Dear Prospective Presidential Candidate,

Thank you for your interest in Judson University as we conduct this important search for our next president. Earlier this year, President Jerry B. Cain announced to the Judson community his retirement on June 30, 2012. During Dr. Cain’s leadership since 1998, Judson has moved from a college to a university, launched four master’s programs, received successful accreditation reviews, experienced growth in enrollment, and completed several major capital projects. Dr. Cain has been a passionate ambassador locally, nationally and internationally for Judson, and his love for this institution has been evident in his tireless efforts to expand its impact.

We are confident that Judson’s best days are ahead and anticipate God’s goodness and direction as we seek Him for his best representative to lead our institution. We encourage you to read through this Opportunity Profile and explore the Judson University website.

If after reading the Profile, you sense your gifts and experience would fit with Judson’s needs, please review the Process of Candidacy section and follow the instructions contained therein. If you have any questions, please contact the office of Tommy Thomas and Laura Coverstone (615 261-4623), the SIMA International Consultants who are assisting Judson in this search. Thank you again for your interest in Judson and for your thoughtful prayers regarding this process.

Sincerely,

Carol Thompson, Chair
Judson University Board of Trustees
Presidential Search Committee
Judson University was founded nearly a century ago as part of Northern Baptist Theological Seminary. When the seminary portion of Northern moved from Chicago to Lombard in the early 1960s, the founders decided to make the college an independent entity. Under the guidance of college and seminary president, Dr. Benjamin P. Browne, a new school was founded along the shores of the Fox River in 1963 and named after Adoniram Judson, the first American missionary to serve abroad.

Judson is home to over 1,200 undergraduate and graduate students coming from more than 30 states and 25 countries. From its humble beginnings on a 19-acre private estate, Judson has expanded to become a beautiful 90-acre campus nestled in the Fox River Valley.

Today, Judson is the only evangelical Christian college or university to offer a fully-accredited graduate program in architecture and is also quickly gaining a reputation as an evangelical, “green” university. The new 88,000 square foot Harm A. Weber Academic Center, which is home to the library and School of Art, Design and Architecture, is a LEED Gold certified building and one of the most energy-efficient buildings of its kind in North America.

On April 13, 2011, Judson presented the inaugural World Leaders Forum featuring former U.S. President George W. Bush as keynote speaker. This annual fundraising event will bring world leaders to the Judson University campus each year with the intent to inspire and ignite a flame of leadership in all who attend.

Judson is currently engaged in the search for its sixth President who will continue to lead the university in its mission as an evangelical Christian university that represents the Church at work in higher education, equipping students to be fully developed, responsible persons who glorify God by the quality of their personal relationships, their work, and their citizenship within the community, the nation and the world.

• The president of Judson must be a maturing Christian, who serves as a vibrant “ambassador for Christ” in every aspect of life and witness. S/he must bring a growing relationship with Jesus Christ to every thought, interaction, decision, speech and plan; one that applies Christian values to the situations of the day and exemplifies the mission of Judson.

• This person may currently be a leader of a church or other faith-based organization, a college or university, a major governmental agency, a for-profit business, etc. The next president should have an understanding of and passion for higher education. S/he must have strong management and leadership skills and be an executive with a demonstrated track record of building high-impact teams and increasing the size and impact of the organizations that s/he has led.

• The President will set the tone for fundraising at Judson and will play a major role in major donor and foundation relationships.

• The President must have the ability to lead Judson through growth and transition without losing momentum or focus on the university’s mission and vision. S/he must be a collaborative leader who is willing to roll up his/her sleeves and lead by example by taking prudent risks and making tough decisions.

• Judson is poised for even greater growth and significance than it has experienced in recent years. The right individual will be a person who cares deeply about today’s students – tomorrow’s leaders – and believes that Judson’s mission and vision provides a platform from which to impact coming generations.
ABOUT JUDSON UNIVERSITY

JUDSON UNIVERSITY MISSION STATEMENT

Judson is an evangelical Christian university that represents the Church at work in higher education, equipping students to be fully developed, responsible persons who glorify God by the quality of their personal relationships, their work, and their citizenship within the community, the nation and the world.

Through a broadly based education in the liberal arts, sciences and professions, the college enables its students to acquire ideas and concepts that sharpen their insights, develop skills appropriate to their career goals, and develop the skills and commitment for lifelong learning.

The Judson community experience challenges graduates to be decisive leaders and active participants in church and society, articulate proponents of Biblical Christianity, persuasive advocates for the sovereignty of God over all life, and effective ambassadors for Christ.

