



Warren
Wilson
COLLEGE

Presidential Search

President.

The Presidential Search Committee of Warren Wilson College (Swannanoa, NC), an institution known for its innovative programming and commitment to environmental sustainability, invites applications, expressions of interest, and nominations of candidates in the search for its next president. Situated just outside Asheville, NC, Warren Wilson College is one of only nine federally designated “work colleges” at which student life integrates rigorous academics, on-campus jobs, and active engagement in the surrounding community. Together, these attributes undergird the experience of every Warren Wilson student.

Community Organizer.



Human Trafficking Prevention Educator.

Social Worker.



About the College.

Warren Wilson College's distinctive approach to education intentionally integrates **academics**, **work**, and **community engagement** to cultivate curiosity, empathy, and responsibility, which empowers students to think deeply, challenge themselves, and act on a fierce commitment to their communities. The College empowers graduates to pursue meaningful careers and lead purposeful lives dedicated to a just, equitable, and sustainable world.

Rooted in this mission, Warren Wilson is a liberal arts institution grounded in social responsibility, where hard work and community are more than just words. Students are employed on work crews, which are the life force of the college in its day to day operations. A working farm, garden, and forest embody the College's commitment to environmental

sustainability. The 1,100+ acres of land that comprise Warren Wilson provide food for the campus and surrounding community and serve as classrooms for students across academic disciplines. Everything on campus is connected and helps create a unique ecosystem that fosters community and a lifelong love for learning.

Warren Wilson College is consistently one of the Fiske Guide's top "Best Buy" colleges. The College was recently ranked in College Magazine's "top 10 greenest campuses" and in the Princeton Review's top 10 schools for "LGBTQ Friendly," "Best Career Services," and "Students Most Engaged in Service." The College's most popular programs are Art, Biology, Creative Writing, Conservation Biology, Environmental Studies, Global Studies, and Pre-Vet.



Student Body.

- Student population: 700+
- Students living on campus: 90%
- Number of states: 42
- Number of countries: 16
- Student-athletes: 23%
- Students from NC: 39%

Academics.

- Average class size: 11
- Average SAT CR: 594
(test scores optional)
- Average SAT M: 539
(test scores optional)
- Average ACT: 27
(test scores optional)
- Average HS GPA: 3.6
- Full-time faculty with doctorate or terminal degree: 100%
- Student-to-faculty ratio: 9:1

Campus.

- 1140 acres eight miles from Asheville, NC
- 285-acre working farm
- 6 acres of organically-managed garden and orchards
- 650 acres of forest
- 14 miles of hiking trails





History of the College.

At the close of the nineteenth century, the members of the Women's Board of Home Missions of the Presbyterian Church were concerned that many Americans in isolated mountain areas were not receiving a proper education. The women decided to establish church-supported schools in areas where there were no public services. The young people who came to these mission schools often had no prior formal education. The Board of Home Missions purchased property in the Swannanoa Valley near Asheville in 1893.

In 1894, the Asheville Farm School officially opened with 25 boys attending and a professional staff of three people. It was not until 1923 that the school had its first graduating class. In 1936, the first post high school programs in vocational training were established, collocated with the Farm School. It was hoped that vocational training would give students better prospects in the job market, while the Farm School continued to provide high school studies for boys. In 1942, the Dorland-Bell School of Hot Springs was closed and merged with the Farm School, bringing girls of high school age to campus for the first time. At that time all three units were joined under one administration, and the vocational program was officially named The Warren Wilson Vocational Junior College.



After WWII, the public education system in North Carolina improved dramatically, and the need for the high school diminished. The last high school class graduated in 1957. The school remained a junior college until March 1966 when it was established as the four-year Warren Wilson College, offering six majors. In 1972, the National Board of Missions deeded the WWC property over to the College's Board of Trustees, and began withdrawing financial support.

