

|| Hampshire College

President

Position Profile



The Opportunity

Hampshire College, one of the nation's boldest and most innovative liberal arts institutions, is seeking its next president. In its 55th year as the model for rigorous, student-directed education, Hampshire invites applications from experienced leaders who embody the spirit and values of the College and have the ability to lead this evolving, innovative educational community through the crucial next stage of its development.

"The mission of Hampshire College is to foster a lifelong passion for learning, inquiry, and ethical citizenship that inspires students to contribute to knowledge, justice, and positive change in the world and, by doing so, to transform higher education."

Hampshire is seeking a president who believes deeply in the College's founding vision and who will embrace those principles to chart a compelling path forward. Hampshire's new president must be inspired by the College's mission and possess the vision, voice, and visibility to advance, promote, and celebrate it, ensuring Hampshire's future as a progressive, leading institution of higher education. The president must embrace innovation, facilitate transparent communication that drives toward solutions, and inspire others, both within the Hampshire community as well as outside Hampshire's community. This work must be accomplished in the context of critical challenges facing higher education and the nation: How does a college build a sustainable financial model to achieve excellence in innovative education while ensuring that all capable students have access to that education? How should a college engage with consequential issues in the wider world? How does a campus foster a shared ethos of community while advocating that individual and group voices are essential and must be heard? The Board of Trustees is seeking a leader for Hampshire who will meet these issues with the rigor, creativity, sensitivity, curiosity, and enthusiasm that characterize Hampshire itself.

Role of the President

The next president of Hampshire will advance the College as an educational innovator. Hampshire College's identity – its distinctive brand – is well differentiated in the higher education marketplace and the power of its progressive educational model is proven. The world around us and the world of higher education continues to rapidly change, and Hampshire seeks a president that will continue to put the College at the forefront of leading change.

In addition to leading a top-notch educational institution, the president must be the chief ambassador and fundraiser, externally positioned, and at the same time an accessible, reliable, inspiring champion and moral compass to the campus community. In today's political climate, issues of race, gender identity, class, and social justice are central in the educational experience and life of liberal arts residential colleges. The next president will need to make hard decisions while also developing a campus culture aiming at social justice through critical dialogue, consensus building, and consultation.

The next president of Hampshire will lead an institution that is still young and eager to push the pace of change in higher education. The successful candidate will have a platform to advance solutions to problems of national and international importance, and a Board, faculty, staff, and community of alumni deeply invested in the College's success.

Expectations

The Board and the community expect the president to:

- › Articulate a vision and implement a strategy for advancing Hampshire College that is faithful to the institution's values and ideals
- › Secure and ensure financial sustainability
- › Empower leadership at all levels of the College and work to develop a more interconnected and unified campus community
- › Cultivate an inclusive and positive campus climate
- › Ensure that the student experience is aligned with the College's educational goals

Qualifications

The search committee seeks an authentic and energetic leader whose intellect and ability to inspire will guide Hampshire College through the next, crucial phase of its young history. This leader will have the experience to manage thoughtfully and expeditiously; to reflect on previous decisions made by the College; to project the College's mission, values, and ideals on and off campus; and to fundraise vigorously and productively for Hampshire.

Required Qualifications:

- › A successful record of academic leadership and/or executive experience, preferably that will translate to a small liberal arts college environment
- › A track record of improving an organization's financial sustainability and raising significant financial resources through cultivation of new donors, foundations, grants, and friends, and maintaining fiscal responsibility
- › An ability to work and lead effectively with regulators and accreditors
- › Ability to sustain and strengthen a community's commitment to diversity, inclusion, and social justice
- › Experience and leadership with shared governance, demonstrating a collegial and collaborative management style
- › Demonstrated ability to collaborate with faculty, students, and staff; to lead in and advocate for an experimenting environment; and to encourage innovative thinking

Preferred Qualifications:

- › Experience with innovative, proven strategies for student recruitment, enrollment, and retention
- › Exceptional oral and written communication skills effective with broad range of audiences, with the ability to inspire and engage
- › Demonstrated ability to create and sustain a robust teaching/learning community based on respect and civility
- › A innovative and inclusive leader with vision for the future of higher education and the future of Hampshire within that vision
- › A public intellectual with an affinity and ability to develop positive working relationships with students, faculty, staff, families, and alumni

