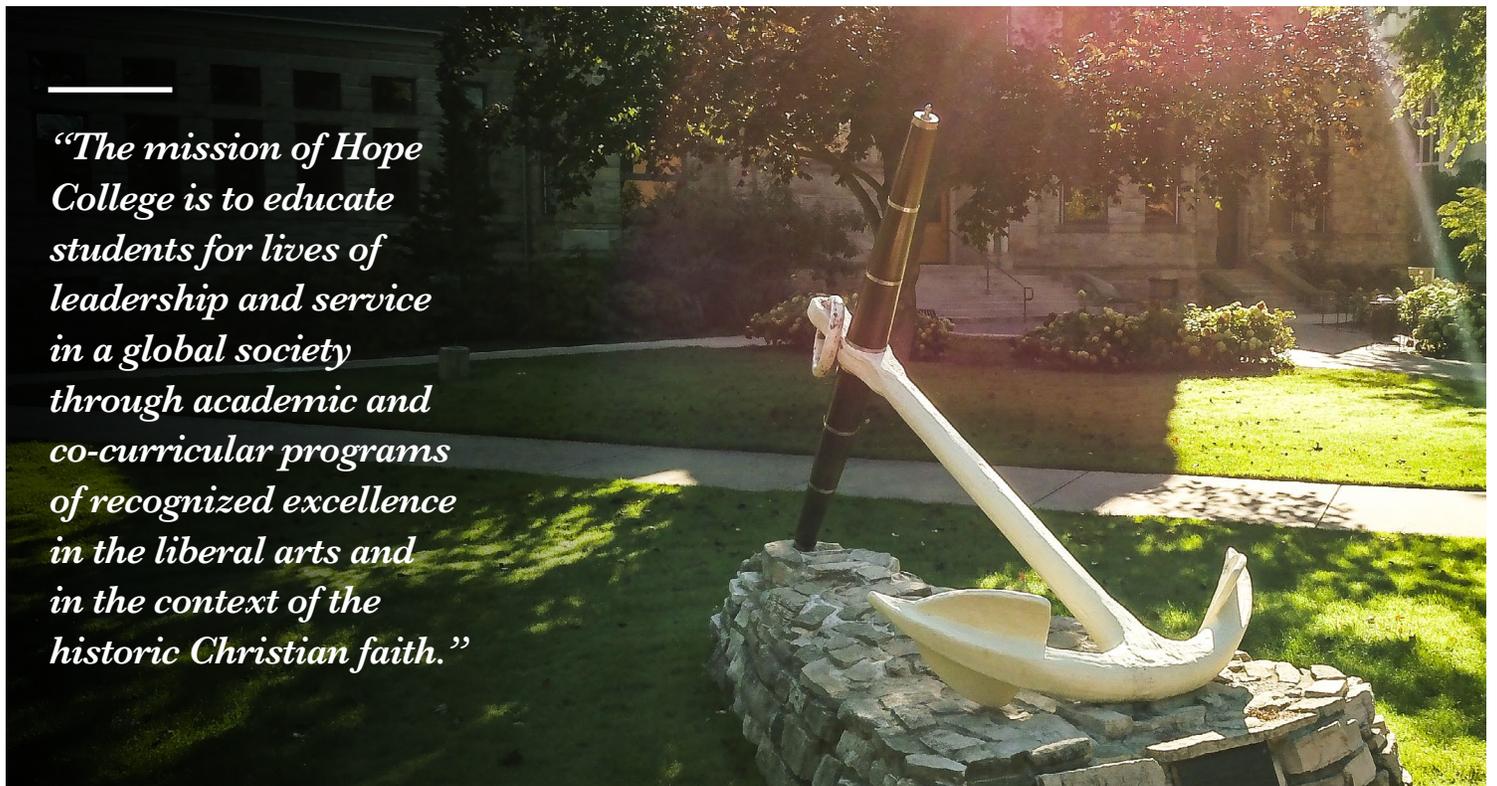




THE BOARD OF TRUSTEES OF HOPE COLLEGE ANNOUNCES
THE SEARCH FOR THE COLLEGE'S 14TH PRESIDENT.

Hope College seeks a president who will
embody commitment to the mission, values and traditions of Hope;
model Hope's vision of leadership and service;
engage Hope students, employees, alumni and supporters with great enthusiasm;
and advance Hope's commitment to "programs of recognized excellence in the liberal arts
and in the context of the historic Christian faith."

“The mission of Hope College is to educate students for lives of leadership and service in a global society through academic and co-curricular programs of recognized excellence in the liberal arts and in the context of the historic Christian faith.”



