

# LEADERSHIP PROFILE

## PRESIDENT, CHAPMAN UNIVERSITY



This Leadership Profile is intended to provide information about Chapman University and the position of President. It is designed to assist qualified individuals in assessing their interest.





## PRESIDENT, CHAPMAN UNIVERSITY

**Chapman University seeks an innovative, collaborative, and passionate leader to serve as its 14th president. The next president will join the Chapman community at a time of great opportunity and momentum. The president will be expected to continue to provide visionary and exemplary leadership to this growing institution, which seeks to continue its ascent to becoming one of the nation's foremost universities.**

Founded in 1861, Chapman University is an independent, comprehensive, mid-sized private institution of excellence dedicated to providing a solid foundation of knowledge for students preparing for diverse careers and professions. Located on two campuses in Orange and Irvine, California, the university is comprised of the George L. Argyros College of Business and Economics; Donna Ford Attallah College of Educational Studies; Lawrence and Kristina Dodge College of Film and Media Arts; Crean College of Health and Behavioral Sciences;

Wilkinson College of Arts, Humanities, and Social Sciences; Dale E. Fowler School of Law; Dale E. and Sarah Ann Fowler School of Engineering; School of Communication; College of Performing Arts; School of Pharmacy and Schmid College of Science and Technology. With around 10,000 students at the undergraduate and graduate levels, Chapman is recognized for its blend of professional programs, sciences, and liberal arts, as well as its distinguished faculty, innovative programs, and personalized attention to students.





## ABOUT CHAPMAN UNIVERSITY



Chapman University is in the heart of Orange County, California, an exciting and ever-evolving hub of technology, business, and the arts. Chapman is a nationally ranked, mid-sized private institution with a mission to provide a personalized education of distinction that produces inquiring, ethical, and productive global citizens. The university embraces an interdisciplinary approach to teaching, learning, performance, scholarship, and research in its undergraduate, graduate, and professional programs. At Chapman, we holistically educate each person through a focus on what we call The Four Pillars: the intellectual, physical, social and spiritual dimensions of life. Chapman was founded by a denomination called the Disciples of Christ and promotes interfaith knowledge and understanding as part of our work to create global citizens.

Originally named Hesperian College, Chapman first opened its doors on March 4, 1861, in Woodland, CA. The earliest incarnation of Chapman University

was open to all people in the belief that every person should have access to an education. In fact, the university's first class included women and people of different ethnicities and faiths, proving that the university was ahead of its time. Later, Chapman moved to Los Angeles and then Orange County, its current home. Old Towne Orange provides Chapman with much of its scenic and lifestyle charm.

In 2019, Chapman achieved an important milestone: its elevation to R2 status under the Carnegie Classification of Institutions of Higher Education, a recognition of its growth as a research-focused institution. This designation is an acknowledgment of the university's rigorous research, doctoral, and professional-practice degree programs. Chapman has also achieved emerging Hispanic Serving Institution status (eHSI) and continues its efforts to gain full HSI status, as articulated in Chapman's ambitious strategic plan, [Our Path to Greatness](#).

## Vision Statement

Chapman University is a student-centered institution, recognized nationally and internationally as a center of academic and personal excellence that prepares students to contribute to a global society.

