PRESIDENTIAL Search
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Doane University announces the search for its 13th president. The search begins after more than a decade of successful growth and dedicated leadership by Dr. Jacque Carter, who has announced his decision to retire in June 2021. Doane University is in an enviable position within Nebraska’s private higher education landscape, with a strong tradition of liberal arts learning at its Crete campus and a well-established presence in undergraduate, graduate and professional education in Lincoln and Omaha. Doane University also has an active and robust online presence, one that grew significantly under Dr. Carter’s leadership. The university benefits from strong fiscal stability and a substantial endowment, a talented and dedicated community of faculty and staff, and a loyal student and alumni base. In its next President, Doane seeks a visionary and inspiring leader who will harness the multi-faceted strengths of Doane to build a world-class University to serve the needs of 21st century learners and the communities in which they live and work.
ABOUT THE UNIVERSITY

Doane University is the oldest private institution of higher education in Nebraska. Founded in 1872 as Doane College, its main campus in Crete is home to the College of Arts and Sciences, which offers undergraduate programs for traditional, residential students. As a comprehensive university rooted in the liberal arts, Doane is also recognized for its convenient, affordable education programs in the College of Education, College of Business, College of Professional Studies, and School of Integrative Learning, which have undergraduate and graduate programs available at satellite campuses in Nebraska’s largest metro areas — Lincoln and Omaha — as well as programs that are available fully online.

Doane continually receives national recognition from some of the most prestigious publications across the country. For their 2019 college rankings, The Wall Street Journal rated Doane as the 2nd best university in Nebraska. Doane was only one of four institutions in the state to receive recognition from the WSJ/Times Higher Education. In addition, U.S. News and World Report named Doane a “Top National Liberal Arts College,” ranking among the top 150 schools nationally. The Princeton Review labeled Doane a “Best Midwestern School,” and Forbes included Doane among their “America’s Best Colleges” list.

Doane University enrolled 2,900 full-time and part-time students student in Fall 2020, including 990 undergraduate students on the Crete campus in the Fall 2020 semester. Thirty percent of Doane’s students are first-generation students. The student-faculty ratio at Doane University is 11:1, and 83% of Doane’s classes have fewer than 20 students. The most popular undergraduate majors at Doane University include Business Administration, Elementary Education; Biology, Health and Human Performance, and Psychology.

HISTORY

Since its establishment, Doane University has occupied a distinguished place in the liberal arts and sciences higher education community in America’s Midwest. When the General Association of Congregational Churches had their first annual meeting in Fremont, Nebraska in 1857, they resolved to lay down the foundation for a literary institution of high order in Nebraska. Fourteen years later, after several failed attempts to establish schools across the state, Crete Academy was founded on May 22, 1871, in Crete, Nebraska through the joint efforts of Thomas Doane, the chief civil engineer for the Burlington and Missouri River Railroad, and a local Congregational pastor. On July 11, 1872, Doane College opened its doors and preempted Crete Academy. In May of 2016, Doane changed its name from Doane College to Doane University.

In order to reach more non-traditional, graduate and professional learning students, Doane opened additional campuses. The Lincoln campus opened in 1981 and Doane’s Omaha campus began serving the metro area in 2014. In 2016, Doane expanded its online footprint with an Open Learning Academy geared towards non-degree seeking nursing and health students. Doane currently offers multiple online learning opportunities with courses that are under National/State Authorized Reciprocity Agreements as well as fully online programs.

Doane continues its historical affiliation with the United Church of Christ, formerly known as the Congregational Church, and serves as UCC’s representative institution for the Nebraska, Rocky Mountain, Kansas-Oklahoma and South Dakota conferences. While founded by Protestants, Doane University welcomes people of all faiths, including those exploring their faith and people of no faith, but goodwill. Doane does not discriminate against anyone in admission, access, treatment or employment based on race, color, religion, sex, genetic information, national origin, disability, age, marital status, sexual orientation or any other protected class recognized by state or federal law in its programs and activities.
Doane’s strategic plan, Doane150, articulates the university’s strategic priorities and serves as a general road map of efforts as Doane moves towards its 150th anniversary in 2022. The plan builds on Doane’s current strengths and focuses energies and resources on the most pressing issues. This plan will assist the University to establish priorities, guide decision making, align financial and human resources, and maximize the impact of resources. Annually, the administration identifies a suite of signature projects to be acted upon which seek to support the strategic pillars and strategies. As such, the plan is a “living” document — a guidepost for decision-making and is referenced, revisited, and revised on an ongoing basis.

