



# Randolph-Macon College

invites applications and nominations for

# President



The Board of Trustees and Randolph-Macon College community invites applications for an experienced, visionary, and student-centered leader to serve as its 16th President.

## ABOUT THE COLLEGE

### Overview

Founded in 1830, Randolph-Macon College (RMC) is a residential, undergraduate, liberal arts college committed to academic excellence and devoted to the development of its approximately 1,675 students as lifelong learners, critical thinkers, and citizens of the world. RMC emphasizes character development, ethical responsibility, and personal accountability. A highly student-focused learning community located 20 minutes north of Richmond, Virginia, RMC has a steadily growing enrollment, strong first-to-second-year retention rate, rigorous academic programs, and a beautiful 125-acre campus with new and recently renovated buildings.



## VALUES

RMC's mission underlies the College's ultimate purpose: to prepare students for successful lives. That commitment to students' futures is tightly woven in nearly every part of the educational experience. The pillars of our mission statement articulate how an RMC education lays the foundation for a successful life.

**Academic Excellence:** Founded in 1830, Randolph-Macon College is a residential, primarily undergraduate, liberal arts college committed to academic excellence and devoted to the development of its students as lifelong learners, critical thinkers, and citizens of the world. Randolph-Macon emphasizes character development, ethical responsibility, and personal accountability.

**The Whole Student:** A Randolph-Macon education extends beyond the classroom to include participation in athletics, leadership experiences, community service, and diverse student activities and organizations. Mentorship by coaches, staff, and faculty reinforces the College's values and lessons.

**Vibrant And Diverse Community:** Randolph-Macon students become part of a community comprised of peers, faculty, staff, and alumni from various backgrounds, ethnicities, faiths, traditions, and cultures. The College's historical relationship with the Methodist church laid the foundation for a community that embraces the vibrant exchange of diverse ideas and also celebrates and fosters compassion, cooperation, and understanding.

**Skills for College and Life:** Guided by a faculty of teacher-scholars, Randolph-Macon students acquire and practice the skills and knowledge necessary to solve problems creatively and analytically, communicate effectively, and understand the historical, cultural, and philosophical complexities of the issues they address. A strong focus on individualized advising and mentoring ensures students' academic success.

**Active Learning:** A Randolph-Macon education strongly emphasizes experiential learning through faculty-guided student research opportunities, international study and travel, service learning, and internships. The College's proximity to Washington, D.C. and Richmond, Virginia enrich these curricular and co-curricular opportunities to gain practical experience.

**A Career Pathway:** Randolph-Macon prepares students for life after college and professional success by helping them to set career goals, make plans to achieve those goals, and develop the character, leadership, knowledge, and skills necessary to work in diverse settings.



**Mission:**  
**A Randolph-Macon College liberal arts education develops the mind and character of each student.**

# THINGS WE'RE BUZZING ABOUT

President Lindgren's 19-year tenure has been a period of significant transformation and growth. In the past 19 years, Randolph-Macon:

- > Raised a total of \$237 million in donations
- > Experienced enrollment growth of 30%
- > Built or renovated 17 buildings, paid for almost entirely with private support
- > Grew alumni giving participation to more than 25% (as high as 40%), earning RMC a ranking in the top 30 in the nation for nine consecutive years
- > Added 13 academic programs and majors to create a diverse academic portfolio, including:
  - B.S. in Nursing
  - M.A. in Physician Assistant Studies
  - Engineering
- > Announced recent ABET accreditation for Engineering, CCNE accreditation and VBON regulatory approval for BSN, and ARC-PA provisional accreditation for PA
- > Added a broad range of curricular, extramural, and athletic opportunities, including:
  - Orchestra and Wind Ensemble
  - Show Choir
  - Equestrian
  - Esports
  - Men's Volleyball



## MORE BUZZ

- > Among 10% of colleges with a chapter of Phi Beta Kappa
- > A 2024-25 "College of Distinction"
- > Included as one of "The Best 389 Colleges" (*The Princeton Review*)
- > *The Princeton Review* also ranked RMC:
  - #13 for Best Science Lab Facilities
  - #15 for Best Career Services
  - #19 for Town/Gown Relations
  - #20 Friendliest Students
- > The Edge Career Center, which guides students through career exploration, career/internship search, and professional development, has earned national recognition
- > A member of the Annapolis Group, the organization of the nation's 130 leading independent liberal arts colleges



# ACADEMIC PROGRAM

## Courses of Study

Nearly 1,650 undergraduate students pursue their academic paths in more than 55 areas of study. RMC is known in the region for strong academic programs in a variety of fields, with a core foundation in the liberal arts. The College made recent investments in pre-professional programs, and earned ABET Accreditation in Engineering in 2024 and Virginia Board of Nursing full regulatory approval of its new Bachelors in Nursing in 2023. Other new programs include Cybersecurity and Criminology, and majors like Hispanic Studies, Education Studies, and a re-envisioned Classics program have emerged from other curriculum innovations. A curriculum with plenty of room to explore allows students to learn across several disciplines, and more than 60% of students pursue double majors and minors as well.