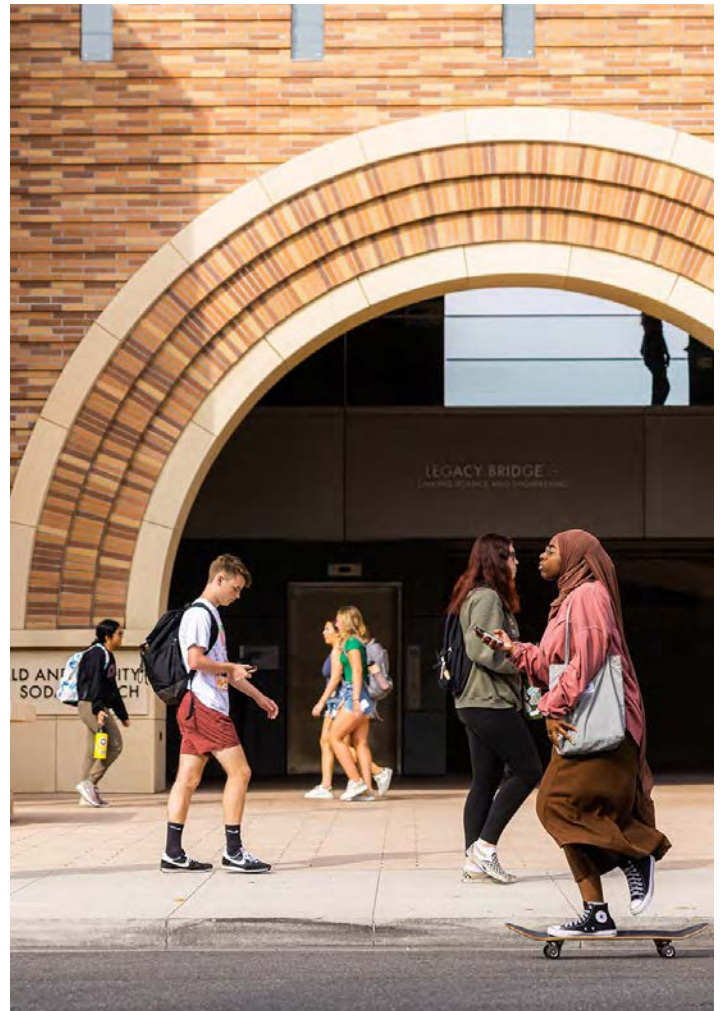
## Mission

The mission of Chapman University is to provide a personalized education of distinction that leads to inquiring, ethical and productive lives as global citizens.

## Central Commitments

The mission of Chapman University finds expression through the following central commitments:

- Create stimulating learning environments for a diverse population.
- Recruit and retain an outstanding faculty dedicated to innovation and excellence in teaching, research, and creative activity and that strives to foster an engaged intellectual community of students and faculty.
- Offer curricula that integrate liberal arts and professional learning to foster independent and critical thinking, effective communication, and an international perspective.
- Create learning, living, and working environments that foster diversity, multiple perspectives, and the free exchange of ideas.



- Affirm our openness and respect for diverse religious, spiritual, political, and ethical traditions.
- Encourage the linkage between a life of learning and service and the vital interaction of the university with our wider communities.
- Devote resources in a fiscally responsible manner to support outstanding teaching, scholarship, and learning and develop facilities that enhance the living and learning environments.