Since the 1970s, Warren Wilson College has grown and changed into the contemporary liberal arts institution that it is today, but the College has not forgotten its roots in the Asheville Farm School nor its affiliation with the Presbyterian church. Warren Wilson College remains dedicated to a curriculum of "learning by doing," which informs the College's commitments to community engagement, its work program, and its emphasis on original student research.



Life at a Working College.

At Warren Wilson, students learn, work, and serve; these three elements are integrated because the College believes that all experiences have something to teach. Every residential Warren Wilson student works, and the Work Program is different from other jobs because of the emphasis on work-learning. All work experiences help students develop the skills employers look for and integrate with a student's academic program and with their engagement in the greater community. Students also earn a wage that helps offset the cost of tuition. In addition, before graduating, students undertake and complete a project serving the larger community.

Warren Wilson is a self-reliant community, where everybody does their part to keep the College running. Work crews become part of a student's identity, and crew members become like family. Living and working together and learning to serve one another creates a sense of community pride that one can't quite grasp without seeing it for oneself. Through work crews, research projects, service-learning experiences, and

internships, Warren Wilson graduates leave well prepared to lead meaningful lives and **careers**. They're praised by employers for their ability to work hard and to think critically across disciplines. And they're regularly accepted into **graduate programs**, medical schools, veterinarian schools, and organizations like Teach for America and the National Park Service.

Due to its status as a federally-designated work college and as a member of the **Work Colleges Consortium**, Warren Wilson receives an annual grant of \$2 million from the U.S. Department of Education that helps support the meaningful work experiences Warren Wilson students engage in during their time on campus.

Land Innovation.

For years Warren Wilson has been a leader in sustainable land management. Now the College shares its knowledge to help landowners in the surrounding region and beyond. The **Conservation Exchange** uses Warren Wilson's applied learning philosophy to spread hope and take meaningful action against the backdrop of climate change.

Landowners in Appalachia and around the world have their own mixed-use landscapes and, in many cases, struggle to make a living from their land. Many are forced to sell to developers and further fragment the landscape, which increases carbon emissions and decreases biodiversity.

Under its **Dean of Land Resources**, Warren Wilson is creating new resources for landowners and reaching out to engage local, national, and international stakeholders in sustainable, economically viable innovative land stewardship. Warren Wilson is contributing to the knowledge base of sustainable land management by testing the economic viability of current operations and measuring the sustainability of cutting-edge ideas.



Strategic Planning.

Warren Wilson College's **2022 strategic plan** is organized around six strategic imperatives identified below:

1. **College Identity and Mission:** Warren Wilson College will be distinguished by an innovative approach that intentionally integrates applied learning and academics within the liberal arts tradition. We are committed to providing an educational program that promotes curiosity, empathy, and integrity. We prepare graduates to engage in groundbreaking scholarship, pursue meaningful careers with professionalism, and lead purposeful lives dedicated to fostering a just, equitable, and sustainable world.
2. **Academic Excellence:** The academic programs of Warren Wilson College will challenge students to produce high-quality scholarship and creative work through intentionally scaffolded courses that lead to signature capstone experiences. This education will integrate intellectual foundations with applied skill development and problem-solving that will prepare students for purposeful careers, graduate work, and effective community engagement.
3. **Diversity, Equity, and Inclusion:** The College is unwavering in our commitment to the dignity of all people — particularly those populations who have been both historically oppressed and continue to experience systemic oppression. While we value the breadth of diversity necessary for a rich campus culture, we also recognize the particular challenge and opportunity for growth and leadership around race, noting that such a focus necessarily intersects with deepening efforts around other aspects of identity (such as ethnicity, nationality, religion, gender, sexuality, class, and worldview). We are committed to a culture of educational access and to ensuring that students and employees from a diverse range of identities and experiences will thrive in this community.
4. **Land and Environmental Sustainability:** Warren Wilson College will be a living laboratory for innovative land management and practices for moving toward carbon neutrality and zero waste production. Our campus provides an immersive context for application and development of professional skills and community leadership in sustainability, integrated throughout the educational programs.
 - 4.a. **Land Stewardship:** Warren Wilson College lands will become a regional model for integrative land stewardship based on innovation, conservation, and outreach by providing our students with a systems-based approach to land management. We will collaborate to exchange sustainable management practices and to build an example of a resilient and productive working landscape.
 - 4.b. **Just and Sustainable Practices:** By adhering to rigorous, holistic standards for campus sustainability, through inclusive decision-making, and in partnership with businesses, nonprofits, and governments, Warren Wilson College will continually address the effects of climate change and other societal problems. We will pursue exemplary sustainability practices throughout our educational model, business practices, food systems, and the built campus, thus preparing students to create just, sustainable communities.

