In an environment that fosters the free exchange of ideas, Lafayette College seeks to nurture the inquiring mind and to integrate intellectual, social, and personal growth. The College strives to develop students’ skills of critical thinking, verbal communication, and quantitative reasoning and their capacity for creative endeavor. It encourages students to examine the traditions of their own culture and those of others; to develop systems of values that include an understanding of personal, social, and professional responsibility; and to regard education as an indispensable, lifelong process.
OUR VALUES

DIVERSITY & INCLUSION

At Lafayette, we believe everyone in our community shares responsibility for creating, maintaining, and developing a learning environment in which difference is valued, equity is sought, and inclusiveness is practiced.

SUSTAINABILITY

We’re working to cut global warming emissions, integrate sustainability into the curriculum, and cultivate solutions to ensure a healthier environmental future. Our campus is a living laboratory for environmental sustainability with green buildings, a community garden, and a robust food loop.

COMMUNITY ENGAGEMENT

Academically based service-learning and co-curricular community service, or volunteering, are integral parts of the educational experience for faculty and students. Not only does civic engagement help others, it helps students develop leadership skills as educated citizens and makes connections between classroom learning and real-world experience.
Lafayette's 18th president will lead a college that is firmly established among the nation’s most academically competitive and selective liberal arts institutions. Lafayette offers the rare combination of the liberal arts and engineering to an exclusively undergraduate student body of 2,600, the majority of whom live on campus. The next president will find the College well positioned to continue to achieve its ambitious goals and aspirations, and will be supported by an engaged Board of Trustees, an outstanding faculty, and an experienced administrative staff.

**LAFAYETTE: AN OVERVIEW**

The College is located in Pennsylvania’s third-largest metropolitan area, the Lehigh Valley, and is within easy reach of Philadelphia and New York City. Lafayette’s 120-acre College Hill campus, overlooking the City of Easton, contains approximately 80 structures that support academic, residential, administrative, and athletic programs. The College also owns about 150 homes in the College Hill proximity that support its residential program. The Williams Arts Campus, located at the base of College Hill, connects the main campus to Easton’s commercial center. In addition to the athletics facilities located on the main campus, Lafayette boasts a 230-acre Metzgar Fields Athletic Complex located three miles to the north. Over the past 15 years nearly $300 million has been invested in Lafayette’s physical infrastructure, including the $72 million Rockwell Integrated Sciences Center, which opened in 2019 as the largest capital project in the College’s history.

There are 234 approved tenure-track faculty lines (224 filled, 10 vacant), an increase of 14 over the last five years. Of the 224 filled lines, all hold a Ph.D. or other terminal degree in their field. There are 42 endowed chairs, with plans to add more in the next several years. The student-faculty ratio is 10:1.

Bachelor of Arts degrees are offered in 35 fields and the Bachelor of Science in 15, 10 of which are in the natural sciences and 5 in engineering. Approximately 540 courses are offered each semester and approximately 60% have fewer than 20 students. The most popular majors for recent graduates are economics, government and law, mechanical engineering, international affairs, and psychology. Among the recent additions to interdisciplinary programs are the Bachelor of Science in Engineering, designed for students to explore emerging and interdisciplinary fields of engineering; as well as film and media studies; health, life sciences, and society; and environmental studies and science.

In 2019-20, prior to the COVID pandemic, the College enrolled 2,612 full-time students (47.5% men). This included 480 domestic students of color and 249 international students from 53 countries. For the Class of 2024, there were 8,215 applicants of which 2,922 were admitted and 606 enrolled. Those 606 had an average SAT of 1340, an average ACT of 30, and 61% were in the top 10% of their high school graduating class.

Lafayette’s fiscal 2021 operating budget reflects $191 million in revenues and includes $48 million for financial aid. Approximately 69% of operating revenues are derived from gross tuition and fees; 10% from auxiliary operations (principally residence halls, dining, and student rental properties); 19% from endowment draws; and 2% from gifts and other sources. The value of the College’s managed endowment on June 30, 2020, was approximately $839 million. The College’s debt rating is Aa3 from Moody’s Investors Service and A+ from Standard & Poor’s, each with a stable outlook.

Lafayette has more than 30,000 living alumni (36% women), who reside in all 50 states and 99 foreign countries. In 2019-20, 28% of alumni made a financial contribution and 1,350 volunteered in a variety of College and Alumni Association activities. There are 18 active regional alumni chapters in the U.S. and abroad.

