Coe makes it possible. You make it happen.
ABOUT COE COLLEGE

Coe College is a national, residential liberal arts college offering a broad array of programs in the arts, sciences and professions. The campus encompasses nearly 70 acres in the heart of Iowa’s second largest city, Cedar Rapids, and is adjacent to the MedQuarter Regional Medical District.

A member of the Associated Colleges of the Midwest (ACM), Coe enrolls 1,400 students and has approximately 415 full- and part-time employees. This includes nearly 90 full-time faculty members and 180 full-time staff members. The college offers over 60 areas of study with a 4-4-1 academic calendar including an optional May Term. Nearly all students live on campus all four years, and 90% of students are involved in one or more co-curricular activities.

Producing 32 Fulbright Scholars in the last eight years, Coe has been named a top producer of U.S. Fulbright students when compared nationally with all colleges and universities. The college provides a highly personalized approach to education with an average class size of 16 students and a student faculty ratio of 11:1. Coe is ranked among the top 20% of all colleges and universities.
Coe was founded in 1851 by the Rev. Williston Jones. As an early display of its commitment to equity, the college has been a coeducational institution since 1853. In 1907 Coe earned accreditation from the North Central Association of Colleges and Universities. As the college’s reputation grew, Coe was granted a Phi Beta Kappa chapter, a distinction reserved for fewer than 5% of all American colleges and universities.

Since 1989, Coe has nearly doubled in size with the addition of the east campus. New facilities on the east side of College Drive include Clark Racquet Center and athletic fields, Clark Alumni House, Nassif House, McCabe Hall and four student apartment buildings.
MISSION STATEMENT

Coe College is a national, residential liberal arts college offering a broad array of programs in the arts, sciences and professions. Our mission is to prepare students for meaningful lives and fulfilling careers in a diverse, interconnected world. Coe’s success will be judged by the success of our graduates.
COE’S MOMENTUM

- Over the last eight years Coe has seen the eight largest incoming classes and full-time enrollments in its history.
- Coe currently has the most diverse student body and faculty and staff in its history.
- Engagement with the Cedar Rapids community is at an all-time high, resulting in Coe being named one of The Princeton Review’s Best Schools for Internships in the Nation four years in a row as well as a Best Alumni Network institution in 2021.
- Coe has had balanced budgets every year for the last eight years including surpluses for the last three years. This is in addition to the college reducing endowment spending every year for the last six years.
- The college’s average annual fundraising has increased by 20% over the last five years.
- Successful fundraising campaigns have resulted in a new athletic facility, a renovated natural sciences building (Peterson Hall), a renovated humanities building and numerous sustainability initiatives (including a solar installation, green roof and award-winning water management program), all while reducing annual debt service.
- Coe has produced 32 Fulbrights in the last eight years, and students have been named Rhodes, Marshall, Goldwater, Truman and National Science Foundation finalists and winners.
- The college is approaching the completion of its A Bolder Coe strategic plan including these initiatives: C3: Creativity, Careers, Community; the social and criminal justice major, enhancement of environmental sustainability programs and the Center for Health and Society.
ACADEMICS

Coe College awards Bachelor of Arts (B.A.), Bachelor of Music (B.M.) and Bachelor of Science in Nursing (B.S.N.) degrees. The college offers more than 60 areas of study and provides the option for students to create their own major under the guidance of faculty members. More than 20 areas of study have been added in the last decade, and 40% of Coe students double major. The liberal arts education provided at Coe allows students to discover what their real talents and interests are and develops in them the skills, abilities and habits of mind that will make possible a successful career in any field of endeavor, including ones that do not yet exist.

Coe is accredited by the Higher Learning Commission, the American Chemical Society, the National Association of Schools of Music, the Commission on Accreditation of Athletic Training Education and the Iowa Department of Education. The bachelor’s degree in nursing at Coe College is accredited by the Commission on Collegiate Nursing Education.

NEARLY 90 FULL-TIME FACULTY MEMBERS

Coe’s faculty are dedicated to teaching, mentoring and working with students in the liberal arts tradition, giving students solid preparation for professional opportunities and top-rated graduate programs.