5. **Co-Curricular Programs:** To enhance a student’s sense of belonging, enjoyment, purpose, social, and individual development, Warren Wilson College will provide thriving athletic, outdoor, artistic, and cultural experiences and organizations. We will cultivate a healthy community and personal well-being through integrating co-curricular programming and collaborating across campus.
6. **Foundation for Growth:** In order to realize the goals of the 2022 strategic plan, Warren Wilson College will grow enrollment, increase fundraising, and develop other sources of revenue by building a solid infrastructure of people, places, and processes with a focus on the well-being of individuals in our community.





Academics & Faculty.

Warren Wilson students choose from 21 majors, 33 concentrations, 33 minors, and four pre-professional advising areas for their [academic pursuits](#). The College also offers a nationally renowned [MFA Program for Writers](#).



Arts & Humanities.

- Art
- Art History
- Communications
- Craft
- Creative Writing
- Critical Theory & Social Justice
- English
- Film Studies
- Genres
- History & Political Science
- Literary Historical Periods
- Music
- Queer, Gender & Sexuality Studies
- Painting & Drawing
- Peace & Justice Studies
- Philosophy
- Photography & Media Arts
- Printmaking & Bookforms
- Sculpture & Ceramics
- Theatre

Natural Sciences.

- Biochemistry
- Biology
- Chemistry
- Conservation Biology
- Conservation & Society
- Data Science
- Ecological Forestry
- Environmental Education
- Environmental Policy & Justice
- Environmental Studies
- Mathematics
- Physics
- Science Communication
- Sustainable Agriculture
- Water & Earth Resources

Warren Wilson College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award Bachelor of Arts, Bachelor of Science, Master of Arts, and Master of Fine Arts degrees.

Students are supported in and out of the classroom with their learning through a dedicated and talented faculty: 52 full-time, 15 part-time, and 47 adjunct.



Social Sciences.

- Africana Studies
- Appalachian Studies
- Applied Geospatial Technology
- Archaeology
- Art Therapy
- Business
- Culture, Power & Place
- Education
- Environment & Society
- Expressive Arts Therapy
- Gender & Women's Studies
- Global Studies
- Interfaith Leadership
- Music Therapy
- Neuroscience
- Outdoor Business
- Outdoor Leadership
- Peace & Social Justice
- Psychology
- Social Work
- Sociology/Anthropology
- Spanish Language in Context
- The Local & the Global

Pre-Professional.

- Pre-International Engagement & Non-Governmental Service
- Pre-Law
- Pre-Medical & Allied Health
- Pre-Veterinary Medicine

Student Body, Achievements & Outcomes.

Spirited, funky, and authentic. Energized and motivated by causes and beliefs. Hardworking and committed to getting things done. Creatively resourceful and nimble. Passionate and driven by interests. Inspired to be a positive force. Supportive. This is **Warren Wilson style**.



Warren Wilson attracts a student body that is diverse and talented. A significant portion of the student body identifies as LGBTQ+. While the campus' location is certainly important for many students, it is the tight-knit, open community and vibrant student life that serve as one of the most significant draws to Warren Wilson. The College offers a wide array of student clubs, organizations, and activities that supplement the student experience. Weekends on campus are never dull as 90 percent of students live on campus.

The athletics program at Warren Wilson has experienced growth in the past couple of years as the College is in the process of becoming **an NCAA Division III** institution. As of this past summer, Warren Wilson is a member of the **Coast to Coast Athletic Conference**. With this move, the College anticipates being able to attract more student-athletes to Warren Wilson.