VISION

Doane University will be a comprehensive university, recognized for innovation, valuing the liberal arts and professional studies in order to empower and prepare students for life, career, and community engagement.

MISSION

Doane University creates distinctive educational experiences, rooted in the liberal arts, to prepare our students for careers and lives grounded in inquiry, ethics, and a commitment to lead and serve in the global community.

- **Distinctive Educational Experiences**: Doane offers experiences, inside and outside the classroom, that are designed and delivered in a way that meets the diverse needs of our student population.
- **Rooted in the Liberal Arts**: Doane is firmly established in the liberal arts approach, placing value on critical thinking, communication, interdisciplinary work, and breadth and depth of knowledge.
- **Inquiry**: Doane emphasizes curiosity, the ability to formulate and ask critical questions, and the desire to explore and evaluate solutions.
- **Ethics**: Doane seeks to help students apply moral principles to their decision-making and behavior.
- **Commitment to Lead and Serve**: Doane creates experiences intended to instill in students a desire to lead and serve that will translate into lifelong action.
- **In the Global Community**: Doane recognizes that as members of the global community, we are economically, socially, and politically interdependent.

VALUES

- **Inclusion**: Doane values creating an environment in which all individuals and communities are able to fully participate, belong, and thrive in authentic ways.
- **Integrity**: Doane values ethical and principled decision-making and taking responsibility for one’s actions.
- **Innovation**: Doane values forward thinking and the ability to develop and implement new or re-imagined ideas in a collaborative environment.
- **Transformation**: Doane values enhancing lives and developing potential.
Doane University is organized into five colleges: College of Arts & Sciences, College of Business, School of Integrative Learning, College of Education, and College of Professional Studies. Doane has three campuses – Crete, Lincoln, and Omaha. Doane has a total of 104 full-time faculty and 140 part-time faculty. Approximately 87 percent of the full-time Doane faculty have a terminal degree, and over 55 percent are tenured. Doane offers 48 undergraduate majors, 13 master’s programs and 1 doctoral degree. The University also employs 262 staff members.

Doane has an impressive tradition of fellowship and scholarship recipients with winners going as far back as the 1950s. This is a reflection of the undergraduate program’s high quality and Doane’s outstanding faculty who care deeply about their students receiving a quality education. Doane students have received fellowships to study in 14 different countries, with over 40 graduates participating in the Fulbright Program in Germany. Twenty-four Doane students have earned either a Fulbright Fellowship or acceptance into the Japan Exchange and Teaching (JET) program in the last 10 years. Additionally, Doane has had multiple Gilman Scholarship recipients and a TAPIF Fellowship recipient in the past five years.

Doane University is accredited by the Higher Learning Commission and is a member of the North Central Association (NCA). In addition, Doane’s undergraduate and graduate programs in the College of Education are accredited by the Council for the Accreditation of Educator Preparation (CAEP). Doane University’s baccalaureate degree in nursing is accredited by the Commission on Collegiate Nursing Education.
LIST OF MAJORS AND MINORS

College of Arts & Sciences
Agriculture and Natural Resources Minor
Art*
Asian Studies Minor
Biochemistry
Biology*
Chemistry*
Communication Minor
Computational Science Minor
Computational Thinking Minor
Computer Science
Data Analytics Minor
Engineering*
English as a Second Language
English Language Arts
English Writing Minor
English*
Environmental Science
Environmental Studies*
Film and Media Production*
Gender Studies Minor
German*
Graphic Design*
Health and Society
History*
Information Systems
Information Technology and Security Minor
International Studies
Law, Politics, and Society
Mathematics and Data Analytics
Media Communication*
Ministry Minor
Music*
Philosophy*
Physics*
Political Science*
Psychology*
Religious Studies*
Science
Social Science
Sociology*
Software Development Minor
Spanish*
Strategic Communication
Theatre*

