Kansas Wesleyan University
Salina, Kansas

Presidential Prospectus
The KWU Presidential Search

Prospectus of the University
Kansas Wesleyan University

The Board of Trustees and Presidential Search Committee announce the search for the next president of Kansas Wesleyan University. The University invites expressions of interest in this opportunity to lead a strong, independent university in the Midwest. The University is located in Salina, Kansas, the 10th largest city in the state, and a community that is the business crossroads for Central Kansas.

Kansas Wesleyan University provides an education program characterized by excellence within a caring community, rooted in the liberal arts tradition. The call of the university is to develop both intellect and character, to stimulate creativity and discovery, to nurture the whole person—body, mind, and spirit. Diversity is encouraged in curriculum, faculty, and students.

Kansas Wesleyan University prepares students not only for careers and professions, but also for lifelong learning. The university equips its students for responsible leadership in their communities, for useful service in and to the world, and for stewardship of the earth.

Kansas Wesleyan University provides a setting in which faith and learning are integrated; encounter with the Christian proclamation is an integral part of the life of the university. The university fosters the lively discussion of faith and values, encouraging students to develop a thoughtful, personal world view informed by Christian tradition.

Kansas Wesleyan University Mission

The mission of Kansas Wesleyan University is to promote and integrate academic excellence, spiritual development, personal well-being, and social responsibility.

Kansas Wesleyan University Vision

Kansas Wesleyan University serves the church, community, and the world by providing a variety of resources for educational, cultural, and spiritual enrichment. The aim of the university is to discover, to build, and to share a higher quality of life and a broader vision of the world.
History of the University

In 1886, the Northwest Kansas Conference of the Methodist Episcopal Church provided the impetus for the founding of Kansas Wesleyan University. After a competitive review of several cities, Salina, a crossroads for commerce and industry in Kansas, was chosen and the leadership of the city agreed to donate 15 acres of prime land and to construct the first of the University’s buildings. The church and the community worked well together to overcome early challenges and within 25 years, the University had grown in size and resources. Early graduates advanced to leadership roles in law, medicine, clergy, government, education, and business. In 1903, the University welcomed women and established coeducation along with a new female residence hall. Students of all faiths and traditions were welcomed as enrollment grew. In the 1920’s, Andrew Carnegie funded a science hall and the University added a modern gymnasium with electric lights, a pool, and an indoor track. Soon, the campus boasted a chapel, a building for the business college, and a new presidential residence.

The University persisted under very difficult circumstances during the depression and two World Wars and contributed to the care of families during the worst part of the Depression and world conflicts. The University began to thrive after the war with the return of veterans who flooded institutions of higher education across the country.

The Kansas Wesleyan University of 2012 is a private, undergraduate and graduate institution that serves about 800 students with quality academic programs. The University has a vibrant athletic program as a member of the Kansas Collegiate Athletic Conference in the NAIA Division II. The current campus encompasses 30 acres of land with 25 buildings (13 for educational purposes), including a beautiful, new Student Activities Center which includes Hauptli Student Center and Mabee Arena, a performance gymnasium. The campus and student body are an important part of life in Salina, a community of approximately 50,000 citizens. The drive south on Santa Fe Avenue from the city center opens to the campus’ main Administration Building (Pioneer Hall), a landmark facility which has been recently renovated.
Facts About the University

- The University enrolls about 800 students with the largest percentage of students from Kansas, and also students from 23 other states and 16 countries around the world.
- The curriculum has 27 major academic programs and offers seven degree programs ranging up to masters' degrees.
- The student life program offers traditional residential housing and extensive student life support and activities.
- Degree programs offered include the traditional undergraduate studies in the liberal arts and sciences and a master’s degree in Business.
- The student-faculty ratio is 14:1 and the average class size is 19 students.
- Eighty percent of the 43 faculty members possess terminal credentials and have excellent tenure and experience.
- Sixty-two percent of full-time students are residential and live in campus housing.
- Ninety-nine percent of the students receive financial aid; the discount rate for tuition is in the mid-forty percent range. The University serves a significant percentage of first generation students.
- The University faculty of 43 offers a high-quality teaching environment of personalized, compassionate education. KWU is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools; the Commission on Accreditation of Athletic Training; the National League of Nursing Education; the National Council for Accreditation of Teacher Education; the Kansas Behavioral Sciences Regulatory Board; the Kansas State Department of Education; and University Senate of the United Methodist Church.
- The University is a member of the Associated Colleges of Central Kansas (ACCK), a consortium of six colleges and universities within 70 miles of each other that share resources and cross-class enrollment.
- KWU’s 14 intercollegiate athletic teams participate as members of the NAIA Division II and the Kansas Collegiate Athletic Conference. Kansas Wesleyan’s teams have won more than 100 championships throughout the school’s history. KWU also takes pride in a nationally competitive debate and forensics program, high quality music performance groups and theatre productions, and the success of our graduates in pursuing advanced degrees in the sciences as well as the arts.
- The University has an annual operating budget of approximately $13m and can boast of having had balanced budgets for more than 20 years. The Institution has an endowment of $21m.
- The Board of Trustees has 25 members that meet three times a year and provides overall governance for university operations.
Strengths of the University