Students at Warren Wilson are well-supported throughout their time at the College through **the Integrated Advising Program**, which aims to improve retention and lead to great outcomes:

Warren Wilson College Class of 2018:

- 92% had a paying job within six months of graduation (*national average: 72%*)
- 50% had a job lined up before they graduated or within a month (*national average: 33%*)
- 16% went into service-oriented work, i.e. Peace Corps or AmeriCorps (*national average: 2.4%*)
- And most importantly, 91% said their job is work that they find meaningful (*national average: 63%*)



Diversity, Equity & Inclusion.

Warren Wilson College is committed to fostering students' curiosity, empathy, and integrity by providing them with a variety of perspectives, mentors, and role models. The uniquely high proportion of the student body at Warren Wilson who identify as LGBTQ+ is one element of diversity. More than three-fifths of the student body comes from outside of North Carolina, including students from 42 states and 16 countries. Nearly a quarter are student-athletes and 36 percent are eligible for a Pell grant. Approximately 24 percent of the student body identifies as a first-generation college student.

Supporting, enhancing, and demonstrating the value of diversity, in all of its forms, will be important priorities for the next president. The College, through its Strategic Imperative for Diversity, Equity, and Inclusion (DEI) in the strategic plan, is embarking on institutional initiatives that infuse DEI into all aspects of its functioning. Fully living out this commitment involves incorporating DEI knowledge, skills, and practices in all academic programs and administrative capacities to advance inclusive excellence at all levels of the College. For more information on Warren Wilson's commitment and work in this space, [please click here](#).



Location, Community Connections & Local Culture.

Warren Wilson College is in the Swannanoa River valley near both Asheville and Black Mountain, North Carolina, nestled in the Blue Ridge Mountains—the most biodiverse temperate region in the Western Hemisphere. Each year, Warren Wilson students contribute more than 50,000 hours of service to local communities, including Asheville. Warren Wilson students' community engagement alone contributes over \$400,000 annually to the local economy. The total economic impact on Buncombe County is worth over \$35 million dollars per year, equivalent to more than 700 jobs. From engaging with Asheville community organizations and citizens through service to showcasing their craft at the semi-annual Lake Eden Arts Festival (LEAF) to utilizing alumni relationships at local farms and businesses for internships and jobs, students blur the line between Asheville and Warren Wilson daily. The successes of Asheville and Warren Wilson have been, and will continue to be, intertwined. The mutual influence is vast and due in part to the loyalty of WWC alumni to Asheville. Here are just a handful of the many connections between WWC and local business:

Astral (Philip Curry '95)

Liberty Bicycles (Claudia '69 and Mike Nix '70)

Old Marshall Jail, Zadie's Market, & Josh Copus Pottery (Joshua Copus '02)

Hickory Nut Gap Farm (Amy '00 and Jamie Ager '00)

Bull and Beggar (Matthew Dawes '98)

Table and **All Day Darling** (Jacob '98 and Alicia Sessoms '00)

Organic Mechanic (Charlie Wilson '04)

Oak and Grist Distilling Company (William Goldberg '09)

Jade Mountain Builders (Hans Doelghast '00)

JAG Construction (Jody Goukas '01)

Warren Wilson's location combines the best of both worlds with access to a world-class city while being surrounded by mountains on one of the most beautiful campuses in the country. Asheville combines the progressive flavor of Austin, Boulder, or Portland with the culture and unspoiled beauty of the Blue Ridge Mountains. Entertainment and vibrant culture are a quick 10-minute drive away. Explore clubs, coffee houses, funky shops, craft studios, theatres and venues, galleries, craft breweries, festivals, independent bookstores, organic markets, curious museums, and mountain art/crafts/music festivals.