With a plan for staged growth, Randolph-Macon added a graduate program in Physician Assistant Studies in 2022. The first class of PA students will graduate in December 2024.

## Distinctions

The College's reputation for hands-on learning, led by faculty with an exceptional commitment to mentorship, is a core value. Approximately 97% of full-time faculty hold a Ph.D. or other terminal degree, and all are committed to preparing students to build their own futures through a rigorous academic program that exposes students to many areas of artistic and scientific inquiry.

With a 10-to-1 student-to-faculty ratio, the average class size is 16. The small classes, which are always taught by professors, challenge students to maximize their potential. Randolph Macon's curriculum is well-suited to hands-on experiences like robust, funded undergraduate research, faculty-led study abroad, and internship programs. The College's four-week January Term provides students the opportunity to concentrate intensively on one course, study abroad, or gain valuable career experience through a full-time, month-long internship.

The endowed Bassett Internship Program supports hundreds of students per year for credit-bearing

internships with faculty advisors. Faculty are also deeply involved in study abroad, leading RMC study-travel courses to locations as varied as Kenya, Japan, the Netherlands, Puerto Rico, and Australia. The Office of International Education supports these efforts, as well as semester and year-long study abroad and the College's cohort of international students.

## Outcomes

The College's Four-Year Degree Guarantee helps ensure that 95% of RMC students who graduate do so in four years or fewer.

92% of the Class of 2023 was employed, enrolled in graduate school, or serving in the military or a service program six months after graduation.

This outcome reflects a 90% response rate to the first-destination survey. The student outcomes—and our commitment to gathering fully comprehensive data on our graduating class—reflects the College's commitment to ensuring Randolph-Macon graduates are future ready.



**RMC's Engineering program earned ABET Accreditation in 2024.**

# CAREER PREPARATION

RMC integrates its outstanding liberal arts education and success strategies taught by faculty mentors with a four-year career preparation program led by the Edge Career Center. These services help students discern their career path, learn professional skills, access internship opportunities, and make connections to a global

alumni network resulting in a competitive advantage in their careers and when applying to graduate school. A highlight of the experience is a Career Boot Camp. This powerful combination of career services programming and faculty support has seen the College ranked in the top 20 for career services by *The Princeton Review* for five consecutive years.



**RMC has been ranked in Princeton Review's Top 20 for "Best Career Services" for five consecutive years. A yearly Boot Camp is a signature event for sophomores.**



## STUDENT LIFE

The student body is exceptional for its engagement in college life and was recently ranked for “friendliest students” by *The Princeton Review*. Of the 601-person class of first-year students and transfers who joined in fall 2024, 29% are students of color, which reflects the College’s continued efforts to expand its mission to historically underserved communities. 20% are first generation and 20% are Pell-eligible.

Twenty-seven states and 19 nations are represented in the student body. RMC’s 15 residence halls and 11 additional housing options help create a close-knit campus community (75% on-campus residency) resulting in friendships that continue long after graduation.

RMC students participate widely across the variety of activities on campus—embracing athletics, performance, research, Greek life, and more. The College has also invested in programs like Esports, show choir, and equestrian with full-time coaches who also serve as admissions recruiters. RMC students are also active in the College’s strong tradition of public service with twice-yearly service days.

The College has 13 sororities, fraternities, and a co-ed service fraternity and more than 100+ student organizations and clubs, including a chapter of the ODK National Leadership Honor Society.

