

Position and Candidate Specification



Hofstra University

President

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Hofstra University is a nationally ranked and recognized private university in Hempstead, New York, that is the only school to ever host three consecutive presidential debates (2008, 2012 and 2016). Founded in 1935, Hofstra University has experienced extraordinary growth since its founding, largely due to the excellence of our faculty and engagement with our alumni and surrounding community. At Hofstra, students get the best of both worlds. Our campus, a recognized arboretum and Tree Campus USA School, is a leafy oasis just a quick train ride away from New York City and all its cultural, recreational and professional opportunities. We offer small classes and personal attention, with the resources, technology and facilities of a large university. With 22 academic centers and institutes, a business incubator, a museum, an award-winning radio station (the only college radio station to win 3 Marconi awards as well as broadcast a professional sports franchise), the Saltzman Community Services Center, legal clinics, and a cultural center, Hofstra offers its students, community and surrounding residents a myriad of opportunities for scholarship, resources and engagement. Hofstra University is listed in the Fiske Guide and the Best 385 Colleges for Princeton Review, among other top rankings.

Students can choose from more than 160 undergraduate program options and 165 graduate program options in the liberal arts and sciences, education, health professions and human services, the Peter S. Kalikow School of Government, Public Policy and International Affairs, the Fred DeMatteis School of Engineering and Applied Science, the Frank G. Zarb School of Business, the Lawrence Herbert School of Communication, the Maurice A. Deane School of Law, the Hofstra Northwell School of Graduate Nursing and Physician Assistant Studies, and the Donald and Barbara Zucker School of Medicine at Hofstra/Northwell. Hofstra University, one of only three metropolitan New York universities with schools of medicine, law and engineering, is a dynamic community of more than 11,000 students from around the world who are dedicated to civic engagement, academic excellence and becoming leaders in their communities and their careers.

With a core liberal arts education, Hofstra University excels at experiential learning and provides its students with excellent career counseling and internship opportunities. More than 70% of students have internships, and those students have had an average of 2.35 internships. This is evident in our PayScale College Salary rankings. Hofstra is among the top eight percent of colleges and universities nationwide for mid-career salary for alumni with only a bachelor's degree, and top 13 percent nationwide for return on investment, according to the 2019-2020 PayScale College Salary Report.

Hofstra has a vibrant campus with hundreds of social, academic and cultural events. The campus consists of 35 residence halls housing 3,500 students, 18 eateries, 6 theaters, and more than 220 student clubs. The Hofstra University Museum of Art is nationally accredited by the American Alliance of Museums and is comprised of a collection of more than 5,000 works of art from the world's diverse cultures. The Hofstra libraries contain over 800,000 volumes and provide 24/7 online access to more than 100,000 full-text journals and 200,000 electronic books. Athletics contribute to the vibrance of the Hofstra community, with 21 varsity sports teams that compete at the NCAA Division I level in the Colonial Athletic Association.

Moving into fall 2020, the University maintains a strong financial position, after years of stable financial management, increased ratings from Moody's and Standard and Poor's, and above benchmark growth in the endowment. While the University will not avoid the challenges of 2020, including the pandemic and economic

pressures, Hofstra is in an excellent position to weather this series of crises. Senior administration and the Board of Trustees have excellent partnerships with the community and all levels of government, serving on county and state advisory boards and councils, and a full partnership with Northwell Health, which allows us to have access to the best health testing and research available. The entire University community has been engaged in frank and detailed discussions about health and safety precautions, retrofitting and preparing the school for an opening, and academic needs, and the University is well-equipped to deal with any scenario for this fall.

To learn more about Hofstra University please visit our website: <https://www.hofstra.edu/>.

Hofstra University is seeking an outstanding leader energized by the opportunity of leading the University at a pivotal moment in history. The president will take the helm of the University in the wake of a global pandemic, adding additional uncertainty to an already rapidly changing higher education landscape. The next president will have the opportunity to develop and articulate a vision for the future of the University with its stakeholders, including a supportive board and an engaged community that embraces new ideas and innovative educational programs. Leveraging the University's unique strengths and seizing opportunities to expand its impact and competitiveness, the next president will build on the significant accomplishments of the current president and on the University's current momentum and strong foundation and will lead the University to an even higher position of achievement and national recognition.

KEY RELATIONSHIPS

Reports to	Board of Trustees
Direct reports	Chief Diversity Officer and Inclusion Office Director of Athletics Provost and Senior Vice President for Academic Affairs Senior Vice President for Planning and Administration Senior Vice President for Legal Affairs and General Counsel Senior Vice President for Financial Affairs and Treasurer Vice President and Dean of Admissions Vice President for Development and Alumni Affairs Vice President of Digital Innovation and Technology Vice President for Facilities and Operations Vice President for Student Affairs Vice President for University Relations
Other key relationships	Deans, Vice Presidents, health care partners, local and regional community leaders

KEY RESPONSIBILITIES

- In collaboration with the Board of Trustees and other key stakeholders, articulate a vision and establish priorities focused on both the short-term needs and long-term objectives of Hofstra and external factors impacting academic institutions more broadly.
- Serve as an inspiring spokesperson with a deep understanding of Hofstra, its history and its aspirations.
- Provide sound financial and operational oversight of the University's assets.
- Enhance the University's financial health through fundraising and diversifying revenue sources.
- Proven success (or capacity to be successful) in fundraising and building and cultivating relationships that will lead to new sources of funding.
- Maintain a strong commitment to a diverse and inclusive student body, faculty, and staff.
- Partner with alumni affairs to further strengthen the relationship with alumni and build a culture of giving.
- Encourage and incentivize the strengthening of academic programs by the provost and deans. Leverage academic and co-curricular opportunities for cross-discipline collaboration.