Asheville has a regional airport (AVL) with direct flights to Baltimore, Florida, Newark, Charlotte, Chicago, and New York. The Asheville airport is about 20 minutes from campus. Many families also fly into Charlotte Douglas Airport (CLT) or Greenville Spartanburg (GSP), which are 2 hours and 90 minutes away, respectively.



Community Governance.

Warren Wilson College has historically practiced a unique and collaborative approach to college governance. Open communication is key to building trust, inclusivity, and effectiveness in the College's governance system. Gathering all campus constituencies together—students, staff, and faculty—the College seeks to provide a balanced structure for addressing policy questions, undertaking program development, ensuring effective communications, and solving problems together. The College's governance framework provides a platform for all points of view, creates an ideal learning milieu, fosters school unity and pride, and generates sound decisions and advice.

The governance structure of Warren Wilson College consists of the Board of Trustees, the President, a group of 14 faculty and staff representatives, and the Student Government Association, in addition to committees and working groups created as needed.

The Role of the President.

Warren Wilson College's tenth president will join the community at a moment of unprecedented opportunity, leading the campus forward against the backdrop of the broader, systemic challenges facing higher education and the nuanced difficulties of post-pandemic reality. The president's cabinet includes the provost and dean of the faculty; vice president for student life; vice president for administration & finance/CFO; vice president for enrollment & marketing; director of communications for advancement; director for diversity, equity, and inclusion initiatives; director of human resources; and director of athletics.

Working closely and collaboratively with faculty, staff, students, trustees, alumni, and members of the community, the next president will boldly embrace and address the following priorities.

Opportunities & Challenges.

In the next decade, Warren Wilson College will need to be both creative and nimble in anticipating and responding to the evolving interests and concerns of new generations while remaining true to its central focus on academic engagement and personal growth. These aspirations will require a leader who, working in close collaboration with faculty, staff, students, trustees, and alumni, can harness the strengths of Warren Wilson College's educational model to serve a vital future.

Student enrollment is central to Warren Wilson's future success. There are a string of related challenges: expanding access to a broader array of students while competing with peer colleges with historically larger endowment support; a projected temporary decline in the national applicant pool; the increasing competitiveness for international students in higher education; the comparatively limited appeal of a liberal arts education among students from disadvantaged backgrounds; and the increasing impact of technology on the ways students study, learn, and access information. The president must work with the trustees to help shape the College of the future, while preserving its distinctiveness.



Articulate and inspire support for Warren Wilson College’s message and mission

Warren Wilson has a competitive advantage in the modern world. It engages a holistic approach to education. Community-mindedness and originality are the hallmark of the contributions that the College’s graduates make as leaders, professionals, and citizens. For more than a century, Warren Wilson has maintained a sharp focus on its core mission of educating talented and motivated undergraduates. While Warren Wilson’s faculty members are productive scholars, research scientists, and artists, Warren Wilson’s most important educational outcome is young adults with the intellectual acumen, technical training, and creative passion to ascend to prominence in environmental stewardship, social justice, artistic expression, education, science and technology, and entrepreneurship. Its faculty members invest their intellectual energy in creative pedagogy and in scholarship that enhances pedagogy. Warren Wilson believes that it teaches as almost no other community teaches; this mission requires a talented faculty and engaged students.

The president of Warren Wilson College will passionately showcase what is unique and important about the College—the combination of missional commitment and the power of community. Warren Wilson occupies a singular place in American higher education. In the general mix of American liberal arts colleges, there needs to be a Warren Wilson—a college that stands committed to confident and disciplined individualism, critical thinking, and the creativity and collaborative community-making that trains the next innovators in today’s society.

The president of Warren Wilson must articulate the College’s historical mission in the context of our times, making self-evident the case for Warren Wilson. Careful listening and understanding the complexities of its culture is a critical part of this process.

Recruit and retain students from a wide range of backgrounds

Warren Wilson’s educational model requires a distinctive style of student. When the College attracts brilliant, diverse, intensely creative young people who succeed exceptionally, it exemplifies the ideals of an experiential liberal arts education. Warren Wilson’s students are its *raison d’être* and its best ambassadors.