AN ANCHOR OF HOPE FOR THE FUTURE

“This is my anchor of hope for this people in the future.” These words, spoken by the Rev. Albertus Van Raalte more than 150 years ago, represent the vision that inspired the founding of Hope College. That vision — rooted in a forward-looking commitment to faith formation, intellectual development, international engagement and service to others — originated in the 1840s in West Michigan with a group of Dutch immigrants who, like so many immigrants before and since, were seeking a better life. Led by the Rev. Van Raalte with support from the Reformed Church in America, the immigrant community established the Pioneer School, which eventually grew into the Holland Academy and finally into Hope College. Hope’s first freshman class enrolled in the fall of 1862, nearly four years before the college received its charter, and Hope’s first eight seniors graduated on July 17, 1866.

Today, in front of Graves Hall stands one of Hope’s most iconic and cherished landmarks, an anchor — a reference to the Rev. Van Raalte’s founding words and to the Scripture that inspired those words, Hebrews 6:19, “We have this hope, a sure and steadfast anchor of the soul...” It is a fitting metaphor for the Hope College of the 21st century, which remains anchored in its original commitment to visionary Christian education. Indeed, in 2016, Hope College celebrated its sesquicentennial anniversary, marking 150 years of academic excellence grounded in the liberal arts and in the context of the historic Christian faith. In 2018, the college stands in an enviable position, having experienced decades of academic, spiritual and financial health. Hope is poised to flourish in the future, enriched by its heritage and sustained by a talented management team, an intellectually engaged student body, an outstanding faculty and staff, a committed Board of Trustees, and with a campus of exceptional facilities and a robust town-gown relationship. Encouraged by Hope’s motto, *Spera in Deo* (“Hope in God”), the Hope College community looks forward to welcoming a president who will cast a bold vision that both honors tradition and inspires innovation.



WELCOME TO THE HOPE COMMUNITY

Hope College is a highly engaged, caring academic community where vigorous intellectual inquiry intersects with vibrant faith. Committed to providing a distinctive educational experience for every student, Hope transforms lives through its robust liberal arts curriculum presented in the context of the historic Christian faith. Accomplished faculty and staff mentor students to recognize the interconnectedness of the world, affirm the God-given dignity of all persons, and cultivate the skills, perspectives and habits that help them flourish inside and outside the classroom — and in life after graduation. Every year, hundreds of Hope students become Hope alumni who go into the world, prepared to be “agents of Hope” in their communities.

THE STUDENT BODY

High achievers. Dedicated leaders. Service-minded citizens. Community builders. Hope students can be described in many ways. Above all, they are active members of the campus community who work hard and play hard. As scholars eager to broaden their worldview, many students pursue dual majors and minors and strengthen their learning with a strong focus on experiential opportunities. According to Hope’s most recent graduate survey, 96 percent of graduates from the Class of 2017 participated in internships, off-campus study and/or collaborative student-faculty research. Outside of the classroom, students take part in more than 80 on-campus organizations, including Hope’s popular intramural program. Twenty percent of Hope students are athletes, competing (and bringing home championships) in NCAA Division III.



For their 2017 rankings, the *Wall Street Journal* and *Times Higher Education* asked 100,000 students, “If you could start over, would you still choose this college?” Hope College ranked 11th — tied with Stanford University — among 1,061 public and private higher education institutions for the percentage of students who said they would choose their college again.

An active and vibrant faith

The Hope community is openly Christian and rigorously intellectual, and its members actively live the call to love, respect and engage one another. Historically affiliated with the Reformed Church in America, Hope is ecumenically diverse. All students are welcome at the college, no matter where they are on their faith journey.

A hallmark of the Hope experience is the open invitation to explore the Christian faith. Three times a week, Dimnent Memorial Chapel is filled with more than 1,000 students and employees voluntarily joining in worship. There, you may hear personal testimonies, different approaches to prayer, or music by the college's Gospel Choir or praise bands. On Sunday evenings, the Chapel again fills for The Gathering, a service designed to deepen one's relationship with Christ. Students are spiritual leaders at Hope, helping to design worship services, form Bible study groups, provide peer mentorship, and organize prayer groups and mission and ministry outreach.



THE STUDENT BODY *CONTINUED*

Hope students distinguish themselves with a spirit of service and generosity — on campus, in the local community and around the world. There are countless opportunities for students to make their mark. On a single day in the fall, for example, more than 400 first-year students volunteer throughout the Holland area. Every spring, Hope students participate in Dance Marathon, raising hundreds of thousands of dollars for Helen DeVos Children's Hospital (for a cumulative 19-year total exceeding \$2.3 million). During spring break, more than 200 students serve communities across the country and around the world through Campus Ministries-sponsored immersion trips. And throughout the academic year, more than 300 Hope students volunteer on campus with the Children's After School Achievement program to mentor local underrepresented elementary school children and equip them with the tools they need to succeed.