**HISTORY**

Founded by citizens of Easton and named for the Marquis de Lafayette “out of respect for [his] talents, virtues, and signal services ... in the great cause of freedom,” Lafayette was chartered by the Commonwealth of Pennsylvania in 1826, six years before it welcomed its first students. Classes for those 43 students were held in a rented farmhouse on the south bank of the Lehigh River; in 1834 Lafayette moved to its permanent home atop what is now known as College Hill.

From its beginnings as a manual labor school, where the all-male student body spent a portion of each day on agricultural and mechanical tasks to secure income for the College and offset tuition costs, Lafayette soon focused its attention more directly on academic pursuits. In 1857 it became the first American college to establish a chair for the study of the English language and literature, with emphasis on philology. Francis A. March, the first incumbent, achieved international fame for his work in establishing English as a pivotal subject in the liberal arts curriculum.
In the mid-1860s, in response to the rise of industrialism, the College began to offer courses in civil and mining engineering. The Pardee Scientific Course, established by Pennsylvania industrialist Ario Pardee, was among the first academic programs in science and engineering at any liberal arts college. In 1920 Lafayette received an endowment to support the nation’s first professorship in civil rights, followed a decade later by an additional gift from Fred Morgan Kirby to construct Kirby Hall of Civil Rights, which recently celebrated its 80th year as a campus landmark.

Enrollment reached 1,000 in the 1920s and increased dramatically immediately following World War II. The matriculation of women beginning in 1970 raised the total number of students to above 2,000.

PLANNING FOR THE FUTURE

In February 2016, with interest in a Lafayette education at an all-time high, the College faculty and trustees adopted a strategy—Affordability and Distinction through Growth—to more than double the financial aid budget while growing the size of the student body and of the faculty by 16% each over a nine-year period.

The plan’s rationale was two-fold. First, because the cost of a high-quality education was rising faster than wages, Lafayette found itself turning away more and more outstanding applicants each year who could not afford the expense, and for whom the College had inadequate financial aid resources. Second, the College sought to elevate itself among the very best liberal arts colleges by admitting the very best students, without considering their ability to pay. The College planned to allocate revenue from a larger student body and extensive donor support to grow the financial aid budget.

During the plan’s first three years—ones that immediately preceded the COVID-19 pandemic—the financial aid budget grew by 30%, buoyed by the goal-shattering success of the Live Connected, Lead Change campaign that raised $426 million; enrollment grew by 100 students, including applicant pools that grew each year in size, quality, and diversity; and 10 new tenure-track faculty positions were filled.

A concurrent, strategic hiring initiative increased the number of faculty from underrepresented groups, including the number of women faculty in STEM fields. A new academic plan approved by faculty outlined six areas of focus to guide faculty hiring and enhance the distinctiveness of Lafayette’s education.

These strengths are helping Lafayette survive and thrive during the COVID pandemic. As the College emerges on the other side of the virus, we will be looking toward a comprehensive fund-raising campaign, in conjunction with Lafayette’s 2026 bicentennial, that will support our desire to become even more competitive among America’s best colleges.
ACADEMICS: STUDENT-FOCUSED LEARNING

Lafayette takes considerable pride in offering high-impact learning experiences that are individualized, expertly crafted, and greatly prized by students. With its small class size; a curriculum that incorporates and builds on interdisciplinary study in the humanities, sciences, and engineering; a faculty dedicated to teaching and mentoring undergraduates who participate with faculty in their research; and the resources to enable students to pursue advanced research or other specialized academic interests, the College provides an ideal environment for talented young people eager to achieve their potential as learners.

THE ACADEMIC PROGRAM

Lafayette's curriculum is distinguished by the rare combination, on an undergraduate campus, of degree programs in the liberal arts and engineering. Students have access to a broad range of discipline-based and interdisciplinary offerings, and undergraduates in all areas of study—including students preparing for professional careers—benefit from academic programs rooted in and enriched by the liberal arts.

While continuing to build on the College's traditional strengths in engineering, Lafayette is also (1) increasing the exposure that engineering majors have to the liberal arts and (2) integrating the engineering perspective more effectively into the educational experience of non-engineers. Initiatives that support these goals include the Technology Clinic program and other opportunities for students from different disciplines to collaborate in addressing real-world challenges. The relatively new bachelor of science in engineering—a degree in interdisciplinary engineering with an emphasis on systems thinking—combined with a B.A. in engineering studies and separate B.S. degrees in chemical, civil, electrical, and mechanical engineering—make Lafayette one of the few schools with engineering options of such breadth.

