professional orientation would accommodate broad participation from constituent groups.

*Community relations:* The University has built strong and positive relationships with the area churches, businesses and community leaders. In doing this, WJU has remained solidly connected to its roots in the Restoration Movement while simultaneously embracing and being embraced by broad evangelicalism. The next president will be expected to build on and expand these relationships for the further good of the University and to continue to attract these leaders into the life of the University and vice versa.

### **Desired Experience and Personal Attributes**

Candidates may emerge from education fields, as well as other backgrounds in church leadership or the public or private sectors. For those with careers outside of education, demonstrated passion for and understanding of Christian liberal arts education in some fashion will be important (e.g. serving as a board member, adjunct teaching, volunteer work, etc.) A PhD is preferred, but not required.

Specific experience should include:

- Ten to 15 years executive leadership/management experience in an organization of similar size and complexity
- Leadership of strategic visioning and planning efforts
- Demonstrated success guiding institutional change and growing an organization in both size and quality
- Sound financial management and stewardship of organizations served
- Resource development/fundraising success
- Record of participatory management
- Working effectively with a governing board
- Demonstrated success in dealing with multiple constituents internally and externally

While not exhaustive, personal attributes and orientations should evince:

- Strong Christian faith; commitment to God's mission with a global perspective
- Passion for higher education; commitment to intellectual endeavors
- Understanding of education, business and ministry and how they intersect in the workings of an institution like WJU
- Understanding of the academic and business aspects of educational institutions
- Exceptional communication and interpersonal skills; ability to communicate a vision and draw people to that vision
- Transparent and personal leadership that empowers and entrusts others; a team leader
- Able to make tough decisions and take calculated risks
- Strong work ethic; energetic
- Commanding presence with humility
- Unquestionable personal integrity
- Sense of humor; warm and accessible

## **About the Community**

Nestled at the base of the Sierra foothills in beautiful Placer County, Rocklin is well known as a city that takes pride in the statement, "A family community growing together." It borders the growing community of Roseville, and is just 25 miles from downtown Sacramento and the Sacramento International Airport. Rocklin is two hours from San Francisco and approximately one hour drive to Lake Tahoe's many resorts and ski slopes.

Placer County is one of the fastest growing in California, and Placer's population reached more than 333,000 people in 2008. These new residents are drawn by a wide range of housing opportunities. Another draw to the area is a diverse and healthy economy. Placer County is home to an expanding computer and business services industry along its southern border. Outdoor enthusiasts can enjoy the county's abundance of year-round recreational activities, as well as the array of galleries, theater, musical and festival events, boutiques, specialty shops and farmer's markets.

Among business heavyweights that call Placer County home are Oracle, Kaiser Permanente, Sutter Roseville Medical Center and the Union Pacific Railroad, as well as NEC Electronics and Hewlett-Packard. Another plus is the Galleria at Roseville, a regional mall featuring 1.1 million square feet of retail space. Visit [www.rocklin.ca.gov](http://www.rocklin.ca.gov) or [www.placer.ca.gov](http://www.placer.ca.gov) for more information.

Of particular importance to William Jessup University, Placer County shows a 60% growth rate in the percentage of evangelicals between 1990 and 2000. The Sacramento area has fourth highest growth rate out of the largest 55 metropolitan areas in the percentage of the population attending an Evangelical church on any given weekend.

## **Application and Nomination Procedure**

Applications and nominations can be sent in confidence to our executive search consultant at [bhasler@hodgepartners.com](mailto:bhasler@hodgepartners.com). The search will remain open until filled.