95% OF FULL-TIME FACULTY MEMBERS HOLD A TERMINAL DEGREE

Coe is one of only a few small schools to serve as a host institution for the National Science Foundation Research Experiences for Undergraduates program.
— MOST POPULAR MAJORS —

**BIOLOGY**
Biology majors take part in dynamic small group labs in all courses, which are taught exclusively by biology faculty. In addition they work one-on-one with faculty for research, in depth honors or independent study. Over 65% of Coe biology majors go on to graduate or professional school.

**BUSINESS ADMINISTRATION**
More than two thirds of business administration majors double major and still complete their education in four years. All majors complete at least one internship, independent research project or off-campus study experience prior to graduation. In the last 20 years, more than one-third of department graduates have gone on to earn their M.B.A., M.A., Ph.D. or J.D. at major universities.

**CHEMISTRY**
Only the best colleges meet the stringent requirements set by the American Chemical Society to offer ACS certified degrees. Coe is proud to be one of them. As a chemistry major, students work with over $1 million worth of instrumentation and utilize research grade laboratory spaces in Coe’s state-of-the-art science facility, Peterson Hall. These experiences lead to extraordinary results—since 1985, 100% of chemistry majors accepted into graduate school have received fully funded fellowships.

**EDUCATION**
Education majors have access to more than 65 elementary and secondary schools in the Cedar Rapids metropolitan area, complete more than 120 hours of classroom field experiences before student teaching and prepare to teach subject specific methods courses under the direction of an experienced local teacher.

**NURSING**
Nursing majors are paired with a single registered nurse expert for three terms of one-on-one clinical experiences at local hospitals and pass the boards at a rate that far exceeds the national average. In addition, they experience global health care issues firsthand during study abroad options in South Korea, Barcelona, Thailand and South Africa.

**PHYSICS**
In the last 10 years the Physics Department has garnered over $2.4 million in external grant funding for equipment and research programs. This leads the way for students presenting their research projects at national and international conferences every year. In 2018, Coe had the most physics graduates of any institution of any size in the state of Iowa. Since 1979, 100% of Coe physics majors accepted to graduate school have received fully funded fellowships to pursue a master’s or doctoral degree in physics or engineering.

**PRE-HEALTH**
Pre-public health students participate in volunteer and internship opportunities at St. Luke’s and Mercy hospitals within walking distance of campus. They interact with alumni and explore specific interests outside of the classroom environment through guest speaker events and receive excellent academic preparation for entrance into the public health field. In addition, they can take advantage of our dual degree Master of Public Health (MPH) program with the University of Iowa and complete a bachelor’s degree and MPH in five years.

**PSYCHOLOGY**
Psychology majors gain experience in the treatment of behavioral and mental disorders, human resources and drug addiction counseling through local internship opportunities. They develop independent research projects, present their conclusions at national conferences and graduate from Coe prepared for graduate study. Within five years of graduation, 50% of psychology and organizational science graduates go on to earn advanced degrees.
For the third consecutive year, Coe College is included in The Princeton Review’s Top 25 Best Schools for Internships in the nation.

Coe ranks No. 16 in the nation and remains the only Iowa school on the list. This ranking puts Coe College in the top 4% of all postsecondary schools in the nation for internships.

Coe’s C3: Creativity, Career, Community center (C3) serves as a catalyst for this prestigious ranking. C3 connects Kohawks with Coe’s business partners and successful alumni located throughout the Cedar Rapids corridor and beyond. Google, NASA, Corning Incorporated, Mayo Clinic, FOX Sports and the Chicago Board of Trade are just a few of the businesses reserving internships for Kohawks.
DIVERSITY & INCLUSION

The college’s founders and several original Trustees were early advocates of equal rights and education for all individuals. This commitment to diversity, equity and inclusion has only strengthened, creating meaningful opportunities to learn, providing welcoming spaces to live and socialize, and offering thoughtful and informed support and guidance to all community members when needed.

The Office of Diversity, Equity and Inclusion recently was restructured to include staff, faculty and administration from several college departments and is leading training for students, faculty and staff to broaden knowledge and cultural competence related to racial/ethnic diversity, religious and spiritual life, LGBTQIA+ inclusion and internationalism. Additionally, the Coe College Board of Trustees has amended the college’s bylaws to form a new board committee devoted to diversity, equity and inclusion, and all trustees completed antibias training. In the summer of 2020, the college senior staff reaffirmed and deepened the community’s commitment to diversity, equity, inclusion and access by adopting a new Diversity Action Plan. The plan includes an expansion of DEI programming inside and outside the classroom for students, mandatory DEI training for faculty and staff, more transparency around bias incident reporting as well as multiple other commitments.