About Hampshire College

History

Hampshire was conceived in 1958 by a committee of faculty from Amherst, Mount Holyoke, and Smith Colleges and the University of Massachusetts, Amherst to challenge the status quo and re-envision liberal arts education. The College was incorporated in 1965 and opened the doors to its first students in 1970, the culmination of years of planning to create “a new departure in higher education.” Over a half century later, Hampshire continues to succeed in this mission, demonstrating the benefit to undergraduates of close mentoring relationships with professors and the freedom to pursue their intellectual and artistic passions across disciplines and fields of study in an environment that nurtures both individuality and collective activism. While many colleges and universities now incorporate some elements of the Hampshire approach, none embody it as comprehensively and with the same dedication and vigor.



Hampshire attracts proactive, engaged, and inquisitive students and yields graduates who are exceedingly comfortable with the unpredictable process of change. The College fosters passionate learners who are unafraid to ask difficult questions and pursue creative solutions. The results speak for themselves. Hampshire ranks among the top one percent of colleges whose students go on to earn a doctoral degree. Two-thirds of alumni earn an advanced degree within ten years of graduating. Three graduates have won MacArthur “Genius” Fellowships for their work in the arts and humanities. One in five undergraduates in the sciences presents their work at peer-reviewed conferences, and five percent are lead authors on peer-reviewed journal articles. Hampshire is on the Forbes Top 10 list of “most entrepreneurial colleges” – more than a quarter of alumni go on to found their own enterprises such as social ventures, advocacy organizations, high-tech firms, film companies, and art galleries. Hampshire is a top producer of Fulbright Scholars: eleven graduates and six employees have won the award in recent years. Hampshire’s faculty, staff and students stand up and stand out.



Founding Principles

The founders of Hampshire launched an entirely new educational model: student-driven courses of study predicated on interdisciplinarity, multiple cultural perspectives, and experiential and community-based learning; narrative evaluations instead of grades; and year-long capstone projects for all graduates. Hampshire's pedagogy and curricular structure encourage students to ask questions without answers, to create fields of inquiry that have not been explored, and to pursue social justice and positive change as a mandate of education and life. These principles are the core of Hampshire's intellectual life and work.

A Phoenix Rising from the Ashes

In early 2019, after years of declining enrollments and with the intention to attract a strategic partner, Hampshire's Board of Trustees voted to not enroll a new class for the 2019–2020 academic year. This decision was met with dismay and sparked protest and passion from the extended Hampshire community; it prompted students, alumni, parents, faculty, staff, and friends to re-engage and provide the fiscal resources needed to gain and sustain a solid institutional footing. This re-engagement planted the seed that became The Change in the Making campaign. The reconstituted Board voted to keep Hampshire College an independent entity, admitted a class for fall of 2020, and the Wingenbach administration began.

Since then, Hampshire has been engaged in a multiyear strategic plan designed to produce significant enrollment increases, substantial fundraising growth, and dramatic curricular innovation. We are on our way. Applications have doubled since 2020, and total enrollment has grown by 60 percent. Entering class sizes increased 58 percent in 2021, 50 percent in 2022, and 24 percent in 2023. The *Change in the Making* campaign has raised over \$50 million in direct operating support, including three \$5 million gifts, the largest since the College's founding. But we are not done.

Hampshire has come back from the brink and has the foundation for a sustainable future, but it's not guaranteed, given the changing higher ed environment. Nevertheless, Hampshire stands tall in dedication to its commitment to its mission: to foster a lifelong passion for learning, inquiry, and ethical citizenship that inspires students to contribute to knowledge, justice, and positive change in the world and, by doing so, to transform higher education.

Academics

Hampshire students work collaboratively with faculty advisors to create their own curriculum that addresses the big questions, challenges, or issues and develop the intellectual and artistic skills to address these. A Hampshire education features:

- › Small, interactive, seminar-style classes (rather than large lectures)
- › Student-designed, independent work, while integrating pressing questions via learning collaboratives
- › No grades, majors, or departments,
- › Close collaboration with faculty, staff, and other students, and the opportunity to pursue coursework in the Five College Consortium
- › Hands-on experience through study abroad, short-term field studies, internships, volunteer work, advanced independent projects, and much more.
- › On-going engagement with the Race & Power initiatives through coursework and extra-curricular events.