## Values and Ethics

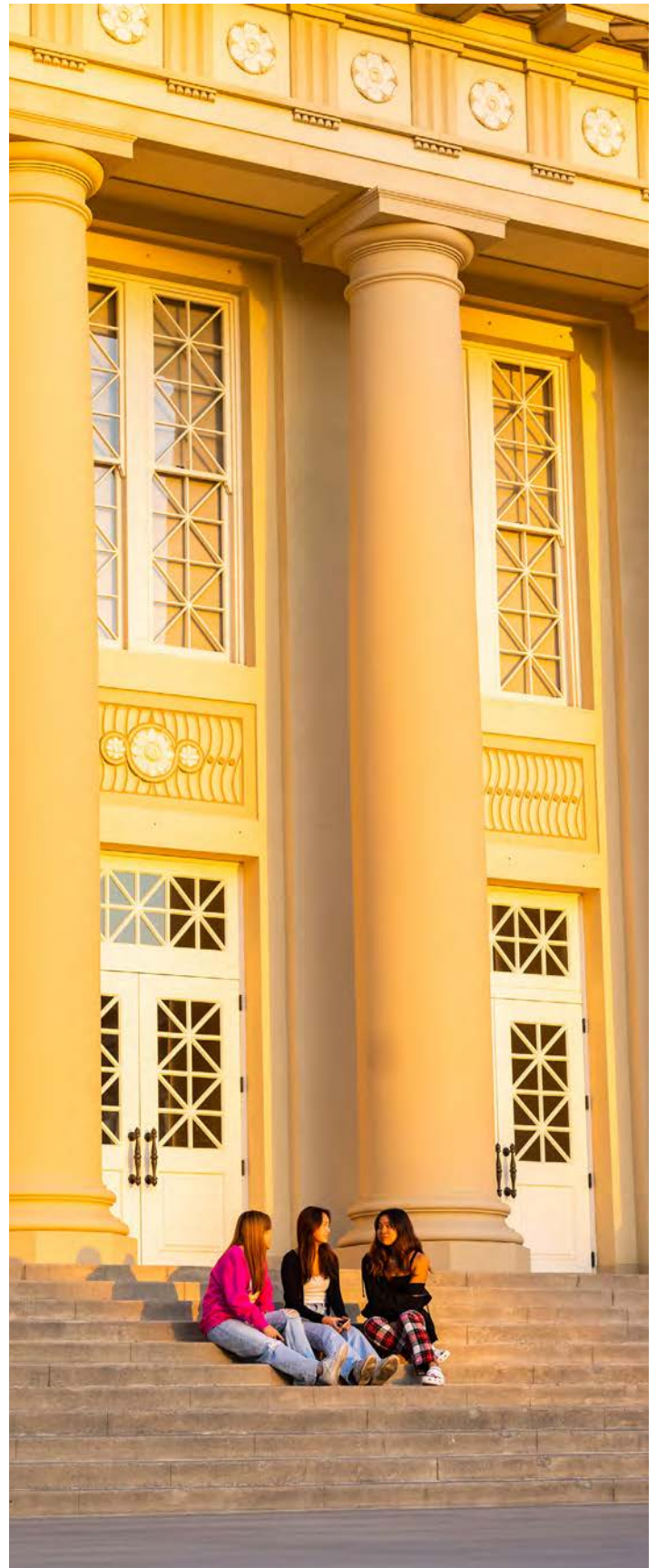
One of the most distinguishing aspects of a Chapman education is the ethical emphasis that underscores all academic and student life programs. Students are challenged to think critically, examine their values, and consider how they might utilize their knowledge to create a more just and humane world.



## Accreditation

Chapman University is accredited by the Western Association of Schools and Colleges, Senior College and University Commission (985 Atlantic Avenue, Suite 100, Alameda, CA 94501, (510) 748-9001). Chapman University is also proud to have many of its programs nationally accredited through the following accreditors:

- Accreditation Council for Pharmacy Education
- Accreditation Review Commission on Education for the Physician Assistant
- American Bar Association
- American Chemical Society
- American Society for Biochemistry and Molecular Biology
- Association to Advance Collegiate Schools of Business
- California Commission on Teacher Credentialing
- Commission on Accreditation for Marriage and Family Therapy Education
- Commission on Accreditation in Physical Therapy Education
- Council on Academic Accreditation in Audiology Speech-Language Pathology of the American Speech-Language-Hearing Association
- Council for the Accreditation of Education Preparation
- International School Psychology Association
- National Association of School Psychologists
- National Association of Schools of Music
- National Association of Schools of Dance
- National Association of Schools of Theatre



## MORE ABOUT CHAPMAN UNIVERSITY

### This Is Chapman University

[https://youtu.be/BXK\\_B3ofwuE](https://youtu.be/BXK_B3ofwuE)

### Academic Programs

The University offers more than 50 fields of undergraduate study. In addition, graduate degree programs and credential programs for educators are available.