- Continue to build and maintain a strong and mutually beneficial relationship with New York State, Nassau County, the Town of Hempstead and Long Island.
- Ensure that the facilities and infrastructure will support the growth and expansion of the University.
- Maintain a commitment to Hofstra's student-focused environment including supporting co-curricular experiences and services for the health and wellness of both residential and commuting students.
- Attract, retain, and develop a strong and diverse administrative leadership team and a faculty committed to excellence.

IDEAL EXPERIENCE

The successful candidate will have a track record of impactful leadership and a proven ability to successfully navigate strategic, financial, and operational complexity in organizations characterized by collaboration, communication, intellectual inquiry, mentorship and shared governance. In particular, the next President will have:

- A meaningful understanding of higher education, its values of teaching and research, and its current challenges.
- Intellectual depth combined with proclivity toward action, accomplishment, and inspiration.
- Strong financial and operating acumen and comfort with the fiduciary responsibility accompanying the oversight of a comprehensive University.
- Experience working with, or serving on, a board of directors or trustees.
- A track record of significant accomplishments and success.
- Experience working with a unionized faculty and/or collective bargaining units.
- An understanding of Division I athletics.
- Demonstrated credentials in raising resources that will allow Hofstra to achieve its aspirations.
- Terminal degree (Ph.D., M.B.A., J.D., another relevant degree or equivalent).

CRITICAL LEADERSHIP CAPABILITIES

Forward-Thinking Institutional Leadership

Like all institutions in a fast-evolving higher education landscape that will be recovering from the pandemic and adjusting to the post-COVID-19 world, Hofstra University must chart its course in the context of its history and strengths as well as the demands of the future. As Hofstra consists of 12 distinct schools and colleges and many highly regarded programs, the next president will partner with the provost, deans, and faculty to support the strengths of the individual schools while pursuing opportunities to create an integrated and coherent whole. This person will embrace the opportunities of a comprehensive, residential institution with a deep commitment to teaching, experiential, residential and co-curricular learning. The next president will work within this broad community to assess the current state of the University, serve as a catalyst for dynamic discussion, and set strategic priorities for future initiatives. The president will encourage the provost, deans, and faculty to continue

to explore opportunities to introduce new pedagogies, practices, fields, and academic innovations that will build upon Hofstra's strengths and further distinguish the institution.

Collaborative Community Leadership

Hofstra deeply values its strong sense of community, one that has endured throughout the University's tremendous growth and expansion. The president will be an effective communicator who enthusiastically embraces the intimacy and collegiality of the University and is energized by the opportunity to be fully engaged with all constituents and be a visible presence on the campus. He or she will be a natural and transparent collaborator who gains broad understanding and trust. This person will have experience building and empowering a talented team that encourages collaboration and partnership across departments and schools. The president will work to maintain and enhance a campus culture that reflects and supports the University's values of diversity, inclusivity, transparency, and excellence.

Profile Raising

Hofstra has undergone transformational change in the past two decades, adding new programs in fields including engineering, medical and nursing schools. The University is seeking an individual who will build on the 2018 strategic plan and further advance the academic excellence, resources, reputation and visibility of the University. The next president will act as a compelling spokesperson on behalf of the University, engaging with and inspiring new potential donors, as well as maintaining and further developing existing donors. In addition, the next leader will work collaboratively with the Board of Trustees, staff, faculty, and students to assess and strengthen the University while selectively pursuing new program and/or partnership opportunities, being ever mindful of the institution's commitment to providing an outstanding and personal educational experience to all of its students.

OTHER PERSONAL CHARACTERISTICS

- Integrity and the highest ethical and moral standards
- Innovative, nimble and forward-thinking
- Diplomatic
- Team-builder
- Charismatic
- Authentic personal commitment to the core values of Hofstra
- An engaged and visible leader to the community

THE SEARCH PROCESS

Hofstra University is being assisted in this recruitment by the international leadership advisory firm Spencer Stuart and welcomes nominations or expressions of interest. To submit comments, nominations, or expressions of interest, please send an e-mail with any supporting materials to the confidential address:

HofstraPresident@SpencerStuart.com

Hofstra University is an equal opportunity employer, committed to fostering diversity in its faculty, administrative staff and student body, and encourages applications from the entire spectrum of a diverse community.