Kansas Wesleyan University is located in Salina, Kansas, a city of approximately 50,000 inhabitants who enjoy big city amenities with small town ambience. Salina is the 10th largest city in Kansas by population. The economy is diversified and the city is considered a trade center, transportation hub, and a progressive community with an excellent standard of living. Salina has been built on an agricultural base but it has diversified into the global economy. Residents that include the University community, enjoy high quality education, strong family life values, a regional medical center (with a branch campus of the University of Kansas School of Medicine) and 14 affiliated area hospitals, and a vibrant cultural arts community with an arts center, symphony, community theatre, and art galleries. The University contributes significantly to this environment and benefits greatly from its center stage location in this successful, progressive, and dynamic community.

The University enjoys a strong family atmosphere and a student-centered culture that allows all constituencies to thrive as a result of the University’s faith-based, United Methodist Church relationship. The long history of the University’s commitment to Midwestern values and church affiliated education has built a wellspring of goodwill in the community and throughout the state.

The city of Salina offers KWU students extensive internships, practical work experiences, performing arts venues, and support for athletic endeavors. The Associated Colleges of Central Kansas, a consortium of six higher education institutions in the region, further strengthens the educational offerings, in addition to providing the opportunity to share expenses for key overhead costs of programs. The academic reputation of the University has been strong and the achievements of its students are well-known in the region and state.

The dedication and longevity of the faculty and staff along with the excellent credentials they bring to their positions enhances the reputation of the University dramatically. Further, the faculty and staff have built a reputation for excellence and compassion in their teaching, thus providing rich and meaningful opportunities for their students.

The attractive and well-appointed campus has been significantly enhanced in appearance with upgrades to the grounds, new facilities and renovation of historic structures. The new Student Activities Center, including the Hauptli Student Center and Mabee Arena (performance gymnasium) is a showcase facility for the campus. The recently launched $12m Sports Complex fund raising campaign to upgrade the football stadium, soccer fields and new tennis courts holds great potential for further enhancing the status of the University, including the opportunity to serve the city of Salina and Central Kansas.

The University’s athletic achievements and high levels of student participation in 14 sports attract to the University many students from the region and also Arizona, California, Texas, and several international countries. The new gymnasium displays proudly a series of banners that list the more than 100 championships won by KWU’s athletic teams in its history. Athletic recruitment is strong and plays a big role in ongoing enrollment success.
### Advancing the University

The University has enjoyed relative stability in overall enrollment of about 800 students for almost a decade with the exception of 2012 when overall numbers dipped. The leadership of the University is engaged in outside consulting efforts to improve institutional recruitment, financial aid and retention. The KWU Board of Trustees, campus leaders, and constituent groups all agree that KWU has the potential to grow the quality and quantity of its student body and they are seeking strong and assertive presidential leadership to help achieve that goal.

On almost every campus in the country, communications with the many varied constituencies is a major challenge and KWU has initiated efforts to enhance its technology and systems of outreach to students, faculty, staff, trustees, alumni, and the broader community. Effective and prompt communications systems and a commitment to openness and participation will be an important campus emphasis for the new president. Technology upgrades, additional staffing and a commitment of resources will also be needed to positively impact this important area.

Strong athletic recruiting has kept the athletic programs prominent on the campus and in the community. The consistency and success of broader recruitment for academic programs, fine arts organizations, and general enrollment has been less assured and remains a challenge for new leadership. All campus constituencies agree that the potential exists for an effective and balanced recruitment program that will help improve retention, academic focus, and the overall reputation of the University.