For more about educational goals, operational objectives, student outcomes, and denominational focus, see http://www.judsonu.edu/About/History/Mission_Statement_and_Educational_Goals/.

DISTINCTIVES OF JUDSON UNIVERSITY

Judson University is nestled along the mighty and picturesque Fox River in the city of Elgin, just 45 miles northwest of Chicago. Some might call Judson’s riverside campus “quaint.”

Students at Judson, which is primarily a residential campus, develop close personal ties through the community life nurtured in the dormitories and through campus activities. As a majority of students are professing Christians, a spirit of enthusiasm for Christ, dedication to the church and service to others characterizes important aspects of student life both on and off campus. Students can opt to join campus ministries and service projects, to apply for mission projects during school breaks, and to take part in either required chapel services or additional programs, many of which are student-run, in order to enhance their personal spirituality.

Judson is quickly gaining a reputation as an evangelical, “green” university. The new 88,000 square foot Harm A. Weber Academic Center, home to the library and School of Art, Design and Architecture, is a LEED Gold certified building and one of the most energy-efficient buildings of its kind in North America.

Judson University is currently the only evangelical Christian college or university to offer a fully-accredited graduate program in architecture.

Judson University is an active citizen in the local community, country and abroad through strong partnerships with schools, non-profit agencies, businesses, and the international consortia.

In order to send prepared students into the world, Judson encourages its students to actively engage popular culture as Christians. Through Judson’s Imago film festival, Reel Conversations, and a resourceful faculty, Judson University practices an active and responsible engagement of culture that understands and appreciates the tension of being in the world but not of it.

Judson’s School of Education is an academic powerhouse, and graduates are recognized immediately for their enthusiasm to help their students learn and the quality of training they have received at Judson. The scope of the program is broad, with three undergraduate majors, a large range of classroom emphases, and two Master’s degrees.
As the next chapters of Judson University’s story are written, God’s hand will continue to be upon the school, as has been the case throughout its history. The sixth president of Judson will be standing on a firm foundation of spiritual vibrancy, academic accomplishment, and campus growth.

Judson’s roots are almost a century old, an outgrowth of Northern Baptist Theological Seminary, which was founded in 1913. From its inception, Northern offered both graduate and undergraduate education to men and women training for the ministry.

In the early 1960s, when the seminary portion of Northern Seminary moved from Chicago to Lombard, founders decided to make the college an independent entity. Under the guidance of Dr. Benjamin P. Browne, college and seminary president, a “new” school was founded along the shores of the Fox River in 1963.

The college was named after Adoniram Judson, the first American missionary abroad, arriving in Burma in 1813 and eventually spending 37 years overseas, returning home just once in all that time.

Judson University has become home to people from all around the world, including students from Kenya, India, Serbia and Japan.

From a 19-acre private estate, Judson has expanded to 90 acres of woods and lawns. Nearly two dozen buildings dot the grounds, including four residence halls, a campus apartment building, a fine arts center, a fitness center, student center and a 700-seat chapel.

Judson’s first president, Dr. Browne, retired in 1967. Dr. Amos B. Barton served as president through 1969 and Dr. Harm A. Weber from 1969-1992. Dr. James W. Didier was next in line, serving from 1992-1998. Dr. Jerry B. Cain became Judson’s fifth and current president.

History has shown that each one of the five believed that where people come from isn’t nearly as important as where they are going. With such a mindset, leadership is action, not position. In the Judson administration building, it is commitment, not authority that has always produced results.

Those results have allowed for close personal relationships among almost everyone on campus, an egalitarian spirit supported by the school’s relatively small size.

Judson is an evangelical Christian university of the liberal arts, sciences and professions, offering a wide variety of B.A. programs and “practitioner-based” graduate programs in architecture, education, organizational leadership and literacy. In 1994, Judson introduced a new academic division concentrating on continuing education for non-traditional students. Since its inception, the Division of Adult and Continuing Education has offered innovative programs with a high level of student service, both at the main campus in Elgin and at its extension campus in Rockford. The extension campus was established in 1999.