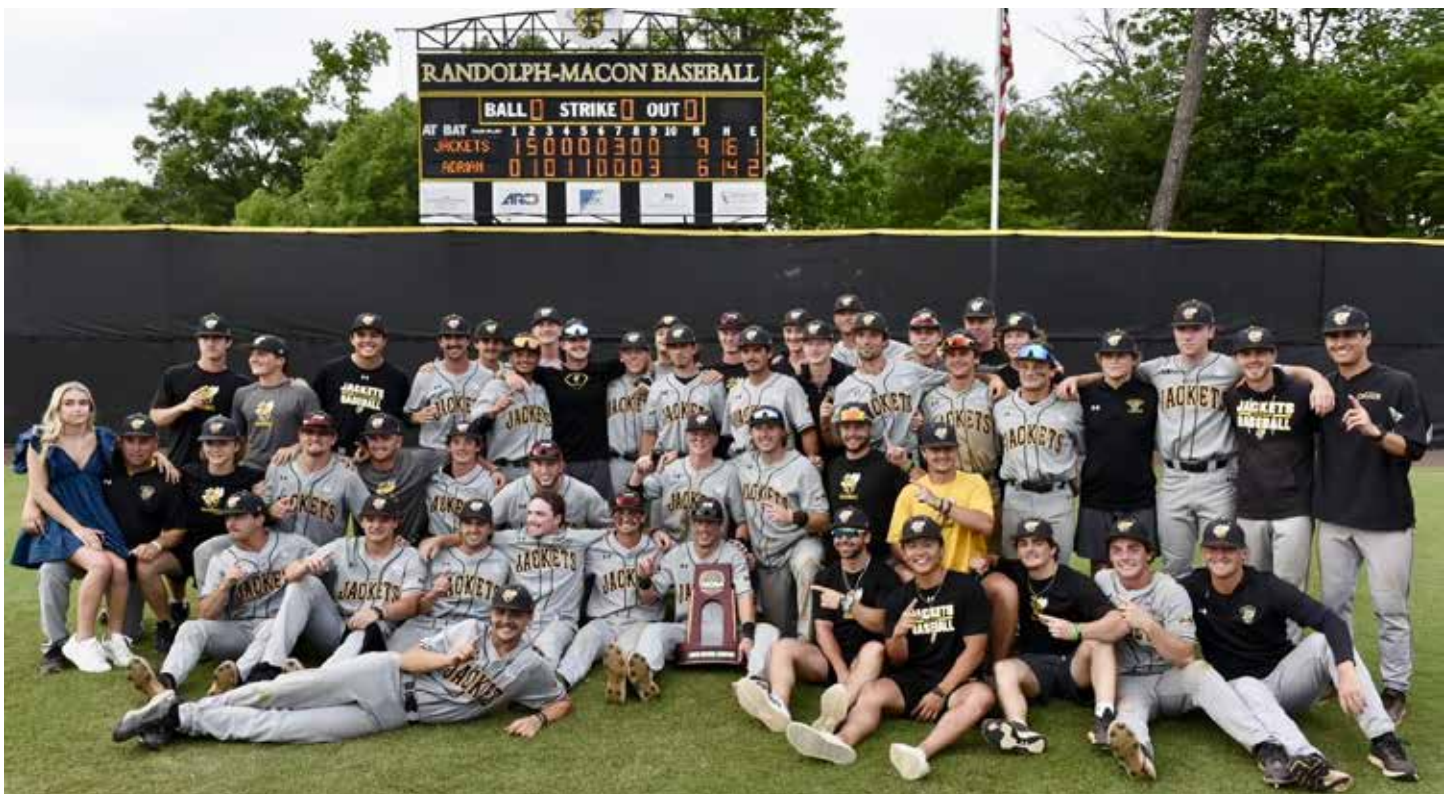


# ATHLETICS

Athletics is an integral part of RMC life with approximately one-third of the student population participating in a varsity sport. A member of the NCAA Division III and Old Dominion Athletic Conference, the College sponsors 18 intercollegiate sports.

Many Yellow Jacket teams have experienced recent success, including numerous nationally ranked teams, ODAC championships, and coaching honors, as well as:

- > A 2022 national championship in Men's Basketball, and three consecutive NCAA Sweet Sixteen appearances
- > A 2023 national semifinal in Football, and two consecutive NCAA Playoff appearances
- > 2023 appearance in the DIII College World Series for Baseball
- > Three consecutive NCAA Regional appearances for Softball





# ALUMNI

Alumni remain close to the College after graduation and have a long history of giving back to RMC, financially and with their time and talent. The percentage of alumni giving to RMC has placed the College in the Top 30 nationally over the last nine years. Those gifts have largely supported the reinvigoration of the campus and enabled broader access through generous financial aid.