Coe currently has the most diverse student body, faculty and staff in its history. In the past four years the percentage of full-time faculty and staff of color has increased from 9% to 13%. Coe is committed to continued increase in representation.

Fall 2018’s entering class represented the second most diverse class in the college’s history, second only to fall 2017’s entering class. Over the past 10 years, diversity among incoming students has increased from 10% to 30%. Nearly 30% of all Coe students identify as racially or ethnically diverse.

Student clubs and organizations include Zeta Phi Beta, Black Self-Educated Organization (BSEO), Multicultural Fusion, Latinx, Diversity Inclusion Collaboration Team, Phi Beta Sigma, I’m First, Asian American Club and others. Zeta Phi Beta and Phi Beta Sigma are historically Black Greek organizations that are part of The Divine Nine.

Alongside College Possible and the TRIO program, I’m First is one of many campus initiatives committed to supporting first-generation college students.

In recent years, Coe has hosted the White Privilege Symposium, the Consortium for Faculty Diversity Conference and numerous professional development opportunities on topics of cultural awareness, microaggressions, inclusive curriculum and other antiracist programs.
COE STUDENTS AND STUDENT LIFE

AT COE, THE STUDENT EXPERIENCE IS VITAL TO ACADEMIC AND SOCIAL SUCCESS.

90% OF STUDENTS PARTICIPATE IN COCURRICULAR ACTIVITIES

35% OF STUDENTS COMPETE IN A VARSITY SPORT

The college has over 100 student organizations, clubs and athletics. Coe hosts an active, nationally recognized Greek system with 11 sororities and fraternities providing student leadership opportunities.

COE COMMUNITY DEVELOPMENT INITIATIVE

As part of Coe’s strategic plan, A Bolder Coe, student life programs are being restructured to emphasize community development. Through peer education and mentoring, social engagements and self-discovery, the Office of Student Life aims to cultivate a student’s experiences based on introductions, interactions, involvement, influence, investment and identity.

A community development model is being created for cocurricular activities. This includes expansion of diversity and inclusion initiatives and programming; break stay programming; Title IX programming and prevention planning; a dean of students program series; resident assistant programming revisions; and much more.
COE STUDENTS AND STUDENT LIFE

MORE THAN 50% OF COE STUDENTS COME FROM OUT OF STATE, with many hailing from Illinois, Colorado, Arizona, New Mexico, Minnesota and Wisconsin.

Coe continually produces Fulbright, Truman, Goldwater and National Science Foundation scholars as well as Rhodes and Marshall finalists.

For many years nearly 100% of reporting graduates have been employed or in graduate school within one year of graduation.
ATHLETICS

Coe is a member of the American Rivers Conference, one of the most competitive NCAA Division III conferences in the country. The school offers varsity level men’s and women’s archery, basketball, bowling, cross country, golf, soccer, swimming & diving, tennis and track & field. Men’s varsity sports include baseball, football and wrestling. Women’s varsity sports offer softball, triathlon and volleyball. Competitive sports clubs include clay target team, esports, men’s bowling and men’s triathlon. Non competitive sport clubs include boxing, climbing, dance, lacrosse and tumbling.

Over the past decade Kohawk athletics generated:

- 67 All Americans
- 21 Academic All Americans
- 40 Team Qualifiers for the NCAA Tournament
- 5 Individual National Champions
A Bolder Coe is designed to increase Coe’s value proposition among prospective students. Through it, Coe will add or enhance programs that affirm the college’s value in terms of the campus educational experience and that demonstrate how a Coe education prepares graduates for lives and careers in the world beyond our borders. The Coe community will do this by emphasizing a small number of significant improvements that can be made over a five-year period — improvements that will convey to students Coe’s academic mission and distinctive qualities. This plan affirms that the student experience (in and out of the classroom) is of paramount importance and acknowledges Coe’s strength is in residential liberal education.