Judson University is home to more than 1,200 undergraduate and graduate students. Some come from a few miles away; others a few thousand miles. Thirty states and 25 countries are represented on campus.
STUDENT BODY 1,200

DEMOGRAPHICS
• Men 48% / Women 52%
• U.S. States: More than 30 Represented
• Countries: More than 25 Represented
• Percentage of International Students: 4%

FULL TIME FACULTY
• 64% of full-time tenure track faculty hold a doctorate
• 77% hold the appropriate terminal degree

STUDENT TO FACULTY RATIO
• 10:1
• Percentage of Classes Under 20: 80%

ADMISSION AVERAGES
• Average Incoming Freshman GPA is 3.3
• Average Freshman Composite ACT score is 23
• Average Freshman Reading/Math SAT score is 1060
• The middle-50% of students at Judson University have an ACT score between 21 and 26 Judson has advanced programs for students, especially those in the upper 25% of the ACT range, including Academic Grants and an Honors Program.

ATHLETICS
• Men’s and Women’s Soccer
• Men’s and Women’s Basketball
• Men’s and Women’s Cross Country
• Men’s and Women’s Golf
• Men’s and Women’s Tennis
• Men’s and Women’s Track and Field
• Men’s Lacrosse - new in 2011
• Cheerleading and Poms
• Baseball
• Softball
• Volleyball
• Intramurals

ATHLETIC AFFILIATIONS
• NAIA, NCCAA

ATHLETIC CONFERENCE
• CCAC
Opportunity Profile

MAJORS/MINORS
• Over 60 offered

TRADITIONAL UNDERGRADUATE PROGRAMS
• Art, Design & Architecture
• Biblical & Theological Studies
• Business
• Christian Ministries
• Communication Arts
• Education Exercise & Sports Sciences
• History & Intercultural Studies
• Psychology & Sociology
• Music
• Science & Mathematics

ADULT UNDERGRADUATE PROGRAMS
• Communication Management
• Criminal Justice Management
• Human Resource Management
• Human Services
• Management and Leadership
• Management Technology Systems
• Liberal Arts Cohort

GRADUATE PROGRAMS
• Master of Architecture
• Master of Education in ESL/Bilingual
• Master of Education in Literacy
• Master of Organizational Leadership

ACCREDITATION
• Higher Learning Commission of North Central Association
• National Architecture Accrediting Board
• Teacher education accredited by Illinois State Board of Education

RANK IN BEST COLLEGES SURVEY
• Top Tier, 20th in Midwest Best Colleges, U.S. News and World Report
• Best Colleges Survey Average freshman retention rate: 69%
• Average graduation rate: 54%
• Average graduation rate for Best Colleges in the Midwest Survey: 52%
THE POSITION

The president of Judson University serves as the senior executive, having and exercising overall leadership for Judson University. Reporting to the board of trustees, the president is expected to formulate vision and to provide strategic leadership in developing long-term initiatives that will advance the mission of Judson. The president of Judson serves as the institutional, academic, and spiritual leader of the school community.

Currently the president’s administration is structured with the following members:

- Provost and Vice President for Academic Affairs
- Vice President for Business Affairs
- Vice President for and Dean for Student Affairs
- Vice President for External Relations
- Executive Director of Enrollment Services

KEY RESPONSIBILITIES OF THE NEXT PRESIDENT

Spiritual Leadership

- Above all, the president will ensure that the institution stays true to the mission of “equipping students to be fully developed, responsible persons who glorify God.”
- Be a spiritually mature Christian displaying Christ-centered servant leadership that integrates faith and work.
- Be known as a person of impeccable character, respected as trustworthy, living the values of integrity, service, and respect for others.

Fundraising/Enrollment Leadership

- The next president should possess a demonstrated ability in developing relationships and alliances that lead to significant contributions to the university.
- Judson’s president will build, equip, and work closely with the development staff of the college to ensure fundraising success.
- The president of Judson will sustain a growth curve in enrollment without outstripping capacity.

Institutional Leadership

- The next president will have proven leadership skills, financial acumen, and strategic planning abilities to effectively steward the resources of Judson University and insure financial health.
- The president of Judson must also be an influencer who has contagious enthusiasm. The ability to engage and stimulate confidence on the part of all the constituencies in the Judson community is important.
- The next president of Judson needs to build, lead, and motivate the team, inspire enthusiasm, cast the vision, and drive new initiatives appropriate for Judson.
- The president must understand and lead financial planning with senior staff and work through the complexities of university education financing in all its forms.

Academic Leadership

- The president of Judson should have a deep commitment to academic excellence and a level of personal accomplishment in scholarship that reflects this commitment.
- This person needs to foster and communicate the meaningful integration of faith and learning in the lives and work of students and educators.
KEY CHARACTERISTICS OF THE IDEAL PRESIDENT

Strong Christian Faith – This person will have a solid, visible relationship with Christ which is evidenced by a heart for God. The president must lead with an unwavering dedication to the Christian principles upon which the university was founded.