More than 3,150 students from more than 36 states and 29 countries call Hope College their home (and, home it is — 76 percent of Hope students live on campus). Hope students are persistent, generating a 91 percent first-year retention rate. Hope students are also driven, posting a 70 percent four-year graduation rate and 77 percent six-year graduation rate, the highest among private colleges in Michigan.

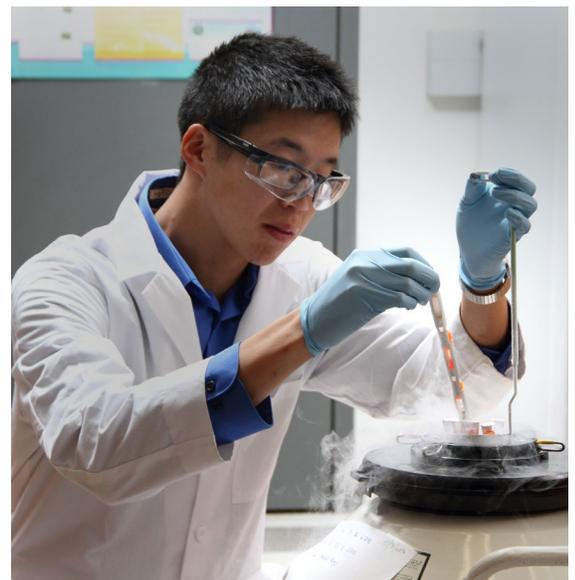
Hope's student body is increasingly diverse, representing a broad range of ethnic and geographic backgrounds — reflecting shifting demographics in the Midwest and across the country, as well as Hope's ongoing commitment to recruiting and retaining diverse faculty, staff and students. With active participation from students, Hope continues to build a campus climate that is hospitable, inclusive, and conducive to learning and innovation.

THE ACADEMIC PROGRAM

The Hope College academic program is nationally prominent, distinguished by its award-winning faculty, supportive staff, rigorous curriculum and exceptional outcomes. Composed of four divisions — Arts, Humanities, Natural and Applied Sciences, and Social Sciences — Hope offers specialized study in [more than 80 majors, minors and pre-professional programs](#), including 11 [professional accreditations](#). The college employs 188 tenured and tenure-track faculty, 50 term faculty and approximately 110 part-time lecturers, resulting in an 11:1 student-to-faculty ratio. As teacher-scholars, these faculty are, first and foremost, dedicated to their teaching and invested in their students. They are faithful mentors; according to the Class of 2017 graduate survey, 91 percent of graduates said they planned their futures with guidance from faculty and staff. Hope faculty are also recognized experts in their disciplines, contributing scholarship to their respective fields.

Hope enjoys a sterling reputation for its commitment to undergraduate research. In 2017, the Council on Undergraduate Research selected Hope as one of just three colleges and universities nationwide to receive its annual Campus-wide Award for Undergraduate

Research Accomplishments. In its 2018 college rankings, *U.S. News & World Report* recognized Hope as one of only 12 national liberal arts colleges (and 42 institutions of all types) for providing outstanding undergraduate research/creative project opportunities. With a 70-year tradition of faculty-student research, Hope understood well before most other institutions that original investigative work cultivates a curious and inventive mindset, and often serves as the pinnacle of the undergraduate learning experience. Having developed into robust programs over the years, Hope's faculty-mentored research opportunities have been described as “graduate-style research for undergraduate students.” Each summer, more than 200 students participate in research projects with their professors, with many students presenting or co-publishing their work at a national level. Others engage in research-based internships with laboratories and private industry locally, within the United States and abroad. Hundreds of Hope students showcase their work to students, faculty, family and community members at the annual Celebration of Undergraduate Research and Creative Performance, which is the largest and broadest of any similar event at an undergraduate college in the country.



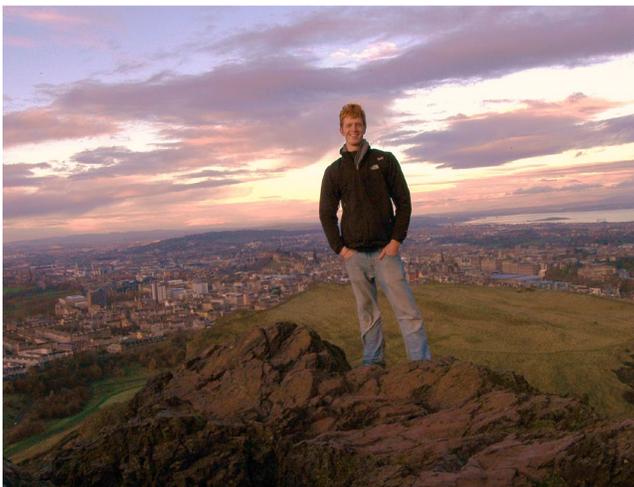
Global Engagement

Hope's commitment to global engagement is rooted in the college's very foundation — one third of the members of the Class of 1869 were graduates from Japan. Today, the Hope community continues to welcome international students to its campus and send students off campus for culturally immersive experiences, all of which support the college's mission-driven efforts to prepare students for lives of leadership in a global society. For many Hope students (domestic and international), it is not a matter of *if* they will study off campus; it is a matter of how and when it will best fit in their college lives. There are opportunities for students to participate in more than 300 off-campus programs in over 60 countries. Approximately 50 percent of students take part in off-campus programs during their time at Hope, but as articulated in the strategic plan, *Hope for the World: 2025*, the college aspires to expand that participation rate significantly.