Chapman's undergraduate programs are founded in the liberal arts. The university offers BA, BS, BFA and BM degrees. As defined in the general education program, the university is dedicated to offering a distinctive education that encourages students to see and appreciate the linkages between their majors and the general education program.

Chapman offers several 4+1 programs that link together undergraduate and graduate programs to allow a student to complete both undergraduate and graduate programs in a shorter period than completing each degree separately. For more information on Integrated Programs, see them in the Undergraduate Degree Programs listing in the Undergraduate Catalog index. Detailed information is also available in the Graduate Catalog.

### Liberal Arts

Chapman's curriculum fosters independent and critical thinking, effective communication, and an international perspective in the major and across fields. These principles provide students with the educational foundation they need to succeed in all their endeavors throughout their lifetime.

### Professional Schools

Chapman offers professional programs in business, pharmacy, physician assistant, education, film and media arts, law, music and more. Professional programs connect the intellectual to the practical and combine academic studies with realistic challenges.

### Co-Curricular Learning

Learning outside the classroom is vital. Chapman strives to provide experiences and inspiration necessary for a balanced life of giving, inner growth, and self-realization. Chapman offers a rich and varied range of activities and opportunities, tailored to help students explore their interests.

### General Education

The General Education program reflects the university's mission to provide its students with a personalized education of distinction that leads to inquiring, ethical, and productive lives as global citizens. While flexible, the program is designed to enable all students to develop critical inquiry skills, gain both a breadth and depth of knowledge, integrate knowledge within and across disciplines, cultivate ethical awareness in learning and practice, engage in experiential learning as thoughtful, principled citizens, and become independent thinkers able to sustain a lifelong desire for intellectual growth.

### Graduate Education

Chapman's state of the art graduate curricula are designed to provide advanced study in specific disciplines to broaden and deepen knowledge of subjects. In addition, graduate degrees give students practical training and skills for advancement in selected professional careers. Small classes and close personal supervision by faculty are hallmarks of Chapman. Graduate students are expected to show persistence, maturity, a capacity for growth, and an interest far beyond the attainment of the minimum requirements for degrees.

### Faculty

The more than 593 full-time (586 instructional, 7 research) and 665 part-time faculty represent an outstanding range of intellectual interests, research endeavors, and creative activities. They include noted researchers in the sciences and social sciences,



gifted artists, prolific writers, talented filmmakers, and widely published and recognized scholars.

As a community, the faculty is comprised of people who connect active scholarship and creative activity with teaching and learning as a bridge between research and practice. Their research and creative work inform both their teaching and their lives in ways that enable students to see the value of a commitment to lifelong learning. Some 87% hold terminal degrees and 43% are tenured. Full-time faculty teach two to three courses a term.



## **Chapman University Strategic Plan—Our Path To Greatness**

[chapman.edu/about/our-family/leadership/strategic-plan/index.aspx](http://chapman.edu/about/our-family/leadership/strategic-plan/index.aspx)

## **Chapman University Academic Schools and Colleges**

[chapman.edu/academics/schools-colleges.aspx](http://chapman.edu/academics/schools-colleges.aspx)

## **Chapman Research and Graduate Education**

[chapman.edu/research/index.aspx](http://chapman.edu/research/index.aspx)

## **Arts at Chapman**

[chapman.edu/arts/index.aspx](http://chapman.edu/arts/index.aspx)

## **Chapman University Facts, Figures, Rankings**

[chapman.edu/about/facts-and-rankings/index.aspx/](http://chapman.edu/about/facts-and-rankings/index.aspx/)

## **Inspire—The Campaign for Chapman University**

[inspire.chapman.edu/](http://inspire.chapman.edu/)

## **Diversity And Inclusion at Chapman University**

[chapman.edu/diversity/index.aspx](http://chapman.edu/diversity/index.aspx)

## **Campus Life at Chapman**

[chapman.edu/campus-life/index.aspx](http://chapman.edu/campus-life/index.aspx)