## FINANCIAL STABILITY

The College has an annual budget of approximately \$60 million and an endowment of \$215 million. 76% of the College's revenues come from tuition, fees, and auxiliaries. 98% of students receive significant institutional aid, discounting their base tuition in a traditional small, private college discount model.

Its financial stability is demonstrated by several key metrics:

- S&P Global A Stable rating
- Forty-five years of a balanced budget on modified-cash basis and 11 years of positive full-accrual operating results
- CFI has averaged 7.44 over the last five years
- Debt strategically managed with 99% of debt fixed to maturity through public finance
- The CFO position has given the College additional stability, with the last three incumbents serving at least 13 years until their respective retirements.

# GOVERNANCE AND LEADERSHIP

Randolph-Macon is governed by a highly engaged 45-member Board of Trustees, which meets at least three times a year and has the following standing committees: Executive Committee, Advancement Committee, Athletics Committee, Audit Committee, Academic Affairs Committee, Buildings and Grounds Committee, Enrollment Committee, Finance Committee, Investment Committee, Student Affairs Committee, and Committee on Trustees.

Direct reports to the President include the seven members of the College Cabinet: the Provost & VP for Academic Affairs, VP for Administration and Finance, VP for College Advancement, VP for Enrollment Management, VP for Marketing and Communications, VP for Student Affairs & Dean of Students, and Executive Assistant to the President. A Faculty Representative is elected annually to the Cabinet as well. In addition, the Office of the President includes the Administrative Services Coordinator, Assistant to the President & Assistant Secretary to the Board of Trustees, the Special Assistant to the President for Diversity & Opportunity, and the Director of Title IX and ADA Coordinator.



# THE PRESIDENCY

Reporting directly to the Board of Trustees, the President of Randolph-Macon College is the Chief Executive Officer of the College and the official advisor, to and executive agent of, the Board of Trustees and its Executive Committee. As the educational and administrative head of the College, the President exercises general oversight over all the affairs of the institution and brings such matters to the attention of the Board as are appropriate to keep the Board fully informed in meeting its policy-making responsibilities.

## STRATEGIC OPPORTUNITIES

The 16th President of Randolph-Macon College will build upon the transformational 19-year tenure of Robert Lindgren. Key strategic opportunities include:

- Continuing a tradition of highly engaged and student-centered Presidential leadership as a visible member of the campus community and the town of Ashland.
  - Advancing RMC's positive trajectory of strategic and sustainable enrollment growth and implementing the institutional infrastructure required to support that growth.
  - Finalizing and implementing a strategic plan that focuses the strategic resources of the College toward academic excellence, student outcomes, and care for the campus community.
  - Leading the planning and execution of a comprehensive campaign to grow the endowment, support strategic growth, and enhance student success and post-graduate outcomes.
  - Collaborating with a deeply committed and student-focused faculty to develop, articulate, and promote a contemporary vision of the liberal arts in the context of an increasingly comprehensive academic institution.
  - Addressing compensation, workload, morale, and professional development to support dedicated faculty and staff committed to students and to the College's future.
  - Planning for fundraising and implementation of a refreshed campus master plan focused on new and renovated residence halls, classrooms, athletic facilities, faculty and staff offices, student collaboration spaces, and campus gathering locations.
- Collaborating with the Provost and the faculty to support and assess a data-informed academic program portfolio that engages student interest and supports the College's mission and values.
  - Recognizing and maintaining the importance of strong athletic programs to enrollment, student development, and alumni and community engagement; exploring the opportunity for new NCAA sports and other competitive activities.
  - Engaging a loyal and active alumni base deeply committed to RMC while identifying and developing relationships with prospective new donors.
  - Sustaining a collaborative and mutually beneficial relationship with the town of Ashland.



## QUALIFICATIONS

The Board of Trustees and Randolph-Macon College community seek an experienced, visionary, and student-centered leader who embraces the College's mission and values and who:

- Demonstrates servant leadership; models transparency, accountability, honesty, integrity, and ethical judgement.
  - Has a proven record in senior management and leadership experience in higher education and/or a complex organization, with a well-developed understanding of academic culture, shared governance, and best practices for institutional effectiveness.
  - Possesses the humility to embrace President Lindgren's successful tenure and the skills necessary to develop and advance a collective vision for the College's next decades during a period of significant change in American higher education.
  - Partners effectively with a highly engaged Board of Trustees to leverage their knowledge and skills for the benefit of the College.
  - Has a proven track record with, and strong commitment to, external resource development, including fundraising and new and creative revenue generation.
  - Has strong business and financial savvy, with an understanding of the challenges and complexities of a highly tuition-driven institution as well as the ability to think strategically and creatively about revenue generation, budgeting, and finances.
  - Collaborates with the college community to make timely and strategic decisions, model and expect accountability, and demonstrate resilience and adaptability.
  - Aligns innovation and entrepreneurial opportunities for strategic growth and transformational change with the RMC mission and foundational liberal arts traditions.
- Demonstrates commitment to and passion for student engagement and success, inclusion and community, and education of the whole person.
  - Is an outstanding communicator, listener, and trust-builder with experience developing authentic, personal relationships with all college constituencies.
  - Desire and ability to articulate the mission, vision, and values of RMC, including its focus on student engagement and success.
  - Holds an advanced degree from an accredited institution of higher education, with preference for a terminal degree.



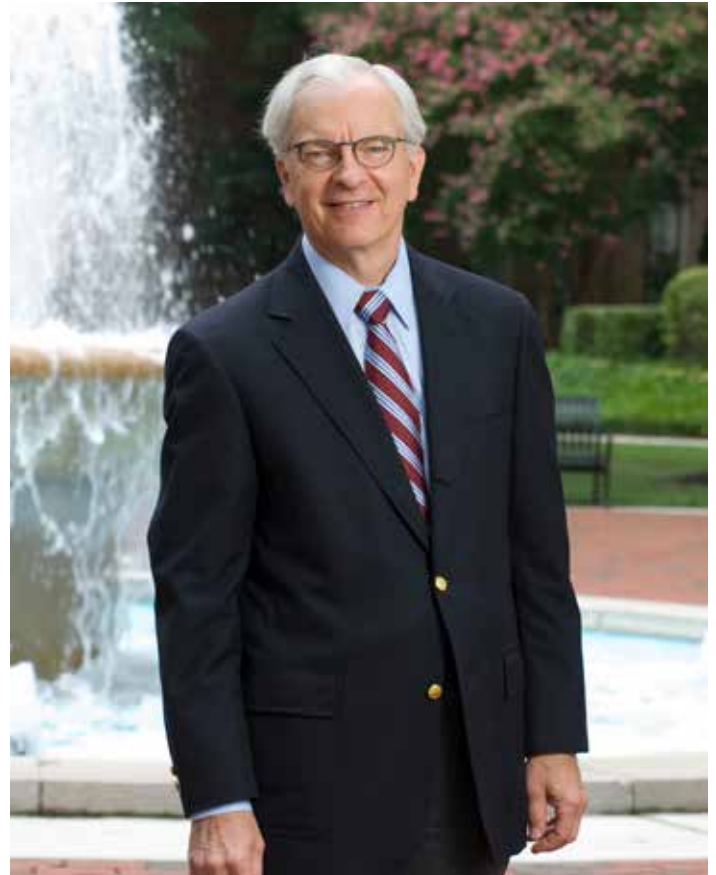
# About Robert R. Lindgren

## Randolph-Macon's 15th President

Robert R. Lindgren, who has served as RMC's 15th President since February 1, 2006, will retire on June 30th, 2025. During his tenure, he has focused on increasing enrollment, revitalizing RMC's campus, helping to create new academic and co-curricular programs, and increasing private support of the College.

New student enrollment has increased by approximately 30 percent and more than 13 new majors and programs have been created during his tenure. Private support of Randolph-Macon has reached an all-time high, and the College completed a \$125 million comprehensive campaign. Since 2016, the College has ranked annually in the top 30 among all colleges and universities in alumni giving participation.

Prior to Randolph-Macon, President Lindgren served as Vice President for Development and Alumni Relations for The Johns Hopkins Institutions in Baltimore, Maryland. Previously, he served both as Vice President for Developmental and Alumni Affairs for six years and the chief development officer at the University of Florida for a total of ten years and held prior positions at UF as Assistant to the President and Assistant Dean in the College of Law. President Lindgren earned undergraduate and law degrees from the University of Florida and a Master of Philosophy degree in management studies from Oxford University in England. He was awarded an Honorary Doctorate by the University of Florida in August 2012.



# ASHLAND-RICHMOND REGION

Randolph-Macon is an integral part of the town of Ashland, Virginia located just 90 miles south of Washington, D.C., and 15 miles from the State Capitol in downtown Richmond.