THE ACADEMIC PROGRAM *CONTINUED*

Hope College has established itself as a leader in a growing movement that calls for the intellectual and theological exploration of vocation among undergraduate students. A new initiative on campus, the Boerigter Center for Calling and Career, represents Hope's vision for an innovative integration of career, leadership and professional development for students. In fall 2017, Hope became the home for the Council of Independent Colleges' Network for Vocation in Undergraduate Education (NetVUE) program, a nationwide network of more than 220 colleges and universities. NetVUE presents several opportunities that support the development of campus programs for vocational exploration.

For Hope students, opportunities throughout their college careers yield exceptional outcomes, including impressive placement and acceptance rates with prestigious employers and graduate programs. In the most recent graduate survey (Class of 2017), 94 percent of Hope alumni were employed or in graduate school within six months of graduation, and 94 percent of those who entered graduate schools were accepted in their first- or second-choice schools. For those pursuing terminal degrees, a Hope education lays an exceptionally strong foundation; Hope ranks among the top 5 percent of colleges for graduates pursuing Ph.D.s in all fields.



HOME SWEET HOPE

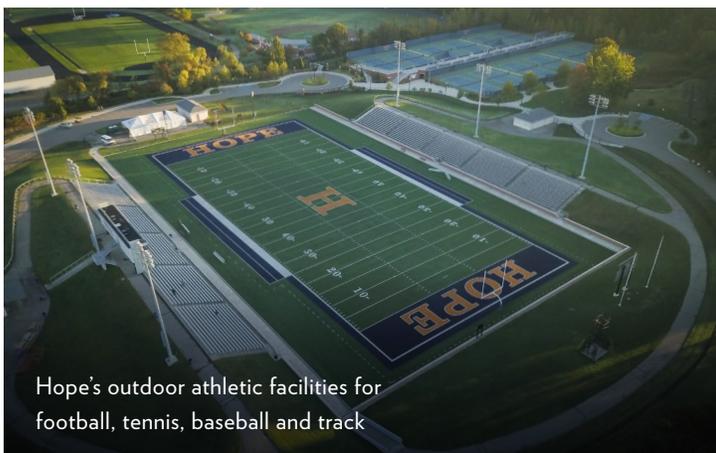
The Hope College community is committed to careful stewardship of its resources. Trustees, administrators, faculty, staff and students work together to ensure that all campus resources — from tuition and philanthropic gifts, to grounds and buildings, to external partnerships — are well cared for. At Hope, every day is an opportunity to invest in the long-term health and sustainability of this college, which serves as a unique home for so many.

CAMPUS AND FACILITIES

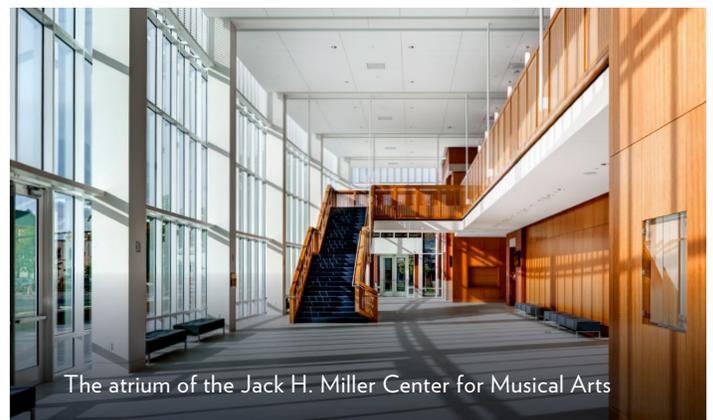
The [Hope College campus](#) is situated on 150 acres in a residential area adjacent to downtown Holland, Michigan. The campus includes 28 academic/administrative buildings, 27 residence halls/apartments, 73 residential cottages and 6 residential rentals/leases. Hope's [athletic facilities](#) include a fieldhouse (which holds NCAA Division III's largest crowds for men's and women's basketball), four stadiums, a natatorium, a tennis complex and an outdoor track.