## **Chapman Athletics**

[athletics.chapman.edu/](http://athletics.chapman.edu/)

## **Chapman University Alumni**

[chapman.edu/alumni/index.aspx](http://chapman.edu/alumni/index.aspx)

## **Chapman Honors**

[chapman.edu/research/institutes-and-centers/economic-science-institute/about-us/vernon-smith-personal/vernon-nobel.aspx](http://chapman.edu/research/institutes-and-centers/economic-science-institute/about-us/vernon-smith-personal/vernon-nobel.aspx)

## **Chapman Fellows**

[chapman.edu/our-faculty/fellows.aspx](http://chapman.edu/our-faculty/fellows.aspx)

## **Chapman Institutes and Centers**

[chapman.edu/research/institutes-and-centers/index.aspx](http://chapman.edu/research/institutes-and-centers/index.aspx)

## THE OPPORTUNITY

**Chapman University is seeking a visionary and experienced academic leader to continue the university's trajectory of excellence. This individual should possess high energy, a commitment to inclusivity and consensus building, and an understanding of the extraordinary opportunity that Chapman University presents.**

**Offering bachelor's, master's, and doctoral degrees to around 10,000 students, Chapman University is dedicated to the highest levels of academic achievement, exceptional research, and community engagement. The opportunity to create the next chapter continues as Chapman University addresses the changing needs of the Orange County and Los Angeles metropolitan areas.**

**The president reports to the Board of Trustees and serves as Chapman University's chief executive officer exercising broad authority and is responsible for all aspects of campus administration. In addition, the Chapman University President plays a vital role serving as a spokesperson in myriad forums, enhancing community engagement, leading fundraising efforts, and building authentic partnerships with a wide range of public and private organizations, such as businesses and nonprofits.**

### **Professional And Personal Qualifications**

The successful candidate will: 1) have an earned doctorate or other earned terminal degree; 2) possess a record of teaching, scholarship, and professional experience in higher education, which would qualify for the rank of professor with tenure; 3) have senior level administrative leadership experience in higher education; and 4) be a person of high integrity who will strengthen Chapman University's vision/mission, enrich the student experience, and foster a culture of innovation and excellence. Furthermore, candidates should have a demonstrated history of organizational leadership in a complex institution. Chapman University is committed to rigorous academic standards, shared governance, faculty excellence, and responsive support services that enable students to reach their full potential.

### **Strategic Priorities For The President**

- *Proven Leader* — Demonstrated skills in leading a complex institution will be essential in Chapman University's two-campus environment. Collaborating effectively with its Board of

Trustees, nurturing a strong leadership team, and possessing a strong commitment to integrity and ethics is also vital. The ability to foster a shared vision, continue to develop an ambitious yet pragmatic strategic plan, and build a sense of excitement and commitment among the various university constituencies, as well as build upon the strong community relationships with both Orange and Irvine, CA. Finally, the president also should show an ability to be adept at crisis management.

- *Prioritizes Higher Education, Academic, and Research Excellence* — The president understands, appreciates, and prioritizes excellence in higher education, academics, research, and its importance to students, staff, faculty, and their families, and the region. The president must have a general understanding and support of all Chapman University's academic disciplines and R2 research areas. As well, the president will continue to assess and address campus needs in developing or attracting new faculty and leadership across colleges, schools, and