In addition to its current review of the Common Course of Study, the faculty is developing six cross-disciplinary areas of emphasis that will guide curricular enhancements and faculty hiring. Those six areas are: data science and digital scholarship, including a new data science minor; a humanities center to serve as an umbrella for faculty and student explorations; design, media and the arts, to explore arts-STEM collaborations; the Hanson Center for Inclusive STEM Education, to increase the success of students from marginalized groups and promote interdisciplinary research in STEM studies; environment and sustainability, to promote collaboration among scholars in geology, engineering, the humanities, and other disciplines, including the addition of an environmental humanist to the faculty; and global education, to strengthen the incorporation of global contexts across the curriculum.

The College encourages student research, both on an independent basis and through collaborative work with faculty. Attracting up to 120 undergraduates annually, the EXCEL Scholars program, through which students serve as research assistants to faculty while earning a stipend, has been particularly successful across all academic divisions.
Recognized especially strong holdings related to the Marquis de Lafayette manuscripts, and Lafayette's institutional records. The collections in Skillman Library, faculty and students have access to rare books, through the Special Collections and College Archives, housed within the Information Literacy and Special Collections programs on student information. The award highlighted the Library's resource and was recognized as a winner of the 2014 Excellence in Academic Libraries award from the Association of College and Research Libraries (ACRL). The award honored the Library's commitment to digital scholarship, its pioneering of new models for collaborative content acquisition, and the impact of its Information Literacy and Special Collections programs on student learning.

Through the Special Collections and College Archives, housed in Skillman Library (745,000 volumes and online access to over 30,000 journals, magazines, and newspapers) and Kirby Library (26,000 volumes related to government and law) provide a wide range of information sources and services to support curricular needs and student and faculty research. Lafayette's librarians, who are members of the faculty, maintain an active program of instruction and research assistance. The Library is a valued resource and was recognized as a winner of the 2014 Excellence in Academic Libraries award from the Association of College and Research Libraries (ACRL). The award highlighted the Library's commitment to digital scholarship, its pioneering of new models for collaborative content acquisition, and the impact of its Information Literacy and Special Collections programs on student learning.

The Williams Arts Campus heightens the visibility of the creative and performing arts and provides impressive facilities for film and media studies, theater, and studio art programs. The arts curriculum is complemented by outstanding cultural programming and exhibits in the Williams Center for the Arts, the Williams Visual Arts Building, the Experimental Printmaking Institute, and elsewhere on campus. The Dyer Center for Innovation and Entrepreneurship offers a robust slate of programs that help students ignite exemplary careers through creativity, innovation and intelligent risk-taking.

Recognition achieved through regional and national competitive awards from corporate, foundation, and government sources is a mark of excellence for the College, and Lafayette receives significant annual support from corporate, foundation, and government sources that underwrite innovation in teaching, inclusive excellence, community partnerships, and other areas. Notable recent funders include the Air Products Foundation, Dexter F. and Dorothy H. Baker Foundation, Doris Duke Charitable Foundation, Hearst Foundation, Howard Hughes Medical Institute, Max Kade Foundation, Kern Family Foundation, A.P. Kirby Jr. Foundation, F.M. Kirby Foundation, Clare Boothe Luce Program of the Henry Luce Foundation, Andrew W. Mellon Foundation, William T. Morris Foundation, National Endowment for the Arts, Commonwealth of Pennsylvania, Donald B. and Dorothy L. Stable Foundation, and Turner Construction.

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Lafayette Faculty Scholarship and chair funding have increased significantly over the past decade (excluding grant, residency, and fellowship funding equipment have averaged more than $1.5 million per year over the past five years. Of the 224 filled lines, all hold a Ph.D. or other terminal degree in their field. There are 42 endowed chairs, with plans to add more in the next several years. The student-faculty ratio is 10:1.

Lafayette’s faculty are engaged scholars and engaging teachers who connect meaningfully with their students on both professional and personal levels. They teach at Lafayette because they value close interaction with undergraduates in and beyond the classroom and are eager to have a direct impact on student learning. Faculty at all ranks offer both introductory and advanced courses.