The college completed its newest buildings — the Kruizenga Art Museum, the Jack H. Miller Center for Musical Arts, and the Jim and Martie Bultman Student Center — within the past five years as part of the highly successful *A Greater Hope* comprehensive capital campaign. Hope soon will begin construction on a new facility for its Campus Ministries programs, with an anticipated completion date of fall 2019. This facility will be located in the heart of the campus, between the new student center and historic Dimnent Memorial Chapel — signifying the critical role of the Christian faith in the student experience.

In 2017, the Board of Trustees approved a comprehensive campus master plan. The plan ensures that decisions regarding new construction, renovations and infrastructure improvements are made within a larger, long-term context. Like Hope's strategic plan, the campus master plan is designed to be flexible and adaptable to meet changing conditions and priorities that emerge over time. Also, the Board of Trustees requires that for all capital projects, 125 percent of funds be raised prior to construction, designating 100 percent for construction and the remaining 25 percent for an endowment dedicated to ongoing maintenance.



Hope's outdoor athletic facilities for football, tennis, baseball and track



The atrium of the Jack H. Miller Center for Musical Arts



The Kruizenga Art Museum

HOPE AND HOLLAND

Hope College and the City of Holland have grown up together. Given their shared history, Hope and Holland enjoy a town-gown relationship that is second to none. Hope's campus is located just steps from Holland's award-winning historic downtown, a thriving area that features restaurants, cafes, boutique shops, farmers market and even a snowmelt system that keeps sidewalks and roadways snow-free during the winter months. Holland, a city of 35,000, is enriched by an ever-growing diverse population in an urban area of more than 100,000. Situated on the scenic shores of Lake Michigan and Lake Macatawa, the city offers white-sand beaches, parks, and miles of hiking and biking trails.

Holland is a convenient hub for four of the region's top population centers — Chicago, Detroit, Grand Rapids and Traverse City. Holland and the surrounding area boast multiple high-performing school districts, arts and cultural events, and high-quality health care and support services. Holland has been recognized by a host of organizations, including *Forbes Magazine* as one of the Top Five Cities in the U.S. with the lowest crime rate; *Money Magazine* for being one of the nation's Top Five Places to Retire; A.G. Edwards as one of the Top Ten Cities on the Nest Egg Index; Gallup-Healthways Well-Being Index as the #2 happiest, healthiest place to live in America; and WalletHub for being the best small city to start a business (2018).



FINANCIAL STEWARDSHIP

Hope's operating budget has remained positive even as the financial pressures impacting all private colleges have resulted in smaller margins. Having managed balanced budgets for more than 50 consecutive years, Hope College is financially sound with an operating budget of \$110 million and an endowment value that has increased from \$120 million to approximately \$230 million over the past 12 years. In that same timeframe, Hope has invested \$140 million in facilities (with no new debt) and reduced long-term debt by 50 percent to \$44 million and doubled expendable resources to \$70 million. In 2016, Hope's S&P credit rating improved two steps from BBB to A.

The 2018-19 cost to attend Hope is \$44,320 (including tuition, room, board and fees), with an average discount rate of 38 percent. Hope awards more than \$34 million in institutional aid annually, including \$18 million as either Hope-funded merit awards or donor-funded scholarships. In 2017, 95 percent of Hope students received some form of aid (scholarships, grants, loans, work study), and roughly 61 percent received need-based aid.

SNAPSHOT OF HOPE

ENROLLMENT (FALL 2017)

- 3,150 undergraduates, representing 36 states and 29 countries
- Gender ratio: 61% women, 39% men
- Students from outside Michigan: 32%
- Racially underrepresented students: 17.9%
- International students enrolled: 4.4%
- 76% of students live in college housing

ADMISSIONS STATISTICS (CLASS OF 2021)

- Applications received from 4,377 prospective students for a class of 778 first-time, full-time degree seekers
- Acceptance rate: 73.6%
- 16.7% of first-year students were in the top 10% of their high school graduating classes
- GPA (middle 50%): 3.5-4.0
- ACT (middle 50%): 24-29
- SAT (middle 50%): 1090-1300

TUITION AND EXPENSES

- Tuition and Fees: \$34,010
- Room and Board (21 meals/week): \$10,310

RETENTION AND GRADUATION RATES

- 91% of first-year students return the following fall
- 70% graduate within 4 years
- 77% graduate within 6 years

FINANCIAL ASSISTANCE

- 95% of Hope students receive some form of financial assistance
- 61% of Hope students receive need-based aid
- Over \$34 million in institutional aid awarded annually

ALUMNI

- 33,000+ located, living alumni (as of April 2018), living and working in countries such as Bolivia, China, Cyprus, Germany, India, New Zealand, Rwanda, United Kingdom and Vietnam
- 4,600 alumni engage in the Career Resource Network, a dynamic online network that connects alumni and students