BY 2022, COE COLLEGE WILL:

- Grow enrollment
- Be more diverse, especially among faculty and staff
- Be financially stable and sustainable
- Be known for its distinctive combination of traditional liberal arts disciplines and professional programs
- Be recognized for the advantages of its Cedar Rapids location and the regional partnerships that offer Coe students distinctive opportunities for learning and career preparation
## COMPLETED INITIATIVES

- Established C3: Creativity, Careers, Community
- Enhanced environmental sustainability programs
- Created a social and criminal justice program
- Developed multiyear comprehensive maintenance and campus master plans
- Improved technology infrastructure
- Improved student life facilities
- Focused on campus enhancements

## INITIATIVES WITH SIGNIFICANT PROGRESS MADE

- Enhanced student diversity
- Implemented a new recruitment process for faculty and staff

## INITIATIVES IN PROGRESS

- Establish the Center for Health and Society (CHS)
- Enhance the performing arts
- Improve performance spaces
- Develop a global cultural studies program
- Restructure student life programs to emphasize the principle of strengths
GOVERNANCE

BOARD OF TRUSTEES
Coe is fortunate to have diverse professional talent represented among the 30+ members serving on its Board of Trustees. From successful attorneys, physicians and educators to former Fortune 500 C-level executives, a wide variety of expertise is possessed by board members and readily shared for the benefit of all. Trustees hail from 19 different states. The Board meets a minimum of three times each year. A number of standing committees regularly review different aspects of the college, with a focus on future opportunities for success including the comprehensive management of the college's endowment. While supporting every aspect of college success, the Trustees are most interested in maintaining a high quality liberal arts educational environment for Coe students to fulfill the mission of the college.

EXECUTIVE COMMITTEE OF THE FACULTY
The Executive Committee of the Faculty consists of five faculty members and one student. The purpose of the committee is to assist the president on general issues affecting the educational program of the college and to advise the president in appointing members of other faculty committees.

FINANCE AND FACILITIES COMMITTEE (FFC)
FFC is made up of faculty, administration and students who handle decisions regarding the college’s budget.

STAFF ADVISORY GROUP
The Coe College Staff Advisory Group (SAG) strives to further the progress of Coe staff in themes identified as being important to the group including engagement, communication, empowerment, resources and celebration. SAG members actualize opportunities through recommendations, facilitation and as advocates within their own areas.

STUDENT SENATE
Coe’s Student Senate consists of 30 students from across campus to help bridge the gap between faculty, staff and students. They allocate student fees, upward of $300,000 annually, to more than 100 clubs and organizations, address living environment concerns and, overall, work to mold aspects of the student experience.
FINANCIALS AND PHILANTHROPY

As of the most recent audit, Coe College’s endowment was $86.5 million. The college’s yearly operating budget is $37 million. Coe has had balanced budgets every year for the last eight years including surpluses for the last three years prior to the pandemic impacting campus operations. This is in addition to the college reducing endowment spending every year for the last six years. Coe has successfully completed capital project campaigns related to the establishment of the Learning Commons, campus beautification and technological upgrades. Coe’s average annual fundraising has increased by 20% over the last five years. In addition, Coe’s Make Your Move Campaign secured nearly $15 million of external support, enabling a renovation and expansion of the college’s athletic facilities and humanities building. Numerous sustainability initiatives also have been funded through fundraising efforts, including a solar installation, green roof and award-winning water management program, all while reducing annual debt service.

Fundraising for the Center for Health and Society, a cornerstone initiative of the current strategic plan, is currently underway. The initiative has raised $2.2 million of an original $2.1 million goal. Over the next two years private donations will be sought to update and renovate Sinclair Auditorium and Dows Fine Arts Center, another component of the current strategic plan, as well as two residential facilities (Murray Hall and Greene Hall). Planning is well underway for Coe’s next fundraising campaign, which is projected to commence in 2022.

Coe has the largest UNDERGRADUATE STUDENT-RUN WRITING CENTER in the country

- Coe’s Network for Success program provides 100% of incoming students with up to four dedicated mentors.
- 100% of students complete an internship, research experience or off-campus study experience before graduation.

RANKINGS

— THE PRINCETON REVIEW —
BEST COLLEGES FOR NEARLY 20 YEARS

— FORBES —
AMERICA’S TOP COLLEGES

— NICHE —
BEST COLLEGES IN AMERICA

— WALL STREET JOURNAL/THE TIMES HIGHER EDUCATION —
TOP U.S. COLLEGE

THE PRINCETON REVIEW

TOP 25 FOR INTERNSHIPS FOR THREE CONSECUTIVE YEARS

— U.S. NEWS & WORLD REPORT—
NATIONAL LIBERAL ARTS COLLEGE
THE CAMPUS

Coe’s nearly 70-acre campus hosts 40 buildings and serves as an Urban Field Station offering students and faculty opportunities to research and study interaction of the city with the environment. An extension of campus includes 120 acres of land in the Boundary Waters of Minnesota, Coe’s Wilderness Field Station.