In the last decade, the College has broadened and deepened its applicant pool, attracting a broadly more diverse student body in part through the **NC Free** and **Milepost One** initiatives. As students increasingly prosper, they build a feedback loop of Warren Wilson College students attracting future students. Every high school has a few potential Warren Wilson College students, but many of them never explore the possibility of attending Warren Wilson. The College must continue to broaden its reach to students, families, and high school counselors across geographic regions; socio-economic sectors; and gender, racial, and ethnic identities. Creative approaches, such as the Strategic Enrollment Plan already underway, are required to increase Warren Wilson’s attractiveness to first-generation college students and students from historically marginalized backgrounds who may be unfamiliar with Warren Wilson or less persuaded by its liberal arts program. However, Warren Wilson has a story to tell of traditional strength and of new relevance: an experiential liberal education that is achieved through work, community engagement, and the innovative curriculum.

Given the enrollment headwinds the College faces, the next president must understand how central student recruitment and retention are to the mission and success of the entire College, and work with the trustees to determine the College’s optimal size. Warren Wilson must spread its message ever more broadly through tomorrow’s diverse population of prospective students.

The president must be attuned to the barriers that impede the completion of a Warren Wilson education and inspire a culture where student success is a top priority. The president will work to ensure ease of access and enhance student success initiatives that increase retention and graduation rates. With the Provost, the president will engage the faculty and staff in dialogue to ensure that programs remain competitive, relevant, and in demand, and reach broadly with a variety of curriculum delivery modes to ensure the greatest potential success of participants. A student-centric approach that prioritizes initiatives leading to student success will be central to success in the role.

Grow and diversify financial resources and broaden philanthropic engagement

Growing and securing financial resources is a primary responsibility for the president. With an endowment of \$55 million, Warren Wilson cannot achieve its long-term goals without the steadfast commitment to and acumen for financial resource growth. The College's formidable assets, including its land holdings and working farm, are underutilized at present. Ideas are being explored that could generate net revenue in a mission-aligned manner. Leaning into these opportunities with the partnership of the Board and the Warren Wilson community—and doing so without multiple years of study—will be an important prong in the strategy for a vibrant future.

Warren Wilson's alumni are a widely divergent, individualistic, and often strongly opinionated group. The College's alumni contribution rate is low compared with other prominent small colleges, and so the alumni remain an incomplete part of Warren Wilson's donative base. The new president will foster a stronger culture of institutional ownership and loyalty among all constituencies, including the alumni, drawing on contributions of their expertise as well as their financial support. The president will need to relate well to many different kinds of people, individually and in groups, as s/he or they build the apparatus and culture of philanthropy, and travel around the country engaging a wide variety of alumni, raising money, and inspiring support for the College.

Expand and support inclusive excellence as an essential component of a Warren Wilson education

As the Warren Wilson College community becomes more diverse across the axes of race, nationality, ethnicity, gender, socioeconomic status, religion, sexual orientation, gender expression, and disability status, the College must continually interrogate and revise its understanding of inclusive excellence.

For decades the Warren Wilson College community has been engaged in a complex, spirited, and sometimes contentious debate about the ways in which campus customs, policies, practices, and the curriculum itself contribute to the systemic marginalization of community members from historically marginalized groups. Spurred in part by student activism, faculty, staff, and students have introduced reforms in the curriculum, pedagogical practice, student services, and student-governed activities to mitigate systemic marginalization. As has always been the case, the Warren Wilson community must find ways to embrace the constructive discomfort inherent in re-examining and reforming institutional structures to mitigate marginalization. Warren Wilson's next president must help the community champion inclusive excellence through its shared commitments to vigorous inquiry, intellectual integrity, and an environment in which all members of the community can thrive.

Presidential focus, patience, persistence, transparency, and moral leadership are needed to ensure continual progress toward the goal of turning inclusive excellence into positive and lasting organizational change. Well-suited candidates will appreciate that even on particularly challenging days working with constituents, fortitude and passion, for example, are community assets to be treasured. The president will hold a leadership posture that welcomes this engagement while deflecting the potential wounds of criticism that go with the position.

