



## General Counsel

Franklin & Marshall College invites nominations and applications for the position of General Counsel. Reporting to the President, the General Counsel (GC) is a valued campus leader who will provide legal and strategic advice to Franklin & Marshall's Board of Trustees, President, and the College community in support of the educational mission of the institution.

### **ABOUT THE COLLEGE AND ITS COMMUNITY**

Founded in 1787, Franklin & Marshall (F&M) is a highly selective private liberal arts college that prizes its diverse and collaborative faculty and student communities centered on small class sizes and faculty-student research. The College's mission is to help students develop their passion – including their intellectual, creative, and leadership talents – so that they may live fulfilling lives and contribute meaningfully to their occupations, their communities, and their world. F&M is proud of its nationally recognized talent strategy to build a dynamic student body as well as its College House system, which blends residential community, intellectual exploration, and student self-governance. The College enrolls roughly 2,200 students from the U.S. and around the world. F&M's faculty are exceptional teachers and active scholars, offering a curriculum that spans the arts, humanities, social sciences, and sciences. Franklin & Marshall is located on 247 beautiful acres in [Lancaster, Pennsylvania](#), a diverse and progressive metropolitan area of approximately 500,000, with a lively arts culture, an historic downtown, and easy access to Philadelphia, Baltimore, New York City, and Washington, D.C.

F&M faculty are deeply dedicated to undergraduate teaching and research in an environment that emphasizes interdisciplinary learning and collaboration. With over 200 tenured and tenure-track faculty, nearly all of whom have terminal degrees in their field of expertise, the College has a particular history of strength in the sciences and in the study of government and business. Franklin & Marshall College also employs the full-time equivalent of approximately 650 exempt and non-exempt professional staff members.

F&M is known today for a number of innovative partnerships with schools, scholarship programs, and access programs that are achieving dramatic gains in student learning and college preparedness, including [the Posse Foundation](#), [the KIPP public charter schools](#), [the College Advising Corps](#), [the Cooperman Scholarship Program](#), and many more. The College's [more than 28,000 living alumni](#) have created careers and lives of accomplishment and meaning. Franklin & Marshall's current students are active undergraduate researchers and scholars. Each of them is a lifelong member of a [College House](#), a distinct hub of academic, extracurricular, and social engagement in a residential setting. College Houses are guided by faculty dons and administrative deans and are key to student engagement and learning outside the classroom. Franklin & Marshall students are also highly engaged in clubs and organizations and in community projects. F&M's 27 intercollegiate teams, [the Diplomats](#), compete in the NCAA Division III [Centennial Conference](#) for most sports, and also the Division I [Eastern Intercollegiate Wrestling Conference](#) and the [College Squash Association](#).

## **DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM**

Grounded in the belief that diversity challenges assumptions, opens minds, and unlocks the collective potential to solve any problem, Franklin & Marshall is committed to recruiting and retaining a diverse community and promotes the full participation and inclusion of all its members. F&M continually strives to create a campus community that welcomes, understands, and celebrates diversity of all kinds, including diversity among race and ethnicity, gender and sexual identity, regional and national origin, socioeconomic status, different learning styles, veteran status, and more. In recent years, F&M's student body has become significantly more diverse by many measures, and there is a [range of initiatives](#) underway to promote cross-cultural dialogue and enhance programs that support students from a wide variety of backgrounds. One-quarter of the College's students identify as people of color. Also, F&M is host to a sizeable international community that makes up a further 18 percent of the total student body.

The College also continues to diversify its faculty and professional staff, expanding curricular offerings and supporting exploration of more inclusive pedagogies. These efforts were further supported by the hiring of the College's first [Vice President for Diversity, Equity, and Inclusion](#) in August 2020. In recent years, the entire campus community suspended classes and came together for a substantive and energizing [Day of Dialogue](#) focusing on issues of campus diversity that featured dozens of student- and faculty-led presentations and other learning opportunities. These issues remain at the forefront of initiatives and priorities at the College.