They are active and prolific scholars with national and international reputations. Faculty research and scholarship are central to the mission of the College, given that they strengthen and complement teaching effectiveness, facilitate student/faculty research, and contribute to scholarly and professional communities beyond the College. Lafayette faculty scholarship has been recognized most recently with 2018 and 2020 Dreyfus Teacher Scholar Awards, a Guggenheim Fellowship for 2018–2019, and the American Historical Association’s Albert J. Beveridge Award.

Lafayette supports curricular and pedagogical development and research with its own resources and by encouraging faculty to secure external grants. College-funded assistance is provided through a variety of grants and other awards and an enhanced sabbatical program. Outside awards to faculty to support innovative teaching, research, and the purchase of specialized equipment have averaged more than $1.5 million per year over the past decade (excluding grant, residency, and fellowship funding paid directly to faculty). Awards received in the past three years include an American Academy of Rome Residency, a Fulbright
Research Fellowship, three Fulbright Teaching Assistantships, an Institute for Advanced Study Residency, an International Water Management Institute Fellowship, and a Mathematical Sciences Research Institute Graduate Workshop. In recent years, faculty have received several patents.

STUDENTS

Lafayette enrolls students who welcome opportunities to extend their intellectual reach. As a result, students are regularly recognized for the quality of their performance in the classroom. Over the past five years they have received numerous national and international scholarships and fellowships for undergraduate and postgraduate study, including a Rhodes Scholarship, a Truman Scholarship, 18 Fulbright Grants, 20 National Science Foundation Graduate Fellowships, 10 Goldwater Scholarships, 4 Udall Scholarships, 3 Boren Awards for study abroad, 2 Schwarzman Scholarships, 1 Beinecke Scholarship, 1 Saint Andrew’s Society of the State of New York postgraduate scholarship, and 1 Gaither Junior Fellows Program at the Carnegie Endowment for International Peace.

Students gain admission to leading graduate and professional schools and secure positions in a wide variety of fields, including business, engineering, education, the arts, public service, and research. Academic priorities strongly influence the College’s admissions outreach and the allocation of financial aid. Approximately 7% of Lafayette’s undergraduates hold Marquis Scholarships, a merit-based program for students who demonstrate intellectual curiosity and superior academic achievement. Creative and Performing Arts (CaPA) Fellowships enhance Lafayette’s appeal to students interested in the arts. Entering students are designated as Marquis Scholars and CaPA Fellows. Lafayette partners with the Posse Foundation, which identifies, recruits, and trains a diverse group of individuals with extraordinary leadership potential for enrollment in college.

A majority and growing portion of the College’s financial aid is awarded in the form of need-based grants, supplemented by loans and work-study assignments. Lafayette eliminates or reduces the loan burden for students with family incomes below $50,000. Athletic grants are awarded in 11 sports. The average student loan debt at graduation is $21,000, compared to the national average of $29,000.

The College’s Gateway Career Center offers a personalized, four-year career development program that helps students prepare for life after graduation. Stipends are available for unpaid internships, and some 95 percent of graduating seniors are employed, continuing their education, or engaged in other meaningful life work within six months of graduation.
STUDENTS’ GROWTH BEYOND THE CLASSROOM

Students’ activities outside the classroom reflect Lafayette’s commitment to foster intellectual and personal growth in all phases of campus life. Students welcome opportunities to expand their horizons, and they have the energy, talent, and confidence to be successful. They are drivers (not passengers), doers (not spectators); students here help lead, govern, and shape campus life.

RESIDENCE LIFE

Lafayette’s profile as a residential college is inseparable from its identity as an academic community. Typically, 92% of Lafayette’s students are housed in College facilities. Residential options are varied: They include traditional halls, suite-style arrangements, privately developed apartments, and group living units, including 5 fraternity and 5 sorority chapter houses. Approximately 40% of Lafayette upper-class students are members of the fraternity and sorority community.

The residential program integrates living and learning across all housing locations for each year of a student’s enrollment. In addition to vibrant programming in the traditional residence halls, students have the option to participate in several thematic, structured living-learning programs. The McKelvy Scholars program is Lafayette’s oldest and most prominent academic-themed residential program. The 20 McKelvy Scholars and a faculty resident host weekly discussions on varied topics that are open to the campus community. Grossman House enables 25 students interested in global topics to live together in a setting that encourages conversations among the residents and dialogue with the broader campus community. The Monroe Neighborhood, located in one block of College-owned off-campus properties, includes 17 theme-based living-learning houses, each supported by at least one faculty or staff adviser. The Arts Houses are a cluster of off-campus properties: Residents serve as the steering committee for the Arts Society, planning and coordinating programs and events that advance the fine and performing arts.