College of Business
Accounting*
Master of Arts in Management
Master of Business Administration
Agribusiness*
Business Administration*
Economics*
Leadership Studies Minor

College of Education
Educational Studies
Master of Education in
  Curriculum and Instruction
Elementary Education
Master of Education in School Counseling
Special Education
Master of Education Leadership
Education Specialist
Doctorate of Education

College of Professional Studies
Criminal Justice
Master of Arts in Counseling
Graphic Arts and Print Design
Human Relations
Liberal Arts Studies
Organizational Communication
Substance Use Counseling

School of Integrative Learning
Exercise Science
Master of Science in Instructional Design
Health Sciences - Crete
Health Sciences - Non-Residential Nursing, R.N. to B.S.N.
Strength and Conditioning Minor

*major and minor available
Doane University offers a rich culture for student engagement at its Crete campus. Doane has more than 60 student-led clubs and organizations, nine fraternities and sororities within Greek Life that nearly 300 students participate in, as well as an active Student Congress.

**STUDENT GROUPS**

Absolutely Unprepared Improv Team  
Alpha Kappa Delta  
Alpha Omega Fraternity  
Alpha Psi Omega  
American Association for University Women  
Biochemistry Club  
Black Student Union  
Catholic Newman Club  
Collegiate Chorale  
Delta Kappa Pi Fraternity  
Doane Academic Competition Team  
Doane Association for the Education of Young Children  
Doane Choir  
Doane Forensics  
Doane Owl  
Doane Serves  
Doane University Latino Student Association  
Double-wide  
Gamma Phi Iota Sorority  
Generation for Sexual Health  
Political Change  
Greek Council  
Hansen Leadership Advisory Board  
HR Club  
Human and Planetary Health Society  
Intramural Sports  
Jazz Unlimited  
Kappa Alpha Omicron  
Kappa Phi Zeta Sorority  
KDNE Radio  
National Association for Music Education  
Omega Psi Theta Sorority  
Omicron Delta Epsilon - Theta Chapter  
Omicron Delta Kappa  
Opt Outside  
Order of Omega  
Phi Beta Lambda  
Phi Sigma Tau Sorority  
Pre-Law Club  
Project Outdoor Classroom  
Psych/Soc Club  
Relay For Life  
Sigma Delta Pi  
Sigma Tau Delta  
Society of Physics Students  
Student Congress  
Student Education Association  
Student Programming Board  
Tau Sigma Zeta Fraternity  
The Dance Project  
The Doane Line  
The Guild  
The Outsiders  
Tiger Pep Band  
United States Institute for Theatre Technology Student Chapter  
Wildlife and Conservation Organization  
Women’s Chorale  
Xanadu
Doane Tiger Athletics competes in 22 sports in the Great Plains Athletic Conference, one of the premier NAIA conferences in the country. After the GPAC was formed in 2000, the Doane Tigers have placed in the top half of the GPAC All-Sports Standings every year, including a top-two finish in four of those years. Most recently, three Doane student-athletes were crowned NAIA National Champions in the 2019-20 academic year.

Doane has a rich tradition of success in track & field, football, and volleyball, in particular. Seventy-four Doane student-athletes have won an NAIA National Championship in track & field while as a team, the men have won 29 indoor conference championships and 34 outdoor conference championships. The women have won 27 indoor conference championships and 26 outdoor conference championships. The Tiger football team has qualified for the NAIA playoffs six times and has finished in the top 25 national rankings 15 times. The Tiger volleyball team has qualified for the NAIA National Tournament 11 times since 1985.

Doane’s student-athletes have excelled in the classroom as well. The Pfleiger/Olson Scholar-Athlete Award was presented to 320 Doane student-athletes in 2019-20 for having earned a 3.3 GPA or higher. Doane student-athletes have also shown a strong commitment to giving back. In the 2019-20 academic year, Doane ranked #1 in the nation for the NAIA’s Helper Challenge, which tracked volunteer hours among student-athletes at participating schools. Approximately 65% of undergraduate students at Doane’s Crete campus participate in an athletic team.
MEN’S TEAMS
Baseball
Basketball
Cross Country
Football
Golf
Soccer
Tennis
Indoor Track
Outdoor Track
Wrestling