## **LANCASTER, PENNSYLVANIA**

Franklin & Marshall College is located in [Lancaster, Pennsylvania](#), a vibrant community of about 60,000 and the cultural and commercial center of a metropolitan area of roughly 500,000. Lancaster enjoys easy access to Philadelphia, Baltimore, New York, and Washington, D.C., and is served by two regional airports and Amtrak passenger rail. The city and county are known for outstanding schools, strong economic development, and a high quality of life. Residents have access to a wide variety of restaurants, shops, museums, and art galleries, as well as high-quality health care through several area medical centers. Franklin & Marshall takes an active role in the Lancaster community, including through membership in the [Lancaster City Alliance](#), which promotes economic development, and participation in public education initiatives.

## **FINANCES AND FACILITIES**

The College's operating budget for fiscal year 2022 is approximately \$130 million, and its pooled endowment is valued at more than \$400 million. F&M has taken advantage of low borrowing rates to restructure its existing public debt with privately held bonds worth roughly \$100 million. In January 2021, S&P Global Ratings assigned F&M a rating of A+, citing the College's stable financial reserves, improved financial operations, and good student quality related to its broad draw for students.

Over the past decade, F&M has significantly expanded and renovated many of its campus facilities, including the acquisition of a parcel of contiguous land earmarked for the relocation and enhancement of the College's athletic facilities. These projects include: the recently completed [Shadek Stadium](#); the construction of a [Life Sciences & Philosophy building](#) and the renovation of its facilities for government, public policy, English, and modern languages; the construction of a new College House and renovation of other residence halls to transform the living-learning experience for its students; the creation of a new [Student Wellness Center](#); the renovation of the former infirmary to a state-of-the-art facility for innovative offices that prepare students for life beyond college and help them engage in community service; and the ongoing maintenance of F&M's extensive and historic physical plant.

In fall of 2020, the College celebrated the opening of a signature [the Winter Visual Arts Center](#), designed by the world-renowned architect [Steven Holl](#). This iconic new building elevates the academic programs in visual art and serves as a one-of-a-kind architectural masterpiece on the campus.

## LEADERSHIP

[Barbara K. Altmann](#) began her service as President of Franklin & Marshall in August 2018. Since her arrival, President Altmann has led the College with strength and purpose, building on the success of recent years. With record-setting admission and fundraising success as momentum, President Altmann joined the College at a time of growth and opportunity. She led F&M into the public phase of its [Now to Next](#) campaign, helping build gifts to over \$190 million in total commitments. Recent success in admission includes over 26,000 applications since President Altmann's arrival to the College. President Altmann has also launched the expansion of F&M's diversity, equity, and inclusion efforts, including the hire of the College's first Vice President for Diversity, Equity, and Inclusion, [Dr. Gretchel Hathaway](#). Altmann has also built a collaborative and committed senior leadership team focused on advancing F&M's national visibility and international reach.

## DUTIES OF THE GENERAL COUNSEL

The General Counsel will provide legal and strategic advice to Franklin & Marshall's Board of Trustees, President, and the College community in support of the educational mission of the institution. Reporting directly to the President, the GC will advise College offices on issues of risk management, compliance (including Title IX and FERPA), labor and employment, employee benefits, student conduct, governance and corporate matters, real estate development, environmental and contract matters, charitable giving, and litigation. The General Counsel will be the primary liaison with the College's external legal counsel and any other firms retained for legal actions and other special projects. The General Counsel will represent Franklin & Marshall in all legal forums and will be responsible for assuring that all internal policies and procedures are in compliance with federal, state, and local laws and regulators.

## OPPORTUNITIES AND CHALLENGES

Franklin & Marshall's in-house counsel will play an integral role in providing legal and strategic advice and be expected to:

- ❖ **Improve the College's legal oversight and management of risk:** The GC will serve as a strategic thought partner with the President, Title IX coordinator, and members of the senior leadership team to consider all forms of risk. The GC will also be expected to prepare and review legal documents for the College, including contracts and licensing agreements. The GC will ensure a healthy and productive balance between minimizing legal risk and supporting ongoing academic and co-curricular programs.
- ❖ **Serve as a resource to a broad range of constituencies, creating a culture that understands when to engage counsel:** The GC will lead training and preventative law presentations to educate all College constituencies, including faculty, staff, and administration, on aspects of their work that have legal implications, and they will maintain effective and regular communication to create a culture of ongoing awareness and prevention on campus.