The residential component of a new privately developed mixed-used facility opened in fall 2020, with openings planned in spring 2021 for a new campus store and diner on the facility’s ground floor, both of which will serve the campus and broader communities.
CO-CURRICULAR ORGANIZATIONS

Lafayette’s Student Government recognizes more than 150 organizations. These include groups affiliated with academic programs, political organizations, and religious denominations; cultural, service, and social organizations; and groups that enable students to develop their talents as musicians, creative writers, debaters, and actors. Students also participate actively in the governance of these organizations. Recent successes for the Forensics Society include a national championship for the speech team.

COMMUNITY OUTREACH

Among the most significant ways Lafayette collaborates with its founding community is through the efforts of our undergraduates to engage with and learn from their Easton neighbors. Of the more than 15,000 hours of community engagement that student volunteers provide annually, the majority benefit local citizens, including schoolchildren and residents of a homeless shelter. Service-learning courses, for which academic credit is earned, further expand opportunities for student involvement. These programs are coordinated through the Landis Center for Community Engagement, which promotes volunteerism as an important component of civic life.

ATHLETICS

Lafayette’s varsity athletes compete at the NCAA Division I level, with teams fielded in 23 sports. Lafayette’s affiliation with the Patriot League, of which it was a founding member, ensures competition with institutions that also set high academic standards for their student-athletes.

In 2018, athletics adopted a five-year strategic plan, “Creating a Championship Culture,” focused on competitive and academic excellence, positive student-athlete experiences, community spirit for athletics, integrity, and philanthropic support.

Lafayette offers an equally ambitious program of club and intramural sports, along with a variety of fitness and wellness activities. Allan P. Kirby Sports Center accommodates the high level of student interest in recreational athletics and provides a relaxed setting in which faculty and staff as well as students can exercise and interact.
ALUMNI

Our 30,000 alumni are valued members of the Lafayette community and active partners in advancing the College’s mission as volunteers and donors. Alumni are particularly helpful in providing career guidance to students and helping them secure internship, externship, and employment opportunities. Lafayette has had a formally recognized Alumni Association since at least 1843, seven years after the first class graduated. Today, the association boasts organized alumni chapters in this country and abroad. The work of the association and its officers is supported by the Alumni Relations Office, dedicated to strengthening connections between alumni and the College and with one another, and fostering intellectual, social, and personal growth through shared traditions, experiences, and volunteer opportunities.

DIVERSITY, EQUITY AND INCLUSION

Lafayette College seeks to promote diversity in its many manifestations. These include but are not limited to race, ethnicity, socioeconomic status, gender, gender identity, sexual orientation, religion, disability, and place of origin. The College recognizes that we live in an increasingly interconnected, globalized world, and that students benefit from learning in educational and social contexts alongside peers from all manner of backgrounds. The goal is to encourage students to consider diverse experiences and perspectives throughout their lives. All members of the College community share a responsibility for creating, maintaining, and developing a learning environment in which difference is valued, equity is sought, and inclusiveness is practiced. Initiatives include learning outcomes for all graduates that address aspects of diversity, inclusion, and social justice, and an effort to recruit to the faculty more women in STEM fields and more members of underrepresented populations to positions in all disciplines.

THE CITY OF EASTON

Lafayette takes special pride in the mutually supportive and beneficial relationship it maintains with its founding city. As Easton’s largest private employer, Lafayette also has a substantial impact on the local economy and figures prominently in the positive image Easton enjoys. Located at the confluence of the Delaware and Lehigh rivers, approximately 60 miles north of Philadelphia, 70 miles west of New York City, and less than an hour from the Pocono Mountains, Easton (pop. 26,800) is a small, historic city founded in 1752. The Lehigh Valley, of which Easton is one of three principal cities, along with Allentown and Bethlehem, is Pennsylvania’s third-largest metropolitan area (pop. 740,000). With its scenic waterways, restored canal system, historic buildings, and venues for dining, shopping, entertainment, and recreation, Easton affords a variety of options for students, faculty, staff, and visitors to enjoy. Easton and nearby areas also provide meaningful opportunities for students to engage in real-world learning through voluntary service or by enrolling in credit-bearing courses with community-based components.