FINANCIAL STATISTICS

- Hope operates on a July 1–June 30 fiscal year
- Annual operating budget is \$110 million
- Physical Plant valued at \$215 million
(net of accumulated depreciation)
- Endowment (as of April 2018) is \$225 million
- Total assets (as of April 2018) equal \$514 million
- Total debt (as of April 2018) is \$42 million
- S&P credit rating: A, with stable outlook

INSIDE THE CLASSROOM (FALL 2017)

- Student-to-faculty ratio: 11:1
- Full-time faculty of 188 tenured and tenure-track faculty; 50 term faculty
- 110 part-time lecturers
- 72% of faculty members are tenured
- Average class size: 15
- 80+ majors, minors and pre-professional programs
- \$3.67 million awarded to faculty in external grants in 2016–17
- Accredited by the Higher Learning Commission
- 11 professional accreditations
- Hope was the first private liberal arts college to hold national accreditation in all four areas of the arts: art, dance, music and theatre.

OUTSIDE THE CLASSROOM

- More than 80 special interest groups/student organizations
- 50% of students take part in off-campus programs
- 96% of the Class of 2017 participated in experiential learning opportunities, such as internships, off-campus study and collaborative student-faculty research
- 22 NCAA Division III varsity teams compete in the Michigan Intercollegiate Athletic Association (MIAA)

FACILITIES AND GROUNDS

- 150 beautifully landscaped acres
- 28 academic/administrative buildings
- 27 residence halls/apartments, 73 residential cottages and 6 residential rentals/leases
- 20 athletics facilities
- Five distinct performance venues, including an 800+ seat concert hall in the Jack H. Miller Center for Musical Arts

RECOGNITION

- In its annual rankings, *U.S. News & World Report* includes Hope among the best liberal arts colleges in the nation. Most recently, *U.S. News & World Report* recognized Hope as one of only 12 national liberal arts colleges (and 42 institutions of all types) providing outstanding undergraduate research and creative project opportunities.
- In 2017, the Council on Undergraduate Research selected Hope as one of just three colleges and universities nationwide to receive its annual Campus-wide Award for Undergraduate Research Accomplishments.
- In 2018, for an unprecedented eighth time, the Arnold and Mabel Beckman Foundation recognized Hope's excellence in faculty-student collaborative research.
- Hope is one of 45 institutions featured in Loren Pope's *Colleges that Change Lives*, which identifies colleges that develop a lifelong love of learning and provide the foundation for a successful and fulfilling life after graduation.
- For their 2017 rankings, *The Wall Street Journal* and *Times Higher Education* asked 100,000 students, "If you could start over, would you still choose this college?" Hope ranked 11th — tied with Stanford University — among 1,061 public and private higher-education institutions for the number of students who said they would choose their college again.
- In 2017, Hope was included in *The New York Times*' third annual College Access Index, a ranking of 150 colleges based on their commitment to economic diversity.
- Hope has three active faculty members who have been honored as American Association for the Advancement of Science (AAAS) Fellows.
- Hope is one of only 286 colleges and universities in the country with a chapter of Phi Beta Kappa. Each spring, Hope students are selected for membership in this academic honor society, representing the most accomplished students in the country.

GIVING

- Total gifts and grants (as of April 2018): \$27.45 million
- Our new commitments total (as of April 2018): \$23.37 million is already the second highest yearly total in the college's fundraising history
- 19% of alumni actively support the college with gifts
- *A Greater Hope* campaign, which had a goal of \$175 million, successfully concluded in 2015–16, having raised \$204 million
- In 2017–18, 42% of Hope faculty and staff made a financial gift to the college
- Since 2009, Hope has been home to the Andrew W. Mellon Foundation Scholars Program in which select students collaborate with faculty on research in the arts and humanities with specific emphasis on the digital liberal arts.
- Hope's George F. Baker Scholars Program offers exceptional business, economics and accounting students exposure to leaders in commerce, the opportunity to explore leadership experiences and further their own personal leadership development. This year, Baker Scholars traveled to San Francisco to engage with representatives at Lyft, Facebook, Tesla, the San Francisco Giants and others.
- In 2017, the Department of Theatre's play "The Line Between" was honored as the "Outstanding Production of a Devised or Company-Generated Work" at the Kennedy Center American College Theater Festival. The play was created at the college by a team of Hope theatre students and guest-artist alumni.
- The Hope hockey team, a club sport, won the 2018 American Collegiate Hockey Association (ACHA) Division III national championship.
- Hope has received the MIAA Commissioner's Cup (all-sports award based on each college's standings in men's and women's sports) a record 36 times.
- Accredited by the Higher Learning Commission, Hope College received a 10-year accreditation in 2014.
- Hope ranks among the top 5 percent of colleges for graduates pursuing Ph.D.s in all fields.
- Hope is among the top 0.7 percent of colleges for graduates pursuing Ph.D.s in chemistry.
- Hope is 13th in the nation for CPA exam pass rates among 294 comparable institutions.