Coe has invested more than $40 million in capital improvement projects in recent years. Improvements include the renovation and expansion of Coe’s athletic facilities, renovation of Hickok Hall, an addition to and renovation of Peterson Hall of Science and renovation of Stewart Memorial Library to create the Learning Commons.
Cedar Rapids was struck by a derecho on August 10, 2020. The rare and severe thunderstorm with hurricane-strength winds caused approximately $2.25 million in campus property loss and cleanup costs. Over 200 trees were lost, and 28 campus buildings were damaged. The entire campus was left without power for four days, while portions of campus went two weeks without electricity.

The Coe community assisted in clean up throughout the city, and members of the Cedar Rapids community reciprocated by participating in Charlie’s Campus Cleanup. Volunteers picked up debris and removed broken trees, foliage and torn down fences. In the fall, Coe students planted over 120 trees donated by Coe alumni. Campus restoration efforts have been strong and continue to be supported by the Coe community. In summer 2021, an investment of an additional $1.5 million in repairs and enhancements will be made as the campus closes in on a full recovery.
SAFE CAMPUS INITIATIVE

A Coe College education centers on the model of residential learning where students live in a community with one another and learning occurs in and out of the classroom. Coe is committed to delivering this experience safely. In response to the COVID-19 pandemic, Coe developed a robust plan prioritizing the highest quality education based on the most up-to-date facts with flexibility to address necessary changes as needed.

The Safe Campus Initiative is a comprehensive plan built on research, benchmarking and industry guidance as well as federal, state and local health information. This initiative was developed in collaboration with neighbors in the MedQuarter Regional Medical District (MedQ) as well as public health officials and physicians. The MedQ includes more than 500 medical professionals within a 55-square-block area adjacent to Coe’s campus.

The processes and procedures executed in this initiative allowed Coe to complete the 2020-2021 academic year on campus. In fall 2020, Coe transitioned to hybrid learning with in-person and virtual class options. The ongoing vaccine rollout and successful safety practices are encouraging Coe’s plans to return to a full in-person experience in the fall of 2021.

For the most up-to-date information, please visit Coe’s Safe Campus Initiative webpage at www.coe.edu/safe-campus-initiative.
LIVING IN CEDAR RAPIDS

As Iowa’s second largest city with a metropolitan population of more than 267,000 residents, Cedar Rapids consistently ranks as one of the nation’s top communities to live, work, play and raise a family. Recent accolades earned by Cedar Rapids and the surrounding communities include being among the best places in America to live, educate children, do business, commute and volunteer.

Cedar Rapids is only hours from several major metropolitan hubs like Chicago, Minneapolis, Omaha and St. Louis and a 15-minute drive from the Eastern Iowa Airport. The airport offers daily direct flights to Atlanta, Charlotte, Chicago, Dallas, Denver, Detroit and Minneapolis. The city and surrounding area offer an abundance of internship opportunities for students, leading to professional careers with corporate headquarters, Fortune 500 companies, nonprofits and more.

Arts and culture are plentiful in Cedar Rapids and the ICR Iowa corridor. Iowa City is only 30 minutes from Coe’s campus. With several local performance theaters, multiple museums and semiprofessional sports teams, there is always somewhere to go and something to see. Cedar Rapids offers a superb mix of national and locally owned restaurants. With hundreds of options, there is something for every taste.

As the demand for health care education grows, Coe continues to build partnerships with local businesses including two major hospitals and over 500 health care providers in the Cedar Rapids MedQuarter Regional Medical District in preparation for the upcoming launch of Coe’s Center for Health and Society.
THE PRESIDENTIAL AGENDA

The next president of Coe will leverage the college’s outstanding navigation to date of COVID-19 challenges, its positive financial and enrollment markers and its compelling mission to ensure the future academic and financial success of the institution and the development of its people. Demonstrating a deep commitment to residential liberal arts education, the next president will uphold Coe’s values and dedication to its students. The ideal candidate will have exceptional leadership and management skills, a record of transformative impact and change management, a demonstrated and ongoing commitment to diversity, equity and inclusion, and experience securing and increasing financial resources.