WOMEN’S TEAMS
Basketball
Cross Country
Golf
Soccer
Softball
Tennis
Indoor Track
Outdoor Track
Volleyball

COED TEAMS
Cheerleading
Dance
Shooting Sports
The President’s Cabinet consists of the following roles: Provost & Executive Vice President for Academic Affairs; Vice President of Finance and Administration; Vice President for Enrollment and Student Experience; Vice President for Institutional Advancement; Chief Information Officer; Vice President for Diversity, Equity, and Inclusion; Director of Human Resources; Athletic Director; and Associate Vice President for Academic Affairs, Online Operations & School of Integrative Learning. The next President will have the responsibility for identifying the right mix of roles and talents for the senior leadership team.

**BOARD OF TRUSTEES**

The governance of Doane University is vested in a self-perpetuating Board of Trustees, whose regular members serve a four-year term and are eligible for re-election. There are currently 36 members of the Board of Trustees. The Board meets three times a year, in the Fall, Winter and Spring. Like all institutions of higher education, the next President’s ability to develop a positive and effective working relationship with the Board of Trustees is essential.

**FACULTY COUNCIL**

The Faculty Council consists of 11 faculty members who are elected by their peers and represent all colleges and schools within the university. The Council provides a voice for faculty interests, and academic concerns, within the context of shared governance, and thus serves as a liaison to the administration and Board of Trustees in such matters. It also conducts the Faculty Assemblies, where proposals from the standing faculty governance committees (e.g., Promotion and Tenure, Academic Affairs, etc.) are brought forth to the full faculty for consideration and adoption.
Doane University is on strong financial footing. Doane has an annual operating budget of $40M, and a managed endowment of $120M. Doane has constructed its academic program offerings to allow for a consistently balanced budget including endowment support. The university recently refinanced its debt of only $17M and maintains an A rating by Moody’s (since 2013 when Doane was first rated).

Pell students represent 31% of the undergraduates at Doane and 100% of full-time undergraduates at the Crete campus receive financial aid.

A unique strength of Doane University as a small, primarily undergraduate institution (PUI) has been the ability to secure external funding, including large federal grants. Doane’s portfolio of active grants includes 21 projects totaling $7.5M from federal agencies and small federal and foundation grants and major donor contributions including, the National Science Foundation, the National Institutes of Health, the National Endowment for the Humanities, the Department of Education, the Department of Justice, and many others. External grant funding since 2015 (not including active grants) totaled $6.7M supporting 49 projects.

Grants and Foundation Relations conceives, plans, helps execute, oversees, and assesses the university’s fundraising program focused on securing gifts and grants from private foundations, corporations, and government agencies or other institutional prospects in support of the university’s mission. The director of the program works closely with the president, cabinet, deans, faculty, and the advancement team to ensure a coordinated and optimized approach to funding agencies and prospective donors. Post-award services include budget management and compliance and regulatory oversight. Doane took an innovative approach in pre-award sponsored programs work seven years ago when it contracted with McAllister & Quinn, a Washington, DC-based firm providing comprehensive proposal development services for small institutions.

Grants at Doane have supported new faculty and staff hires, student research, conference participation, curricular and professional development, technology enhancements, and capital projects including renovations.

$3.2 M
Combined Gift Revenue (Restricted, unrestricted, and capital)
July 1, 2019 - June 30, 2020 (FY20)

4,514
Total number FY20 donors
(Restricted, unrestricted, and capital)

$21,239
The average amount of institutional aid received per student.
Doane empowers and encourages students, faculty, and staff to seize opportunities, take healthy well-calculated risks, and achieve excellence as they define it. In doing so, Doane creates a culture that encourages students to become life-long learners. Doane develops learners who will possess the knowledge and skills to pursue the intellectual and ethical inquiry, apply theories to practical problems, and engage in “purpose-driven” service and leadership on the global scale. This allows our students to make a real and meaningful impact in the lives of others.

As a part of Doane’s student learning outcomes, students develop understandings of diverse national and international cultures as well as how to learn to work with others, to act ethically, and to lead responsibly. This has important connections to the goals of being a truly diverse and inclusive university.