THE LEADERSHIP OPPORTUNITY

In this time of unique challenges for private, Christian, liberal arts colleges, Hope College faces the future from an enviable position of strength. Over the past several decades, Hope has flourished — expanding its academic and co-curricular programs, constructing new world-class facilities and steadily improving its financial profile. In May 2015, the Hope College Board of Trustees approved a new strategic plan, *Hope for the World: 2025*, centered on Hope’s mission of educating students for lives of leadership and service in a global society. Built around six key goals (academic excellence; Christian formation; global outreach; flourishing community; influence and reputation; and stewardship of resources), the plan charts a course for strengthening the college’s national and international stature in the higher-education landscape. After two years of implementation, Hope is making truly measurable progress on more than 80 percent of the plan’s key indicators.

The president’s administrative leadership team includes vice presidents, the chief of staff, the dean of the chapel, and the special advisor to the president on culture and inclusion. The members of this dedicated team offer deep experience in their areas of responsibility. Currently, Hope is led by an interim president following the service of the most recent president.

Equipped with its strategic plan, inspired by its long-standing mission, energized by dedicated students and employees, led by forward-thinking administrators and guided by a committed Board of Trustees, Hope is poised to expand upon its tradition of excellence under new leadership. Given all that has been accomplished, the college offers a distinctive array of leadership opportunities for the next president. Those opportunities include the following:

LEADING A CHRISTIAN COLLEGE OF THE LIBERAL ARTS

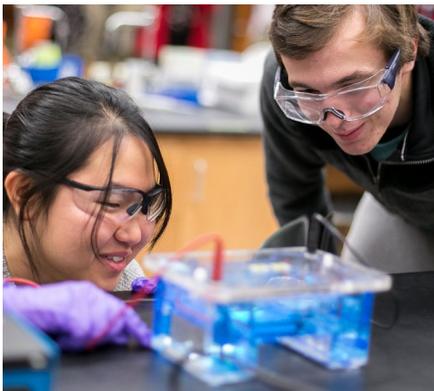
Hope's missional claim — to educate students “in the liberal arts and in the context of the historic Christian faith” — has informed and shaped the college over the years, and now serves as the foundation for the future. Recognizing the widespread skepticism about the efficacy of the liberal arts and the multiple understandings and identities attributed to Christian colleges, the Hope community will look to its new president as its leader and colleague in working through these key issues, giving fresh and powerful expression to Hope's distinctive understanding as a Christian liberal arts college. This work will not only strengthen the college's identity and self-understanding, but will be crucial for the college's effectiveness in addressing an increasingly competitive marketplace.

FOCUSING ON ACADEMIC EXCELLENCE

The faculty, students and staff of Hope take pride in the college's challenging academic program and its high-impact learning practices, such as student-faculty research, off-campus study, internships and service learning, as well as the outcomes of an alumni body distinguished by professional and career success and commitment to service and citizenship. Building on this strong foundation, the next president will have an opportunity to work collaboratively with the Hope community to sustain and strengthen the college's program and enrich student learning. The focus of this work will be to enhance Hope's reputation among liberal arts colleges as a place of excellence and innovation, while, at the same time, expanding the college's financial resource base to support this endeavor.

SHAPING AN ENGAGED AND INCLUSIVE HOPE

Hope is well known for its strong sense of tradition and close knit community; they are our true hallmarks. And, there is also a sense that the Hope community is changing. The college has grown larger and more complex, the workplace has become more specialized and sometimes siloed, and the breadth and pace of activities has increased. As the college and the surrounding community have grown and become more diverse, the expectations for and experiences of community on campus are more varied. Looking to the future, there is broad commitment to continue building a community that is truly inclusive, and in which all feel a strong sense of belonging. There is recognition that such communal strength does not just happen, but requires clear intention, thoughtful articulation and careful stewardship. The new president will provide the most prominent leadership role that shapes the Hope community of the future.





ADVANCING THE STRATEGIC PLAN

Hope for the World: 2025 is a remarkable resource and guide for the college and for the new president. Carefully developed through participation from a broad cross-section of the campus, the plan enjoys an exceptional level of commitment and support. The Hope community is invested in the plan, and actively uses its 79 key performance indicators to measure progress toward its six key goals and 22 objectives. A comprehensive review of the plan is scheduled for year five; as year three nears completion, work on the review has already begun. Recognizing that the plan is dynamic and emerging challenges and opportunities may require revision of the plan, the new president will continue to advance and refine the “2025” targets.

MAINTAINING FINANCIAL STRENGTH/BUILDING THE ENDOWMENT

Hope College’s very strong financial performance is a rare story for private liberal arts colleges. While Hope’s balance sheet is strong and carefully managed, the college faces financial challenges familiar to most in higher education: striking the balance of tuition, fees, financial aid and academic quality; developing operating efficiencies amidst complexity; and making selective new investments with limited resources. Correspondingly, increasing the endowment is a high priority campus wide and the college is in the early stages of developing plans for a comprehensive campaign. Hope’s next president will have a unique leadership opportunity to help shape the campaign’s priorities and to have an impact at the college for generations to come.