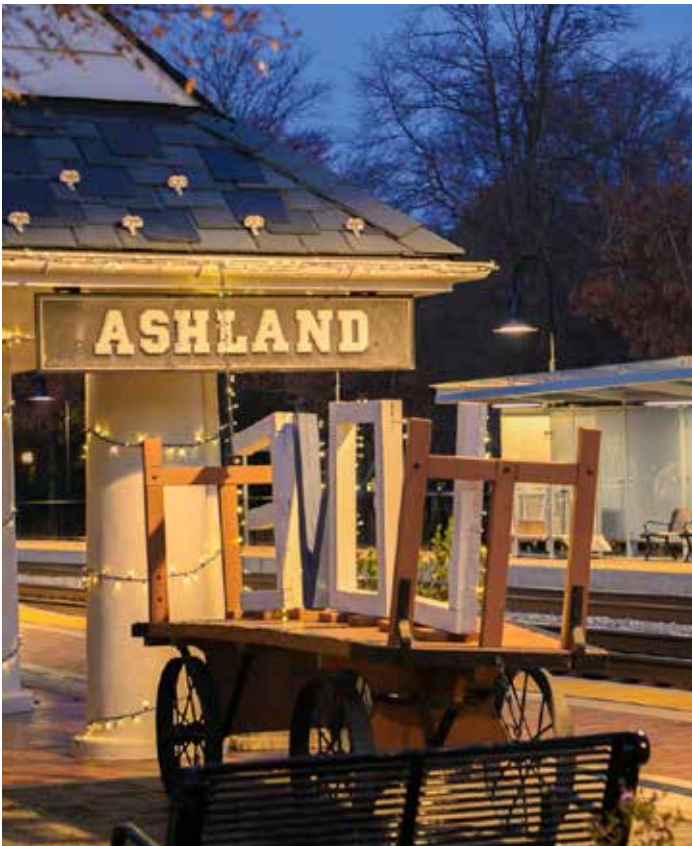
Ashland's charming neighborhood streets surround the College, including the President's on-campus home. Campus is just steps from downtown Ashland, where you'll find an Amtrak train station that serves northeast regional trains bound for Richmond, Newport News, and Norfolk as well as northern cities. Major and local retailers and restaurants, along with a multi-screen movie theatre and popular farmers market, provide nearby shopping, dining, and entertainment options.

With a metropolitan population of more than 1.2 million, Richmond is a regional center for business and commerce, including several Fortune 500 companies. Richmond is routinely ranked for its rich restaurant scene, with thriving independent restaurants, food trucks, and farmers markets as

well as national chain restaurants. The area has a strong art scene with several major theaters, galleries, concert venues, and nationally recognized museums. The city was recently named the best river town in America by Outside magazine.

For outdoor enthusiasts, both Ashland and Richmond provide many recreational activities from cycling, paddling, fishing, and boating. A regional park system with beautiful forests and streams offers challenging trails for hiking and mountain biking. Sports fans can enjoy NASCAR races, minor league soccer and baseball games, and marathon races, as well as the Yellow Jackets' contests in Ashland, of course!

Central Virginia is a region rich in history and the arts, with Washington, D.C., Jamestown, Williamsburg, the Blue Ridge Mountains and the Atlantic Ocean all within a two-hour drive of Ashland.



# APPLICATIONS, NOMINATIONS, AND EXPRESSIONS OF INTEREST

AGB Search is partnering with the Randolph-Macon College Board of Trustees and campus community in the search for their 16th President.

To assure full consideration, applications should be received by November 15, 2024, and must include:

- > A letter of interest addressing the strategic opportunities and qualifications identified in this profile;
- > A curriculum vitae; and
- > A list of five professional references with email addresses and telephone numbers, including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

Application materials should be submitted in PDF format through the AGB Search portal using this link: [Randolph-Macon College - President](#).

Please direct any nominations, expressions of interest, or questions regarding the application process to [RMCPresident@agbsearch.com](mailto:RMCPresident@agbsearch.com) or to the AGB Search team:

## **Matthew J. Kilcoyne**

Principal

AGB Search

[matt.kilcoyne@agbsearch.com](mailto:matt.kilcoyne@agbsearch.com)

(202) 253-9846

## **Carlton Brown, Ed.D.**

Senior Executive Search Consultant

AGB Search

[carlton.brown@agbsearch.com](mailto:carlton.brown@agbsearch.com)

(912) 247-8661

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Advancing Higher Education Leadership

**RMC**

Randolph-Macon College, an equal opportunity employer, is committed to diversity, equity, and inclusion as a central value and encourages applicants of diverse backgrounds and experiences to apply.