Ultimately, every student learning outcome at Doane is predicated upon the existence of an environment that encourages students, faculty, and staff to appreciate the individualized nature of human thought and experience the fundamental recognition that we all approach issues and interactions from uniquely personal perspectives. This reality only accentuates the importance at Doane of encouraging an ever diverse and inclusive culture, in which each student, faculty, and staff member meaningfully contributes to the advancement of student learning outcomes and all play a role in student learning. In 2020, Doane launched a renewed planning process for diversity and inclusiveness.
LOCATION

Doane benefits from three distinct campus locations: Crete, Lincoln, and Omaha. Doane also offers programs online through Doane’s Open Learning Academy and DoaneX

Crete:
In Crete, Doane’s flagship 300-acre residential campus is known for its scenic beauty – the entire campus is an arboretum. A large majority of Doane’s undergraduate students live on campus. Located just 23 miles southwest of Lincoln, and 75 miles southwest of Omaha, Doane University’s Crete Campus serves almost 1,000 students from the Midwest and beyond. Doane University grants a rich, educational foundation for students to grow upon as they move forward in their lives and careers. This friendly college town is a community of around 7,000 people.

Lincoln:
Doane University’s Lincoln campus serves students in Nebraska’s capital as their premier hub for adult learning and development. The Lincoln campus is Doane’s primary home for its undergraduate and graduate programs for non-traditional students. Courses on the Lincoln campus are offered in the evenings and are tailored to the working adult. Graduate programs offered in Lincoln include a Master of Arts in Management, Master of Business Administration, and multiple graduate education programs. Undergraduate programs offered in Lincoln include Agribusiness, Business Administration, Criminal Justice, and Graphic Design, among others. Through night and weekend classes, Doane’s Lincoln campus offers working adult learners an opportunity to advance professionally and build a financial foundation for their family on a schedule that fits their needs.

Omaha:
The university’s Omaha campus is one of the metropolitan area’s premier centers for adult learning. Doane’s Omaha campus is focused primarily, but not exclusively, on three areas of study: Graduate Business, Undergraduate Business, and Graduate Education. These focus areas have been identified through collaboration with industry partners, professional organizations and school districts in the Omaha area and surrounding counties. Through these partnerships, Doane is leading efforts to provide industry-relevant, market-tested, affordable, and flexible degrees for working professionals.

Open Learning Academy (OLA):
Doane initially invested in the Open Learning Academy to focus on online delivery for healthcare professionals seeking to fill gaps in their transcripts to further their education and advance their careers. Over time, it became evident that students in a wide variety of disciplines could benefit from OLA courses. Doane expanded course offerings to include science and business, humanities, and math classes. Now students can advance in just about any field, and they can complete courses at their convenience because OLA courses are entirely online. OLA has become a significant financial contributor to the university and the main online platform to provide educational programs outside of traditional liberal arts, education, and business programs.

DoaneX:
DoaneX was created from the partnership between edX and Doane University. DoaneX provides the university with a platform to enhance its mission of providing an exceptional educational experience to a global audience. As the only university in Nebraska to partner with edX, Doane continues to pave the way as a leader in higher education.
The next President of Doane University will have the opportunity to shape a vision for Doane that embraces the University’s commitment to academic excellence and curriculum rooted in the liberal arts, its continual implementation of innovative and evidence-based pedagogies, a strategic array of academic offerings, and its demonstrated alumni success at the undergraduate and graduate levels. She or he will find a dedicated community eager to build on its strong foundation and to partner in the development of an inspiring strategic plan that will position Doane as a transformational leader in Nebraska’s higher education landscape.

Doane’s next President must be prepared by experience and disposition to work closely with the entire community to continue the institution’s trajectory of excellence, to celebrate its robust traditions, to harness the opportunities presented by being a multi-campus institution, and to lead the University to even greater academic innovation and distinction. She or he will be expected to guide the articulation of goals that are both inspiring and achievable while nourishing the community’s will, spirit and resources needed to attain them. Among the most important priorities for the next President are:

**DEMONSTRATING INSPIRING LEADERSHIP, VISION, AND AMBITIOUS STRATEGIC PLANNING**

Changes in presidential leadership offer institutions a unique point in time to review, assess and invite conversations about plans for the future. By harnessing the strengths of Doane’s liberal arts tradition and its impactful graduate and professional programs, the next President has the opportunity to champion a vision of excellence and innovation for Doane that will define its future. Doane is exceptionally poised for the next phase of its history with the potential to strategically grow enrollments at both the undergraduate and graduate levels across its three campuses and online, to innovate curriculum and program delivery with a dedicated faculty predisposed to continuous improvement, to positively impact the communities in which Doane serves, and to broaden Doane’s footprint throughout Nebraska and nationally. In articulating a unified vision for Doane University, the President will be a charismatic communicator who will play an active, visible, and transparent role with the students, staff, faculty, Trustees, alumni, and local community and business leaders.
DEVELOPING AND PROMOTING A UNIFIED IDENTITY FOR DOANE UNIVERSITY, UNLEASHING PROGRAMMATIC INNOVATION, AND ENHANCING ENROLLMENT STRATEGIES ACROSS CAMPUSES

The next President will provide leadership that builds a sense of community and promotes Doane as one university across multiple campuses, disciplines, and stages of student learning and development. The President will be a relationship builder who celebrates Doane’s traditional liberal arts heritage and embraces its graduate and professional student populations. The next President must be student-centric and understand the needs of the current and future generations of learners. The next President must have a firm understanding of student demographics, enrollment management strategies, and the ever-growing challenges surrounding recruitment and retention, and be able to balance the tensions between access, affordability, and financial sustainability.

Working closely with the senior leadership team and Doane’s committed faculty and staff, the President will chart an authentic and compelling identity for Doane. She or he will promote the various constituencies of Doane as all part of an integrated and unified university. The President will build upon the undergraduate and graduate disciplines that have strong enrollments, determine the best distribution of programs across campuses, seek to develop new markets for traditional and post-traditional learners, strive for a healthy blend of student populations, foster curricular innovation and prioritization with an eye toward the future, and utilize an appropriate variety of curriculum delivery modes to ensure the greatest potential for student success. Additionally, the President will have a strong understanding of how areas such as student life, residential programming, athletics, and other co-curricular programming play important roles in student engagement, retention and success—all of which culminate in a distinctive, meaningful and attractive educational experience for current and prospective students.
The next President will be an exemplar of the best of the Doane culture and will maintain a visible presence with students, faculty, staff, administration, and other University constituents. The President will inspire spirit and pride by attending student events; visiting departments; and engaging with the local communities with positivity and an energy that uplifts others. Her or his capacity to ask thoughtful questions, listen carefully, shape discourse, lead the University through possible points of conflict or crisis, and foster collegiality will be of paramount importance. Supporting faculty and staff and employing transparent, positive, celebratory and congratulatory methods will be hallmarks of success for the next President. Modeling and encouraging transparent decision-making will also promote trust and nourish the spirit of mutual respect that is fundamental to Doane’s identity. Moreover, the new President’s ability to increase collaboration and build ever-stronger relationships and partnerships with Crete, Lincoln, and Omaha is essential for Doane’s long-term success.
The next President must be a strong financial manager, knowledgeable about academic business and budget models, keenly aware of the broader higher education landscape, motivated with regard to fundraising and forging new revenue streams, and capable of adjusting the business plan to maintain and improve the University’s financial security. The University has just gone through a prioritization study and the next President will be engaged in strategically approaching the recommendations of that process. Business-mindedness and market savvy are essential but not a replacement for mission-centeredness in the President’s work. An ongoing commitment to building the endowment through donations, strategic investment management, and disciplined spending will continue.

As Doane’s chief fundraiser and ambassador, the next President will spend a significant portion of time on fundraising and “friendraising” to help ensure that Doane has the resources needed to thrive in pursuit of its missions. The next President will be expected to lead a campaign of significance during her or his tenure. The President will grow a philanthropic culture that enhances the endowment, increases alumni engagement and giving, cultivates prospects for major or planned gifts, pursues grants, and builds regional and national partnerships. The next President will also play a critical role in cultivating new members for the Board of Trustees.
The next President will find a dedicated community eager to build on its strong foundation and to partner in the development of an inspiring strategic plan that will position Doane as a transformational leader in Nebraska’s higher education landscape.