STEWARDSHIP OF RESOURCES

Lafayette is proud of its tradition of fiscal strength and stability and of the effectiveness with which its financial assets and other resources are managed. This strength serves the College well as it faces and eventually emerges from the impacts of COVID-19.

A comprehensive fundraising campaign that ended on Dec. 31, 2018—Live Connected, Lead Change—meaningfully exceeded its $400 million goal and raised $426 million for the College. Approximately two-thirds of the College’s alumni made at least one gift during the campaign. There were 16 donors of $5 million or more and 68 commitments of $1 million to $5 million.

The College operates on an annual budget of approximately $191 million, with just over two-thirds of revenue deriving from tuition and fees. As of June 30, 2020, the College’s managed endowment was valued at $839 million. In the four fiscal years immediately preceding COVID-19, the College averaged an annual operating surplus equal to approximately 1.4% of gross revenue and entered the pandemic period in a strong financial position. Nevertheless, in anticipation of reduced revenue due to the coronavirus the College acted decisively to reduce operating expenses, which enabled the College to complete fiscal 2020 with a modest budget surplus of 0.3%, and instituted compensation and other budget reductions effective for the fiscal 2021 operating budget.
GOVERNANCE: THE BOARD, THE PRESIDENT, AND THE FACULTY

The president is Lafayette’s chief executive officer and reports to the Board of Trustees, on which the president serves as a fully vested member during the term in office. The president also serves as chair of the faculty.

The board includes a maximum of 35 active members, including the president. The board holds title to the College’s properties, manages and allocates funds, determines broad policies under which programs are offered, and selects both its own membership and the president. The board’s work is facilitated by nine standing committees: Audit; Compensation; Development, Alumni and Community Relations; Educational Policy; Financial Policy; Grounds and Buildings; Investments; Student Life; and Trustees and Governance. Lafayette’s trustees are exceptionally committed and record nearly perfect attendance at meetings.

Lafayette enjoys a strong tradition of shared governance. The faculty is responsible for establishing courses of study, requirements for admission, and conditions of graduation, and the president and faculty are charged with supervising student affairs. Within the Statutes of the College and the mandates of the Board of Trustees, the faculty provides for its own governance. With the exception of the committees on Compensation and Investments, a faculty member serves on each standing committee of the board.

THE ROLE OF THE PRESIDENT

Lafayette College’s President reports directly to the Board of Trustees and will join an experienced leadership team and energized college community. The President oversees the following direct reports:

- Provost
- Dean of the Faculty
- VP for Finance and Administration
- VP for Campus Life
- VP for Communications and Marketing
- VP for Enrollment Management
- VP of Human Resources and General Counsel
- VP and Chief Information Officer
- VP of Development and College Relations
- Chief Investment Officer*
- Assistant to the President for Board and Community Relations
- Special Assistant to the President, Strategic Planning and Implementation

* The Chief Investment Officer reports directly to the Investment Committee of the Board of Trustees with a “dotted line” responsibility to the President of the College. The Chief Investment Officer is viewed as an active and participatory member of the President’s Cabinet.
OPPORTUNITIES AND CHALLENGES

Lafayette College’s 18th President will lead an academically rigorous college with an innovative approach to interdisciplinary liberal arts and STEM education and a strong commitment to diversity, equity, and inclusion. Building upon the record of outgoing President Alison Byerly and working closely with faculty, staff, students, trustees, alumni, and members of the Easton community, the next President will lead the campus in the following endeavors:

SHAPE A VISION FOR THE FUTURE OF LAFAYETTE COLLEGE

It is essential that the next President prepare Lafayette College to meet the changes and challenges facing higher education with a bold yet responsible vision. While sustaining the core elements of what makes Lafayette College distinctive, and building on recent success and growth, the next President will further advance the institution, fostering an innovative spirit at the forefront of planning for the College’s next decade and beyond while remaining agile and entrepreneurial during this unprecedented time.