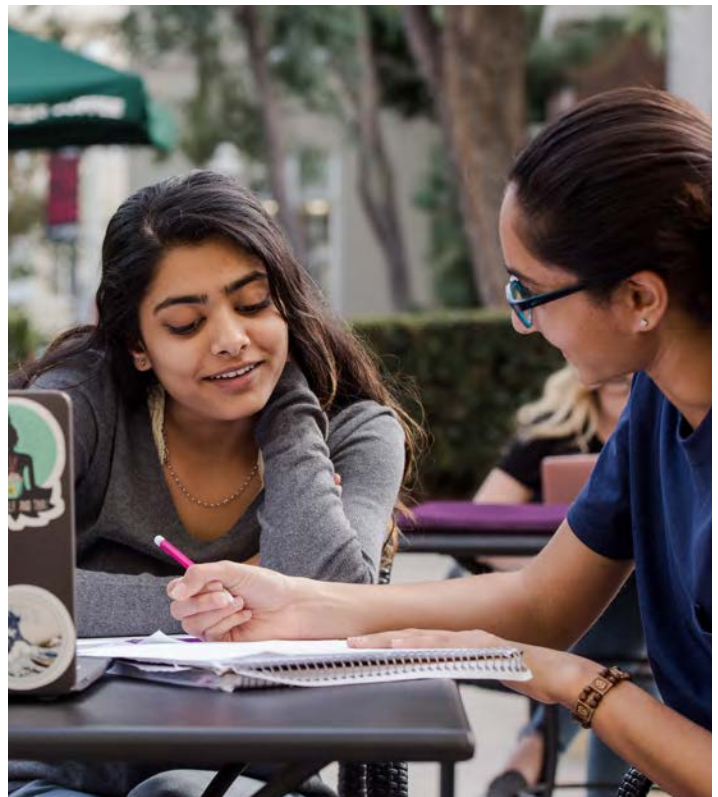


departments. The president should look to embrace AI and develop a strong technology plan. Based on the university's Strategic Plan, *Our Path to Greatness*, the president will lead the effort to continue to attract energetic and innovative leadership to Chapman's colleges, schools, departments, centers, and institutes.

- **Hiring and Developing Germinal Faculty** — As Chapman further develops as an institution of exceptional academic quality and reputation, it will be necessary for the president to work with the deans, chairs, and faculty leadership to attract individuals who are out of the box thinkers who demonstrate the ability to develop new connections among disciplines, share fresh perspectives, and inspire fellow faculty and students to produce cutting edge research and teaching.
- **Student Centered** — The president will leverage and elevate the vital importance of student success at Chapman University. Moreover, the president should encourage the provost, deans, chairs, and faculty to continue to improve student retention and graduation rates.
- **Values Student Engagement /Recruitment** — The president must understand the importance of working with students, hearing their concerns, and valuing the inclusion of students in various university decision-making and advisory bodies. Moreover, an institutional commitment to broad and diverse recruitment of students—

undergraduate and graduate—will be essential for Chapman University.

- **Commitment and progress toward the goal of becoming a Hispanic Serving Institution** — The president will continue to guide the institutional impetus toward becoming an officially designated Hispanic Serving Institution, as well as building upon other diversity, equity, and inclusion initiatives.
- **Strategic and Visionary Thinker** — The president must possess the demonstrated ability to articulate a shared vision and lead strategic plan implementation to ensure a bright future for Chapman University. Also, the president will take the time to understand Chapman's distinctive qualities and build upon them.
- **Strong Budget Acumen** — Although Chapman University is in a strong budget trajectory currently, there will be a need for continuing leadership in securing and monitoring fiscal resources. Experience with financial planning and resource allocation will be vital; Chapman University's Board is proud of the fact that the







institution has consistently recorded a budget surplus, that has allowed the university to continue its growth trajectory.

- *Experienced Fundraiser* — A demonstrated ability to develop trust and cultivate long-term relationships with potential donors, alumni, and community partners is necessary. The president must work with Chapman University's Advancement Office, particularly as they work collectively toward achieving the goals of the ongoing \$500 million **Inspire** campaign, and, by 2038, increasing institutional endowment to \$2 billion.
- *Shared Governance* — The president genuinely values and is committed to a robust shared governance model that engages students, staff, and faculty in shared decision-making at all levels. Being a high-level communicator and listener will be essential to success.
- *NCAA Chapman Panther Athletics* – Given the strengths of Chapman University's D3 athletics program and the recognition it brings, the president would benefit greatly from placing a high value on intercollegiate athletics and Chapman University's student athletes.