Direct reports to the president include provost and dean of the faculty; vice president for advancement; vice president for finance and administration; associate vice president for human resources; vice president for enrollment, marketing and institutional effectiveness; dean of students; assistant to the president; and special assistant to the president. Working collaboratively with the leadership team, faculty, staff, students, parents, trustees, alumni and members of the Cedar Rapids community, the next president will:

FOSTER COE’S STRONG SENSE OF COMMUNITY

The president will demonstrate a strong internal community focus to advance the college’s most important asset, the people of Coe. Seeking to foster a culture of continuous improvement, the president will ensure the coaching, mentoring and development of all employees to best align their passions and skills with opportunities to better serve students.

ENSURE CONTINUED GROWTH AND STEWARDSHIP OF THE COLLEGE’S FINANCIAL RESOURCES

Coe College finds itself in a position of financial strength in comparison to many peer institutions. Sound fiscal stewardship, intentional enrollment growth, disciplined endowment management and fundraising successes have resulted in three straight years of operational surpluses and a strong position for the future. Moving forward, the president will develop and implement strategies to further improve the college’s financial position and capacity, with the identification of new revenue and fundraising channels figuring prominently. Growth of Coe’s endowment will be crucial. The president will bring strong fiscal acumen to ensure the college continues to achieve balanced budgets, control costs and identify opportunities for new initiatives and increased efficiency. This will be particularly important as the college navigates repercussions resulting from the COVID-19 pandemic.

As Coe pivots toward a new strategic plan that is centered around fundraising and endowment growth, the president will serve as a chief fundraiser for the college and will give a compelling and articulate voice to its initiatives and aspirations. The next president will steward existing relations with alumni, parents, community members, trustees, foundations and other key stakeholders while also seeking to build the college’s donor and friend base.
Whether focusing on endowment enhancement, the annual fund, cultivating prospects for major or planned gifts or initiating a future campaign of significance, Coe’s next president will have a direct impact on and spend a significant percentage of time on fundraising. Communicating the Coe story, engaging internal and external constituencies and setting advancement expectations are all opportunities awaiting the next president.

**LEAD STRATEGY AND ENVISION THE FUTURE COE**

The president, in partnership with the Coe community, will define and bring into focus an exciting vision as the college moves into its next chapter. To achieve a broad set of priorities, the next president will ensure a well-articulated strategic plan is in place. The current strategic plan, A Bolder Coe, runs through calendar year 2021, which calls on the next president and the Coe community to both complete the five initiatives in the current plan and simultaneously identify and articulate the college’s next set of priorities. The president will lead a highly collaborative and inclusive strategic planning process and outline bold yet attainable goals. These goals will be closely tied to the budget to ensure financially conscious operations, will use clearly defined metrics to measure success and will emphasize accountability at each stage of implementation. Moreover, the president will seek to enhance further the growth of academic efforts and new initiatives while maintaining excellence in existing programs.

**VALUE COE’S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION**

The president plays a crucial role in championing the college’s commitments to serving a diverse student body and to creating an environment in which a broad array of individuals can learn, live, work and thrive. The president will possess the skills, awareness and passion to build on Coe’s strides in diversity, equity and inclusion. Diversifying the student body has been an important initiative for the college in recent years and has been met with excellent results. While sustaining this important work in student enrollment and retention, the president will guide the development of a faculty and staff population that aligns with the diversity of the student population and provides an environment for students’ optimal success.