CHAMPION LAFAYETTE’S DISTINCTIVE ACADEMIC STRENGTHS

As one of the nation’s leading liberal arts colleges, the quality of Lafayette’s academic programs, including a highly-ranked engineering program, are outstanding. The next president will raise Lafayette’s visibility on the national and global stage, enhancing the geographic diversity of the student body and making sure the College’s unique distinctions are recognized while encouraging innovative thinking around curricular development and pedagogy. In addition to investing in, and emphasizing, Lafayette’s signature distinctions, the next President must convey, with conviction, to a broad base of current and prospective constituents the unique value of a Lafayette education.

ADVANCE THE COLLEGE’S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Lafayette College is committed to creating a diverse community: one that is inclusive and responsive, and is supportive of each and all of its faculty, students, and staff. Thanks to the values and efforts of the College and its leadership, the incoming President will lead a campus growing in diversity by nearly any measure. The next President will be an active and engaged leader with sophisticated understanding of diversity, equity, and inclusion and willingness to empower others across campus to reaffirm the centrality of this work within the community. While Lafayette has had some successes, the College has also identified areas where there is important work to be done. Thus, the next President will serve as a champion for diversity and inclusion, leading the College to create an environment in which all find meaningful connection and in which all can thrive.

BUILD THE COLLEGE’S FINANCIAL RESOURCES

Lafayette College inspires strong positive feelings among its alumni, parents, and friends, as evidenced by the success of its philanthropic efforts, most notably the successful conclusion of the Live Connected, Lead Change campaign in 2018. The next President must continue this momentum, energizing and renewing relationships with alumni to continue building goodwill and increasing philanthropic participation, especially leading up to the College’s bicentennial celebration in 2026. However, in the current educational climate, the next President will face financial pressures that fundraising alone cannot address. She/he/they will find creative ways to address these challenges through cost management, allocation of resources, and revenue enhancement and diversification.

SUPPORT AN EVOLUTION OF STUDENT LIFE

Lafayette’s next president will be committed to fostering a student-centric educational environment, leading an effort to envision and implement progressive strategies that support Lafayette’s mission and its commitment to student learning and development. Adopting a progressive plan for student life, supporting increased opportunities for civic engagement within the Lehigh Valley, and continued investment in building a championship culture in athletics by recruiting and retaining student-athletes will all be important considerations. Critical to this work is ensuring that all students feel fully engaged and supported in the Lafayette student experience.

MAINTAIN THE COLLEGE’S STRONG, POSITIVE RELATIONSHIPS WITH EXTERNAL CONSTITUENCIES

Two of Lafayette’s greatest assets are its devoted alumni and its warm and collaborative relationship with Easton. Continuing to listen to, and communicate effectively with, alumni will be critical for the new President, as will helping to build bridges between students and faculty on campus and the wider world. Regarding the City of Easton, the President will be expected to maintain and deepen this already powerful and productive partnership, as well as continue to advance strong relationships across the region and with appropriate business partners.
DESIRED QUALIFICATIONS AND CHARACTERISTICS

Lafayette College seeks a President who embodies an innovative spirit and imagination, demonstrates broad intellectual curiosity, possesses significant administrative experience with a facility for change and management systems thinking, and can attract new resources to the College. The next President will prioritize diversity and inclusion as a key tenet of leadership and possess a respect for, and commitment to, shared governance. Ideally, the next President will also:

- Exhibit a passion for the power of a liberal arts education and the vision and acumen to elevate Lafayette even higher on the national and global stage.
- Demonstrate the ability to think strategically to develop and build support for a shared vision for the institution.
- Possess financial acumen and a track record in effectively managing significant budgets.
- Show an aptitude for managing and developing a collaborative, high performance team.
- Bring a proven track record in advancing diversity, equity, and inclusion initiatives.
- Strive to be a prominent, visible, and accessible leader within and across the campus community who is eager to engage directly with students and faculty members.
- Demonstrate an inclusive and inspiring communication style with an ability to galvanize the community to move forward.
- Bring an intuitive commitment to community involvement and civic engagement.
- Understand the evolving nature of higher education in the 21st century.
- Be able to balance current needs with the long-term sustainability of an institution.
- Bring imagination and vision to their leadership.
- Be a person of action with the ability to inspire confidence in the community they lead.
- Be authentic, curious, compassionate, and ambitious in all aspects of leadership.

Candidates should anticipate a start date on or around July 1, 2021. For best consideration, please send all nominations and applications — electronically and in confidence — to:

SHELLY STORBECK, MANAGING PARTNER
SUE MAY, PARTNER
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— THE FOUNDERS OF LAFAYETTE COLLEGE, 1825