### Chapman University Presidential Characteristics

- A leader known for having a strong ethical compass and commitment to fairness
- A passionate leader for Chapman University who can continue to lead its upward growth trajectory and reputation
- An entrepreneurial, creative, innovative, data-driven, nimble, inspiring, courageous, and accessible leader for the Chapman University community, who will engage constituents locally, nationally, and internationally to increase awareness of and to promote Chapman University
- A person who supports teamwork, inclusiveness, transparency, veracity, motivation, collaboration, and consensus-building, with a commitment to maintaining a highly integrated and mutually supportive environment
- Confident and willing to explore alternative solutions to complex issues
- A person with exceptional listening and communication skills, who is empathetic, positive, and willing to work collaboratively with students, faculty, staff, and community



# NOMINATIONS AND APPLICATIONS

Representing AGB Search, Senior Executive Search Consultants Sally Mason and Garry W. Owens will be assisting the Chapman University Presidential Search Committee. Should prospective nominators or potential candidates have questions or wish to seek additional information, they are encouraged to email either Dr. Mason ([sally.mason@agbsearch.com](mailto:sally.mason@agbsearch.com)), or Dr. Owens ([garry.owens@agbsearch.com](mailto:garry.owens@agbsearch.com)) to arrange time for a confidential conversation prior to submitting materials.

Applicants are requested to submit the following materials:

1. A letter of interest based on the **Leadership Profile**, specifically the following areas—Professional and Personal Qualifications, Characteristics, and Strategic Priorities for the President—all of which describe the candidate’s relevant experience in light of Chapman’s needs;
2. A current **curriculum vitae**; and
3. A list of **five professional references** with email addresses, telephone numbers, and an explanation of your professional relationship. (References will not be contacted without prior authorization from the applicant.)

For full consideration, application materials should be submitted through the AGB Search portal system accessible [via this link](#) by **September 6, 2024**. Please direct any questions regarding the application process to [ChapmanPresident@agbsearch.com](mailto:ChapmanPresident@agbsearch.com).

Nominations and expressions of interest are encouraged and should be directed to [ChapmanPresident@agbsearch.com](mailto:ChapmanPresident@agbsearch.com) or to the AGB search consultants listed above. All candidate names will remain confidential until finalists are identified during the latter stages of the search.



## CHAPMAN UNIVERSITY PRESIDENTIAL SEARCH COMMITTEE

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- James Mazzo, Chapman University Trustee (chair)
- Wylie Aitken, Chapman University Trustee
- Irv Chase, Chapman University Trustee
- Maronya Moultrie, Chapman University Trustee
- Jim Roszak, Chapman University Trustee
- Sam Mirejovsky, Chapman University Board of Governors
- Wendy Hales, President's Cabinet, Chapman University
- Michael Ibba, Dean, Schmid College, Chapman University
- Marilyn Harran, Professor of History and Religious Studies, Stern Professor of Holocaust Education, Director of the Rodgers Center for Holocaust Education, Chapman University
- Mihaela Vajiac, Professor of Mathematics; Director of the Center of Excellence in Complex and Hypercomplex Analysis (CHECHA); Faculty Senate President, Chapman University
- Christina Marshall, Director of the Office of the President and Board Relations, Chapman University

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Chapman University is an equal opportunity employer committed to fostering a diverse and inclusive academic global community. The university is dedicated to enhancing diversity and inclusion in all aspects of recruitment and employment. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship status, physical disability, mental disability, medical condition, military and veteran status, marital status, pregnancy, genetic information or any other characteristic protected by state or federal law. The university is committed to achieving a diverse faculty and staff and encourages members of underrepresented groups to apply



The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Chapman University documents and personal interviews and is believed to be reliable.

While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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[Chapman.edu](http://Chapman.edu)