CHAMPIONING DIVERSITY, EQUITY, AND INCLUSION EFFORTS

The President will play a central role in signaling to the University community the ongoing importance of Doane’s efforts to diversify the student body, faculty, and staff, especially in regard to racial and ethnic diversity. Moreover, she or he will expand a culture in which widely diverse values, experiences and ideas are welcomed and viewed as essential in the development of academic excellence. These are crucial tasks for all institutions of higher learning, and it is important that the President possess the skills, passion, and commitment to advance these efforts.

LEADING THROUGH CHALLENGING TIMES WITH GREAT EMOTIONAL INTELLIGENCE

An already challenging landscape in higher education became even more precarious with the way 2020 unfolded. The President must be a consultative and astute leader with great integrity, as well as an eloquent and compassionate communicator, especially during times of crisis. The next President must be able to navigate these challenges adroitly, seek counsel when needed, keep a keen eye on the fiscal health of the institution, and exhibit steadiness under pressure. The next President will also be adept at managing the institution with due diligence to meet growing state and national compliance requirements.
DESIRED QUALIFICATIONS AND CHARACTERISTICS

The Presidential Search Committee seeks candidates who will embrace the distinctive nature and core values of Doane University and inspire its faculty, students, staff, alumni and Board of Trustees. Candidates should display the ability to lead with wisdom, honesty, and compassion. Doane’s next President will be a servant leader with experience managing a complex organization. She or he will bring a highly relational approach, outstanding communication skills, authenticity, self-confidence balanced with humility, integrity of the highest order, and a strong work ethic. While the Presidential Search Committee is eager to consider many possible pathways to the Doane presidency, candidates possessing a terminal degree will be preferred. In addition, exceptional candidates will identify with many of the following professional qualifications and personal characteristics:

- A visionary, innovative, and strategic thinker with a proven ability to articulate a clear and coherent vision, implement the vision and a related plan, and unify constituents behind them;
- An outstanding communicator able to listen carefully and synthesize ideas shared by members of the Doane community, as well as to speak boldly, eloquently, and persuasively about the University to a wide range of constituencies: trustees, alumni, prospective students, parents, friends, foundations, and government entities, among others;
- A diplomatic and approachable leader with experience in change management;
- An accomplished leader in higher education, or a comparable complex setting, and a passionate, engaged, and sincere advocate for liberal education embedded within a university context;
- An inclusive leader with an understanding of and respect for Doane University’s shared governance structure coupled with an abiding respect for the significant contributions of faculty and staff;
- A partnership builder, experienced working with internal and external stakeholders, which includes students, faculty, staff, alumni, board members, donors, industry, government, and community partners;
An entrepreneurial and fair-minded fiscal leader who will aid the University in matching aspirations with finite resources while thinking creatively about growth opportunities;

A scholar of higher education, knowledgeable about the intricacies of enrollment management, academic budget modeling, marketing and branding, technology, and environmental sustainability;

A passionate leader with a demonstrated record of promoting diversity, equity, and inclusion in all its forms among faculty, staff and students;

A gifted and proven fundraiser, who is experienced in building a positive culture of philanthropy, and who has demonstrated the ability to cultivate, solicit, and steward major gift prospects and donors;

A technologically savvy person with a fluent understanding of pedagogical strategies and technological approaches that enhance student learning and program delivery;

An accessible leader who embraces the visible nature of the role and engages with all constituencies of the University;

An expert communicator who is eager to share the story of Doane with various constituents;

An inclusive and transparent decision-maker who builds consensus, prioritizes well, and communicates decisions with promptness and care;

An affirming team builder and coach who will empower others and optimize the effectiveness of a talented and committed leadership team; and

An engaging, authentic, and resilient leader with good humor who will provide respected, long-term leadership; and

A trustworthy individual with deep integrity and a strong moral compass.

THE PROCESS OF CANDIDACY

The Doane University Presidential Search Committee will begin to evaluate applications immediately. Candidates should submit materials no later than March 12, 2021 to ensure fullest consideration. The new President is expected to begin work on July 1, 2021.

Applications should include a letter of candidacy that responds to the agenda for leadership and the desired attributes for a new President and a complete résumé or vita. For best consideration, please send all nominations and applications to:

Jim Sirianni, Partner
Julie Williams-Krishnan, Senior Associate
Storbeck Search
doanepresident@storbecksearch.com

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