Attract, inspire, and sustain faculty and staff in their contributions

Warren Wilson College consistently recruits faculty members of the highest quality. They come from research-intensive universities to a college fundamentally committed to teaching. The Warren Wilson faculty has evolved a mutually reinforcing teacher-scholar model that still puts primacy on teaching. The contributions of the College's faculty to Warren Wilson's students and the broader community are unique in that faculty join members of the staff in leading student work crews. Under the president's leadership, Warren Wilson will need to continue to refine its teacher-scholar model, maintaining the emphasis on the teacher but acknowledging the importance of the scholar and the work crew leader as well.

The faculty is the steward of the academic program of the College. To provide students with an intellectually rich and rigorous education, faculty members periodically assess, critique, refine, and, when necessary, reform the curriculum and other aspects of the academic program. The will to engage in these efforts with care, and the record of having done so continuously throughout Warren Wilson's history, are strengths of the faculty. As the faculty has grown and departmental autonomy has increased, it has become more difficult for the faculty to have the conversations necessary to define Warren Wilson's academic future as a whole, and to decide how the College should allocate resources to realize that future. At the same time, many faculty see administrative structures and prescribed practices as unnecessarily restrictive. The president, working with the College's provost, must play a central role in drawing the faculty into these crucial conversations. The president must respect and support the tradition of faculty governance while leading the faculty toward a common vision of the College's future.

Engage local, regional, and national audiences to reinforce the Warren Wilson mission and message

Asheville is a vibrant city with a population of about 95,000 (500,000 in the Asheville metropolitan area). It has become one of the nation's most livable cities, ranked among the most lively cities for arts and culture in America, and favored as a great place to do business, enjoy live music, exhibit and appreciate mountain culture and arts, and pursue outdoor recreation. Indeed, years of urban planning innovation, focused on preserving nearby farms and forests, while investing in bike lanes, public transit, and sustainable tourism, have transformed Asheville from a bucolic Blue Ridge Mountain town into an exemplary and unique American metropolis.

As Asheville's economic base has grown, Warren Wilson alumni have developed their careers in the area and have become increasingly visible in leadership roles. While the College's reputation has been bolstered by this trend, local employers need to believe that they can recruit Warren Wilson students and graduates as talented and capable innovators of the future. The president must lead the effort, locally and nationally, to strengthen mutually beneficial relationships with external stakeholders and project the College's success. Warren Wilson is an institution that is essential to the future of Asheville, the region, the US, and internationally. It needs a broader community that understands and believes this.

Sustain and expand programs to support students in all aspects of their lives at Warren Wilson

Warren Wilson's culture governs every aspect of student life. The unique ethos of community at Warren Wilson compels all students to consider the impact of their behavior on others, and in particular on those whose life experiences and identities may be different from their own. Warren Wilson students support one another like nowhere else. As students aspire to live and learn honorably, they are given considerable personal freedom. Student autonomy is a deeply held value at Warren Wilson. Autonomy in the context of a community serves to help students develop self-reliance and intellectual independence, as well as accountability and a commitment to their community.

A unique and defining element of Warren Wilson College is its work college identity. While every residential student at the College works as a part of a student work crew for eight or more hours each week, opportunities abound to enhance the work program and what it offers to students. The next president's ability to positively and more thoroughly leverage this distinctive element will be critical to their success and the College's success. Warren Wilson graduates embark upon the wider world with their academic degree and a well-earned confidence derived from years of contributing to the College with their crewmates. The history of Warren Wilson's work program is remarkable, and a walk across campus is replete with examples of current students' efforts and those of the College's alums.

Like most institutions of its size, presidential engagement with students, staff, and faculty is essential at Warren Wilson. The next president will ensure that the student experience continues to reside at the center of Warren Wilson's mission, with resources strategically deployed to help students attain their highest potential. This must be an integrated, community-wide effort. Without disrupting the Warren Wilson educational model that incorporates faculty and staff in the lives of students, the new president must facilitate an environment where institutional resources are deployed effectively and efficiently.