**FOCUS ON ENROLLMENT MANAGEMENT AND THE STUDENT EXPERIENCE**

Enrollment has been a priority, and Coe has experienced several years of sustained growth in the student population. The president will build on this momentum and ensure continued investment in recruitment, student aid and retention. The next president will have a firm understanding of enrollment management practices and the ever-growing challenges surrounding recruitment, retention and persistence to graduation at private, residential liberal arts colleges. The president, in partnership with the senior leadership team, will approach enrollment management with an innovative and entrepreneurial spirit to ensure curricular and cocurricular programs are competitive and relevant, have a broad reach and position students for success. The president will bring a student-centered approach, be an engaged and visible presence on campus and seek to ensure the college has the necessary human capital, facilities and technology to support the needs of current and future students. Encouraging the engagement of all faculty, staff, students, alumni, parents, trustees and community members in the work of enrollment management will be crucial to ensuring robust admissions and retention are a shared and valued commitment of the college.
BUILD EXTERNAL RELATIONSHIPS
The president will forge relationships and seize opportunities externally in Cedar Rapids and beyond to realize the full potential of new and existing partnerships between the region and the college. The location of the college in relation to the corridor that runs through Cedar Rapids and Iowa City, a growing region of nearly half a million people, presents myriad opportunities for collaboration, internships and service. While community engagement is at an all-time high, Coe’s C3: Creativity, Careers, Community is a unique combination of initiatives through which the college emphasizes the connections between liberal education and careers in the region. Continued development of C3 will be an important priority for the president as the college seeks to improve student outcomes and the value proposition of a Coe education. In addition, Coe’s physical location in the medical corridor of Cedar Rapids provides crucial access to outstanding medical facilities for students, faculty and staff with interests in the health sciences. Coe’s recently launched Center for Health and Society offers a prime vehicle for connections to the health community. The possibilities are numerous to grow this center and provide unmatched opportunities for Coe students. Lastly, the president will be an effective advocate for Coe, and higher education more broadly, at the local, state and federal levels. Forging strong relationships with elected officials will be important for Coe’s future.
COE COLLEGE SEEKS A STUDENT-CENTERED PRESIDENT WHO IS DEEPLY ATTRACTED TO ITS UNIQUE MAKEUP AS A SMALL, RESIDENTIAL, URBAN CAMPUS IN THE MIDWEST.

The college’s mission and distinctive qualities should resonate with candidates who have a deep understanding of, and experience with, the opportunities and challenges facing higher education particularly at private, residential, liberal arts institutions and the ability to anticipate continued changes in the higher education landscape. Though the search committee is eager to consider candidates with a variety of preparations for the presidency, candidates possessing a terminal degree will be preferred. Additionally, the next president will be:

- A servant leader who understands the value of a residential, liberal arts education and can articulate its importance to constituencies and the broader society.
- A skilled administrator with experience managing a similarly complex organization, preferably within a higher education environment.
- A transparent and inclusive collaborator with a deep understanding of and respect for the college’s shared governance model.
- An individual with a competitive spirit combined with the work ethic to meet the challenges and opportunities facing the college.
- A fiscally astute, data-informed thinker with a record of shrewd financial management to guide operations that align with the aspirations of the college.
- An entrepreneur with the ability to envision new opportunities for growth and expansion.
- A successful fundraiser with the demonstrated knowledge and personal commitment to developing the culture of philanthropy at the college.
- A strong citizen with a track record of developing strategic relationships that mutually benefit an organization and its community.
- An individual with an unwavering commitment to diversity, equity and inclusion.
- A technologically savvy person with expertise in the broader applications of technology to advance an organization internally and externally.
- A holistic thinker who values student development through both classroom learning and cocurricular opportunities outside the classroom.
- A strong identifier of talent who can build effective teams and empower others to do their best.
- A visible leader who values relationships and will be dedicated to being a good partner to the college community and the city of Cedar Rapids and surrounding region.
- A supporter of faculty with a track record of success in fostering teaching excellence, professional development and scholarly activity.
- Someone with deep appreciation for the work of a dedicated staff with the ability to recognize their contributions to the larger organization.
- A person who understands and supports the value of NCAA DIII athletics as a part of Coe’s program.
- A global thinker who incorporates a world view into actions.
- A superb listener and clear, respectful communicator who can authentically engage with diverse and varied audiences.
- Someone with deep personal integrity, self-confidence balanced with humility and a good sense of humor.
INFORMATION FOR CANDIDATES

The Presidential Search Committee will evaluate the applicant pool during the summer of 2021. Although applications will be welcomed until the time a new president is selected, candidates should submit materials as soon as possible and no later than July 23, 2021.

Applications should include a letter of candidacy that responds to the agenda for leadership and the desired attributes for the next president and a complete résumé or vita.

Please send all nominations, inquiries, expressions of interest and application materials in confidence and electronically to:

Julie E. Tea, Partner
Beth McCarthy, Senior Associate
Storbeck Search
CoeCollegePresident@storbecksearch.com

Coe is committed to fostering a multicultural environment and encourages applications from individuals who will help fulfill that goal. We value the input of multiple viewpoints and diverse perspectives and aim to create an academic community that is rich with cultural, social and intellectual diversity. Coe College is an equal opportunity employer.