In addition to the implementation of the new Emergency Management program and the ongoing relationships with the Salina Regional Health Center, the Eisenhower Presidential Library & Eisenhower Museum and the United Methodist Church, excellent potential exists for KWU to consider curriculum expansion. For example, The Land Institute is a local resource on agricultural and “green sustainability” issues that could provide strong support for new program emphases in the sciences. In the Health Sciences, nursing is strong and could be expanded along with other health science professional offerings due to the depth of support from the Salina Regional Health Center, and medically related affiliates. Possible further cooperation with area public schools and their faculties and the adjacent Catholic high school, can be explored because of the commitment to high quality education in the community and region. In the area of education, new offerings could be built on the already existing base of undergraduate degree courses.

The University has the basic structures in place for considerable expansion of fundraising for campus operations, capital expenditures, and endowment. University constituents agree that considerable expansion of gift giving and grants is possible. The renewal of the alumni association and outreach with regional groups are both positive indicators and hold great potential for future additional support. The expansion of advisory groups will also enhance the visibility of the University in the broader community and also build upon support for campus initiatives.

While the campus is very attractive and functional, significant growth will require additional facilities, and the University has systematically acquired property adjacent to the campus as parcels became available. The successful completion of the new Sports Complex holds the potential to improve recruitment and retention and thereby create renewed enthusiasm for the University.

Although successful in many outreach efforts to and with the community of Salina, even greater potential exists for service and educational offerings beyond what the University has been able to achieve. Internships, cooperative programs, work experience, business support, and agricultural/environmental research and development are areas of potential further expansion as a result of KWU’s relationship with the city of Salina.

Financially, the University has operated with balanced budgets for more than two decades and fiscal management of resources has been excellent. KWU needs to expand resources to enhance student services, support greater employee rewards, provide for new technologies and information systems, and build economic security through endowment. These efforts will remain a challenge and opportunity for new leadership and the entire campus community. As new service opportunities are undertaken to serve the city, region and state, new revenue and overhead can be generated along with expanded gift/grant support which will definitely grow in proportion to successes by the University.
Attributes of a President

Kansas Wesleyan University seeks a president that has many if not all the following attributes, in addition to a commitment to the mission of the Institution and an affirmation of the values that are at the core of university life at KWU.

- Experience working effectively with diverse constituencies that make up a university community, including trustees, faculty, staff, students, alumni, parents, church leaders, and community, civic and political leaders.
- The ability to communicate effectively and consistently with all campus constituencies and the broader community, including the ability to use technology and communication systems to enhance personal interactions.
- Strategic thinking and planning skills and the ability to shape and mold all the hopes and aspirations of the University community into a clear, concise vision and create an enthusiastic “buy in” to implement, measure and improve performance.
- The ability to provide oversight, direction and accountability for all operational parts of the University, including, finances, fundraising, student life, faculty concerns, academic culture, and community image and support.
- A clear understanding of the pre-eminence of academics, with appropriate credentials and a deep understanding of scholarship and research, to effectively meet academic challenges and take advantage of opportunities for advancing the academic standing of the University.
- The background and desire to work closely with United Methodist Church leaders to further the relationships and historical ties that have guided the University in addition to the desire and ability to help KWU be a university informed by a commitment to live by faith and serve others.
- A clear commitment to student life and student centered programs, including athletics, cultural enrichment, intellectual pursuits outside the classroom, research, scholarship, and community outreach and volunteerism.
- The skill to provide oversight and positive results in all areas of enrollment management, including recruitment, financial aid and retention.
- A world view and global perspective, as well as the ability to work effectively within the University’s Midwestern and historical context.
- The ability to serve as an effective, forward-looking change agent on campus, while upholding values that are at the core of the University’s history and mission.
  - The desire and ability to reach out meaningfully into the community and identify ways to serve the city, region, state, and nation, providing leadership by example for the University in all relationships.
  - The personal qualities of honesty, integrity, sense of humor, a personal faith that provides confidence and an empowered lifestyle.
Process of Application

The presidential search committee will begin review of the applications in early November and completed applications received by November 15, 2012, will be considered in the first round of review. However, the search committee will continue its work until an appointment is made, if necessary. Applications must include a letter of interest that addresses profile issues and desired attributes of the president, a comprehensive curriculum vitae, and five professional references with e-mail addresses and phone numbers (references will not be contacted without the express permission of the candidate). Please submit applications electronically (MS Word or Adobe PDF) to the chair of the search committee, Randy St. Clair at KWUPresident@agbsearch.com.

The search is being assisted by Dr. James A. Davis, Consultant AGB Search, Inc. You may direct inquiries and questions to him at jdavis@agbsearch.com or (540) 539-9415. For a copy of the profile and additional information about the university consult www.kwu.edu and www.agbsearch.com.

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