



# Position and Candidate Specification

---

## President

**PREPARED BY:**

Kristine Johnson  
Michele Haertel  
Ponneh Varho  
Michael Steck

MAY 2022  
ASSIGNMENT: 53145-001

Confidential: This document has been prepared for the exclusive use of the client named. Because it contains confidential information, its use should be controlled and limited to the executives concerned. This information is given in good faith and is believed to be correct but may require verification.



# About the Institution

## HARVEY MUDD COLLEGE

Chartered in 1955, Harvey Mudd College (HMC) is the nation's top liberal arts college of engineering, science, and mathematics. A member of The Claremont Colleges, located at the base of the San Gabriel Mountains, in the City of Claremont, California, HMC has a strong reputation for academic excellence, an enviable student-to-faculty ratio, and a strikingly diverse student population. Although dedicated to a rigorous education in engineering, science, and mathematics, HMC's unique curricular approach reflects its belief that effective leaders in those fields must have the ability to understand the impact of their work on society. As a result, HMC is well-known for academic strength in both the sciences and the humanities, social sciences, and the arts.

Experiential learning and undergraduate research are central to HMC's identity as a deeply student-facing institution. At Harvey Mudd, coursework is brought to life with project-based experiential learning and students have the opportunity to work alongside faculty as colleagues, investigating open-ended questions, producing world-class research, presenting findings at national conferences and co-publishing papers in peer-reviewed journals.

Harvey Mudd enrolls less than one thousand students and takes great pride in the diversity of its student body. The small size results in a nimble institution with an intimate learning community. The student-to-faculty ratio of 9:1 allows for personal and academic relationships that produce life-changing experiences both inside and outside of the classroom. Harvey Mudd is a member of The Claremont Colleges, a consortium of seven independent institutions that includes Pomona College, Claremont McKenna College, Pitzer College, Scripps College, Claremont Graduate University, and the Keck Graduate Institute. Unique in American higher education, this model offers HMC's students, faculty, and staff the intimate living and learning environment of a small liberal arts college along with the resources and services of a larger university. The college's endowment is approximately \$450 million, and the budget for the fiscal year 2021-2022 is about \$68 million.

## MISSION STATEMENT AND HONOR CODE

*Harvey Mudd College seeks to educate engineers, scientists, and mathematicians well versed in all of these areas and in the humanities, social sciences, and the arts so that they may assume leadership roles in their fields with a clear understanding of the impact of their work on society.*

HMC's Honor Code is the fabric of the College's culture and states that students are expected to act as responsible individuals, to conduct themselves with honesty and integrity both personally and academically, and to respect the rights of others. The College considers these standards to be essential to its academic mission and its community life.

For additional information about Harvey Mudd College, please visit [www.hmc.edu](http://www.hmc.edu).

# The Opportunity

The next President of Harvey Mudd College will be a collaborative leader who embraces Harvey Mudd's mission and distinct identity as a premier engineering, science, and mathematics liberal arts college. With the confidence and intellectual curiosity to advocate for bold ideas along with the humility to invite collaborative discourse with a talented faculty and staff, dedicated board, and extraordinary students, Harvey Mudd's next President will have the opportunity to engage a committed community in charting the College's path forward and catalyzing the next phase of its evolution. The immediate opportunity will include the design and delivery of a new strategic plan that aligns with HMC's mission, values, and identity and charts an ambitious course for the future of institution.

## IDEAL EXPERIENCE

Harvey Mudd College seeks an individual with the ability to:

- Lead with collaboration, civility, and an unwavering commitment to Harvey Mudd's mission.
- Articulate and execute a vision for the future of HMC that creates a roadmap for innovation.
- Inspire, model, and support impactful engagement on issues of social justice, equity, and inclusion; foster a pluralistic community that respects and supports diverse worldviews.
- Engage intellectually with a highly accomplished faculty and gain their confidence through a demonstrated commitment to academic excellence, scholarship, teaching, and experiential learning.
- Significantly increase financial support for HMC's continued excellence.
- Represent HMC's distinct perspective and priorities among The Claremont Colleges, effectively collaborating across the institutions that comprise the consortium.

## CRITICAL LEADERSHIP CAPABILITIES

### Vision and Strategy

With a deep appreciation for the HMC's mission, curricular rigor, and emphasis on experiential learning, the next President will articulate and build consensus around a vision for the future of the College that meets the needs of and prepares an extraordinary student body to contribute to society in meaningful ways. Combining a nuanced understanding of the American academy with an entrepreneurial spirit, the next President will develop and implement a strategic plan that tackles consequential and complicated questions, such as the size of the college and strategies for competing with research universities for talented students and faculty. Financial sustainability and affordability will remain paramount considerations.

# The Opportunity

## **Collaboration and Community Engagement**

At an institution characterized by a strong sense of community and engagement between students, faculty, and staff, the next President will demonstrate an abiding commitment to HMC's mission and Honor Code, supporting a community where all stakeholders feel a sense of responsibility and ownership. An empathetic, accessible, and transparent leader, the President will build rapport, trust, and collaboration with all members of the HMC community and will have demonstrated experience building consensus among a diverse group of constituents. The President will be an accessible presence on campus and will serve as a compelling spokesperson for the power of a conjoined liberal arts and STEM education. Importantly, the President will collaborate effectively with the other institutions that comprise The Claremont Colleges while authentically representing HMC's distinct perspective, values, and priorities.

## **Organizational Leadership**

Given the challenging financial model of residential liberal arts colleges, the next President will apply highly developed executive leadership skills which include financial and operational acumen. In balancing priorities focused on the short-term needs and long-term health of the institution, the President will encourage discussion, welcome dissenting opinions, be a generous listener, and have the courage to make difficult decisions. The President will strategically steward the school's financial and human assets, aligning ambitions with resources and empowering a talented leadership team.

## **THE LEADERSHIP OPPORTUNITY**

The Harvey Mudd College Presidency offers one of the most compelling opportunities for academic leadership in the world. The next President will capitalize on HMC's current momentum, strong fiscal and operational position, and reputation for excellence and academic rigor to effectively articulate the unparalleled value of a united STEM and liberal arts education.

## **THE SEARCH PROCESS**

Harvey Mudd College is assisted in this process by Spencer Stuart. The search committee welcomes comments, nominations, or expressions of interest. To contact the committee, please send an email with any supporting materials to the confidential email address: [HMCPresident@SpencerStuart.com](mailto:HMCPresident@SpencerStuart.com).