There are no freshmen, sophomores, juniors, or seniors at Hampshire. Instead, Hampshire students advance through three divisions. Academic pursuits move students through Division I introductory courses through a self-designed academic concentration in Division II, toward a year-long, independent capstone project in Division III.



Each division concludes with a faculty supported and student led portfolio review, including narrative feedback from all courses, final papers, or projects. Students write a retrospective essay that addresses how they satisfied the Race & Power and Community–Engaged Learning requirements. This divisional framework guides students in building their academic concentration or focus of study and supports them through increasingly ambitious projects.



At Hampshire, students:

- › Actively grapple with pressing contemporary questions and issues starting in their first semester.
- › Explore and innovate freely across multiple methods and practices and all fields of knowledge: the arts, sciences, technology, social/political inquiry, and humanities.
- › Develop lifelong skills central to a liberal arts education: creative problem–solving, applied critical and analytical thinking, entrepreneurialism, and agility for dealing with complexity and uncertainty.
- › Integrate learning in and out of the classroom through courses, workshops, independent study, field study, community learning, study abroad, internships, co–curricular activities, and more.

With its open and flexible curriculum, Hampshire faculty teach in a more personalized way than at most institutions, customizing their courses to unique areas of inquiry and study, reaching innovatively across disciplines, partnering with fellow faculty across schools, experimenting, and breaking from tradition. Hampshire faculty are also highly accomplished in terms of their own research and art, and they continue to reinvent and expand their areas of expertise, following their passion for lifelong learning and re–imagining traditional liberal arts models.



The Five-College Consortium

Hampshire College, Amherst College, Mount Holyoke College, Smith College, and the University of Massachusetts, Amherst comprise Five Colleges, Inc., one of the oldest and most successful consortia in higher education. Hampshire's success has been predicated in no small part on the interchange among the schools. Students at all five colleges have access to an integrated library system, open course registration, a free intercampus bus service, and a multitude of cross-institutional academic offerings including the opportunity to pursue a Five College Certificate in one of 17 areas of study. The presidents of the Five Colleges meet regularly, as do the chief academic officers, chief financial officers, admissions officers, grants officers, librarians, registrars, Title IX Coordinators, and faculty cohorts, among many other groups of colleagues. Five College professorships and cross-institution faculty seminars help sustain multiple points of connection. To learn more, please visit [The Five College Consortium | Hampshire College](#).

Amherst, MA

Hampshire College is located in the Pioneer Valley in western Massachusetts, an area known for its natural beauty, progressive thought, and vibrant arts and culture. In addition, the towns of Amherst, Hadley, and the nearby city of Northampton are bustling with excellent restaurants, cafés, pubs, and coffee shops. The Pioneer Valley is home to small towns and cities, museums and other cultural institutions, outdoor adventures and activities, and an enormous range of performing arts (music, theater, dance).

For more information about the area, please visit [Town of Amherst](#) and [City of Northampton](#).



Nomination & Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

Contact GA&A

Greenwood Asher & Associates is assisting Hampshire College in this search. Applications and nominations are now being accepted. Inquires and nominations should be directed to Jim Johnsen and Lauren McCaghren with Greenwood Asher & Associates.

Jim Johnsen
jimjohnsen@greenwoodsearch.com
850-867-8911

Lauren McCaghren
laurenmccaghren@greenwoodsearch.com
850-797-0246

How to Apply

Application materials should include:

- › A letter of interest that clearly states the applicant's qualifications for the position
- › A current résumé/curriculum vitae

For a full application package, please submit a cover letter and CV to
HAMPSHIREPRESIDENT@GREENWOODSEARCH.COM

Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates. Initial screening of applications will begin immediately and will continue until an appointment is made.



Greenwood Asher & Associates

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Hampshire College is an equal opportunity institution, committed to diversity and inclusion in education and employment.