Build and sustain Warren Wilson's administrative leadership

Warren Wilson's administrative needs have grown in size and complexity over the years. This is an opportunity for a new president to sustain progress by retaining and mentoring an impressive group of administrators and by recruiting talented and experienced replacements for the vacancies that inevitably occur. The new president will motivate this leadership team and also seek to build the management capabilities of the next level of leadership reporting to this team.

The new president will have significant management experience leading dynamic administrative teams in organizations with shared faculty governance. The president will be experienced in effectively balancing strategic priorities with resource development and fiscal planning. The president must establish credibility throughout the College as the chief executive over administrative decision-making at the institutional level and support the vice presidents and deans in implementing institutional decisions. Pushback from constituencies accustomed to vocally representing their needs and aspirations is inescapable, and the next president will communicate openly, clearly, and frequently, with the full support of the Board of Trustees, the directions for the future.



Desired Qualifications & Characteristics.

In addition to the base qualifications any president of a liberal arts college should have, a president best suited to succeed at Warren Wilson College will:

- Have an understanding of the business of higher education and experience in successfully generating revenue from a variety of mission-aligned pursuits;
- Be familiar with the budget model of private colleges, and have direct or equivalent experience managing its key elements;
- Embody the ability to operate in a participatory or facilitative decision-making style while making decisions in a timely manner to continue moving the college in a forward direction;
- Enhance the already distinctive work program;
- Partner with community and business leaders in Asheville and the region to create new employment opportunities for students and revenue sources for the College;
- Have the passion, eloquence, and energy to champion Warren Wilson's message, including the importance of environmental stewardship and sustainability, convincingly to all constituencies, internal and external;
- Be able to listen empathetically to diverse constituencies to ensure all voices are heard, often working collaboratively to facilitate decision-making;
- Exhibit a "can-do" attitude and genuine enthusiasm for Warren Wilson's distinctive assets and traditions;
- Possess a demonstrated commitment to inclusive excellence and a nuanced understanding of the challenges involved in leading a diverse community with a wide range of different perspectives, values, and backgrounds;
- Possess a record of accomplishment in hiring and retaining diverse and highly effective faculty and staff;
- Exhibit warmth, humor, enthusiasm, and cultural sensitivity in working with faculty, staff, and students in a highly engaged democratic community that values individuality;
- Demonstrate the personal confidence to lead, the humility to listen, and the propensity to support the efforts of others and credit their contributions;
- Have the ability to command respect by personal integrity and open communication style, with a predisposition for inclusion and transparency;
- Be nimble and creative, willing to take risks but not gambles (with the wisdom to know the difference) when deciding if and how to adapt to trends in higher education; and,
- Be ready, willing, and able to lead, parent, teach, work, play, listen, learn, welcome, encourage, console, discern, counsel, decide, and love.

In alignment with the College's DEI commitment, Warren Wilson welcomes and invites candidates who desire to, and possess the skills and experience to, advance this important work. Applications from members of racial/ethnic underrepresented groups (e.g., BIPOC/people of the global majority) and individuals who have experience working with diverse student populations (e.g., racial/ethnic, income, immigration status, sexual orientation, gender identification, etc.) are welcomed.

For best consideration, please send all nominations and applications in confidence to:

Jim Sirianni, Managing Director
Chris Bernard, Associate
Storbeck Search
warrenwilsonpresident@storbecksearch.com



Warren Wilson College is an Equal Opportunity Employer committed to developing a campus community that reflects the full diversity of the human experience and, as such, welcomes all applicants.

Warren Wilson College does not discriminate on the basis of race, color, creed, religion, national or ethnic origin, gender or gender identity, age, marital status, disability, or sexual orientation, in the administration of its educational policies, recruitment or admission of students, scholarship, grant or loan programs, athletic or other College administered programs, employment procedures, training programs, promotion policies or other related personnel practices.





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