ADDRESSING DEMOGRAPHIC CHANGES

Hope’s student enrollment has been stable and strong, growing steadily from 1,990 in 1970 to its peak of 3,276 in 2014. Over the past four years, a 10 percent enrollment decline has reflected the shrinking number of high school graduates across Hope’s primary markets. While these declines have reduced margins and increased operating budget pressures, the college has effectively managed for a moderately smaller enrollment. Looking to the future, Hope faces demographic trends that project a smaller, and significantly more diverse, cohort of high school graduates. The new president will work closely with academic and administrative leaders as the college looks to expand its reach and effectively serve a changing student body.

DESIRED ATTRIBUTES FOR LEADERSHIP

The 14th president of Hope College will be a committed Christian driven by a steadfast dedication to the college's mission, values and traditions. The individual called to this role will be one who finds joy in the pursuit of learning and the charge of guiding the entire Hope community to realize its full potential. Equally passionate and practical, the president will be an unbridled advocate for the college's commitment to educating students through "programs of recognized excellence in the liberal arts and in the context of the historic Christian faith."

An accomplished professional with a proven record of achievement and service, the president will be fully prepared to engage and lead Hope College in addressing the opportunities and challenges facing the college. Expectations include a deep understanding of the liberal arts, along with a capacity to effectively articulate the strengths of a faith-based liberal arts education. In addition, the next president will be a leader who understands and appreciates the culture of a residential undergraduate campus, and who supports the distinctive model of shared governance that shapes decision-making in the college.

A MISSION-ORIENTED LEADER *who embodies the heart and soul of Hope College — one who has the capacity to inspire understanding of and support for a liberal arts education in the context of the historic Christian faith.*

AN ACADEMICALLY MINDED INDIVIDUAL *who understands the liberal arts and who is fully prepared to engage with the Hope faculty and staff in shaping the college's academic and co-curricular programs for the future.*

A CHRIST-CENTERED PERSON *who is deeply committed to the college's Christian identity and character, who lives their faith in daily life, and who is able to give effective voice to Hope's identity and mission.*

A STUDENT-CENTERED ADVOCATE *who is focused on and energized by student achievement and success and who enjoys spending time with students in both formal and informal settings.*

AN ACCOMPLISHED COMMUNITY BUILDER *who appreciates and honors the distinctive strengths of Hope's past as a foundation for the future and enjoys developing relationships with alumni and friends of the college.*

A CHAMPION FOR DIVERSITY AND INCLUSION *who provides leadership as Hope College welcomes, fully engages and fosters a deep sense of belonging among an increasingly diverse community of students, faculty and staff.*

A SUCCESSFUL FUNDRAISER *who will engender and sustain relationships with past, current and future donors to increase philanthropic support of the college.*

AN EFFECTIVE STRATEGIST *who is proficient at convening a college community around the goals and objectives of a strategic plan and working with the community in advancing and, as necessary, modifying, the goals, objectives and performance metrics.*

AN EXPERIENCED EXECUTIVE *who understands the complexities of the higher-education landscape and the unique challenges facing colleges like Hope, focuses on building revenue streams, and models wise investment and careful stewardship of resources.*

AN EXCEPTIONAL COMMUNICATOR *who speaks and listens well, who loves being in conversation with individuals and groups, who earns the trust of others through integrity, transparency, humility and care, and whose positive and resolute spirit in the face of challenge allows an easy smile while carrying heavy responsibility.*

THE PROCESS OF CANDIDACY

Nominations and expressions of interest may be submitted electronically to:

Ms. Suzanne L. Shier
Chair, Presidential Search Committee
Trustee, Hope College Board of Trustees
HopePresident@AGBSearch.com

Candidates are asked to submit electronically in Microsoft Word or Adobe PDF: (1) a letter of interest that directly addresses Hope's mission statement and the leadership opportunities outlined in the profile above, (2) a curriculum vitae, and (3) the names, email addresses and telephone numbers of five references. References will not be contacted without first securing the permission of the candidate.

To receive full consideration, materials should be received on or before September 1, 2018.

This search is being assisted by:

Loren J. Anderson, Ph.D.
Executive Search Consultant
AGB Search
Cell: (253) 223-3566
loren.anderson@agbsearch.com

Hope College seeks to be a community that affirms the dignity of all persons as bearers of God's image. It is Hope College policy not to discriminate on the basis of age, color, disability, family status, genetic information, height, national origin, pregnancy, race, religion, sex, or weight, except in the event of a bona fide occupational qualification. Hope College is an equal opportunity employer.