- ❖ **Complete an audit of policies and practices at the College:** The GC will identify gaps and areas where legal attention and counsel would be most beneficial and prioritize urgent issues. The GC will assess the legal implications of policy decisions considered by College officers and campus committees and participate in the formulation of policies and procedures.
- ❖ **Address the breadth, scope, and complexity of higher education legal issues the College faces:** As an office of one, often consulting with external legal resources, the GC will bring a breadth of experience, field knowledge, and impeccable judgment to their work on campus. In addition to the generalist legal work, the next GC will need to understand the regulatory landscape of higher education and its frequent shifts and be a key voice in crisis response. This comprehensive scope of engagement will bring Franklin & Marshall's General Counsel into virtually every area of the College's activities and require them to build trusting, effective collaborations across campus, the Lancaster community, and beyond.

### DESIRED QUALIFICATIONS AND CHARACTERISTICS

Franklin & Marshall seeks an intellectually agile, hard-working, collaborative individual with at least ten years' experience as a practicing attorney in a variety of legal areas. Candidates should have a J.D. from an accredited law school, superior academic credentials, familiarity with issues facing the higher education community, a strong belief in the educational values and goals of F&M's residential liberal arts program, and an appreciation for shared governance. Admission to the bar in Pennsylvania, or the ability to gain admission within one year of hire, is required.

The ideal candidate will also possess the following experiences, capabilities, and personal attributes:

- Solid experiential knowledge of matters related to: employment law, intellectual property and contract law and litigation, higher education law, and regulatory compliance, including but not limited to Title IX and FERPA;
- Familiarity with – and commitment to staying abreast of – the AAUP guidelines, best and next practices in student affairs, and NCAA rules;
- Excellent judgement and the ability to advise College officers how to address broader questions of institutional goals, values, strategy, and long-term interests;
- An appreciation for, and ability to thrive in, a team-oriented environment;
- A sophisticated ability to understand and manage risk and compliance issues;
- Strong analytical, research, and problem-solving skills;
- Presence and calm in the face of challenge;
- Commitment to confidentiality and discretion regarding sensitive issues and information;
- Exceptional verbal and written communication skills with a highly refined and meticulous use of language;
- Superb interpersonal skills and unquestionable integrity;
- A consummate diplomat, skilled in successfully negotiating divides;
- An appreciation for higher education and the value of mission-driven work;
- A proactive approach to leading change, and to creating sound and sustainable structures, procedures, and policies that strengthen the College's approach to issues of legal significance;
- A commitment to diversity and an understanding of how to advance a culture that is welcoming, inclusive, and encouraging of dialogue across lines of difference;
- The ability to inspire trust to create relationships across all sectors of the institution and manage multiple stakeholders in complex institutional processes;

- An understanding of shared governance and employment issues in an academic setting; and
- A collegial, collaborative, transparent, approachable, and responsive professional nature, and a sense of humor.

For best consideration, please send all nominations and applications to:



Shelly Weiss Storbeck, Global Education Practice Lead  
and Managing Director

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For more information, please visit Franklin & Marshall College's home page at <https://www.fandm.edu/>.

*Franklin & Marshall College is committed to having an inclusive campus community where all members are treated with dignity and respect. As an Equal Opportunity Employer, the College does not discriminate in its hiring or employment practices on the basis of gender/gender-identity, sex, race or ethnicity, color, national origin, religion, age, disability, veteran's status, genetic information, family or marital status, sexual orientation, or any other protected class.*

***Individuals who need an accommodation due to a disability in order to submit an application or attend an employment interview should contact Storbeck Search via [FandMGeneralCounsel@storbecksearch.com](mailto:FandMGeneralCounsel@storbecksearch.com).***

*Franklin & Marshall is proud to offer a smoke-free work environment.*