Fundraising Ability – Judson’s next president will be gifted at raising needed funds by developing relationships with major donors and foundations and effectively leading the fundraising team.

Decisive – As the ultimate spiritual, academic, and institutional leader of the school, this person will be knowledgeable and confident in making decisions that impact a broad constituency. The next president must have the skills and background to effectively manage a dedicated administration and faculty.

Relational – The president will have an engaging, compassionate personality, genuinely captivated by and caring about all the constituent groups of the university. The president will need to develop internal relationships with the administration, faculty and students, as well as external relationships with community leaders, area churches, board members, donors, parents, and alumni.

Visionary/Mission-Driven Leader – Judson’s next president will embrace and advance the school’s mission and be able to enthusiastically communicate the vision to others. The next leader will be able to “see the possibilities” for the university and develop a vision and plan of action that the Judson University community will embrace.

DESIRED QUALIFICATIONS

The ideal candidate will have many of the following areas of experience:

• At least 10 years in key leadership and administrative positions, preferably managing the complexity of multiple constituencies, such as those found in higher education, with responsibility in operation, finance, planning and forecasting.

• The president must also demonstrate a deep and evident faith in Jesus Christ and a love for the church as established by active, committed participation. Applications will be sought from persons who are members of a Bible-based evangelical church. Historically, presidential affiliation has been with the American Baptist Churches, USA.

• Fundraising/Advancement

• Enrollment/Retention

• Board Governance

• Speaking and presentation experience that includes multiple forums where persuasion and influence are well-developed skills in both formal and inspirational settings; the ability to present Biblical insights in a wide spectrum of venues in engaging ways.

FUTURE PRIORITIES FOR JUDSON’S NEXT PRESIDENT

Successful leadership in this position will be judged by how well the president drives institutional excellence, meets the expectations of the board, and responds to input of faculty, administration and other constituent groups. Following are the key expectations of the next president, taken from a recent community-wide survey:

• Strengthen the spiritual development of the students.

• Develop a clear vision and strategic plan for the school, building and growing the team needed to achieve that vision.

• Improve the financial health of Judson University through fundraising and enrollment growth.

• Advance the internal morale and climate at Judson University, nurturing unity among members of faculty, staff, and administration.

• Prioritize existing academic programs, strategically adding majors in line with the university’s goals.

• Move decisively to accelerate the growth and reputation of Judson University.
Situated along the banks of the Fox River, Elgin has inviting neighborhoods, interesting businesses and caring organizations. Home to nearly 106,000 residents, Elgin is a warm and friendly community that embraces newcomers and long-time residents alike. Elgin is proud of its diversity and culture.

Voted one of the top 10 U.S. cities for economic development in both 2003 and 2005, Elgin is one of America’s most dynamic centers for business growth with nearly 2,000 new jobs created annually.

Judson is only a half-hour drive from Chicago’s O’Hare International Airport. It has three highway interchanges adjacent to I-90, the Northwest Tollway’s Golden Corridor lined with corporate headquarters and high-tech companies. Elgin is a city in the suburbs with an international flavor, home to corporations from around the world.

Elgin’s proximity to downtown Chicago means the Judson students can enjoy all the Windy City offers: arts, parks, zoos, museums, inner-city churches and mission opportunities, etc.
After reading this Opportunity Profile, if you sense the gifts and experience God has given you are a good initial match for Judson University, we invite you to begin the inquiry process. All candidate information and conversations are handled confidentially. You may contact SIMA*, the executive search firm assisting Judson in this search, at any stage of the process for more information and to ask questions. (Contact information is provided below.)

Please provide the following documents and responses for review:

• A current resume or CV.

• Responses to the following:

  1. A brief biography, including your encounter and walk with the Lord. (1-2 pages)
  2. Statement of your stance on doctrine and theology. (1-2 pages)
  3. What is it about this position that attracts you at this particular time in your life? (1-2 pages)
  4. Using what you have learned about Judson University from the website, this Opportunity Profile, and any other research you chose to conduct, what skills and experiences in your life lead you to believe that you can be an effective leader for Judson? (1-3 pages)

• Provide the names and contact information (telephone numbers and e-mail addresses) for four references who know you and your career well enough to comment on your suitability for the presidency of Judson University. (References will only be contacted after we have requested and received your permission to do so.)

• Submit this information in Microsoft Word (.doc) format to:

  Tommy Thomas
  SIMA*International
  resumes@simainternational.com
  Phone: 615.261.4623

  In the subject line of the email, please write “Judson University - President”