

Position and Candidate Specification



Quinnipiac University

President

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ABOUT QUINNIPIAC UNIVERSITY

As the University embraces its next exciting chapter, the Quinnipiac community is seeking a strategic and visionary leader who will strengthen and amplify its unique identity as the university of the future. Quinnipiac University prides itself on delivering an innovative, market-driven education that prepares students for 21st-century careers. By nurturing the whole person, the University also equips graduates to thrive and adapt to life's diverse challenges and opportunities. Despite the headwinds facing higher education, Quinnipiac has met or exceeded its enrollment targets in the last three years. Quinnipiac is well-positioned for the future and the University requires a President with a sense of innovation and entrepreneurship and a commitment to the academic excellence of our distinctive programs.

A private, coeducational, nonsectarian institution located 90 minutes north of New York City and two hours from Boston, Quinnipiac enrolls 6,248 full-time undergraduate and 2,670 graduate and part-time students in 100 degree programs through its Schools of Business, Communications, Education, Engineering, Health Sciences, Law, Medicine, Nursing, and College of Arts and Sciences. The University consistently ranks among the top national universities according to U.S. News & World Report's America's "Best Colleges" issue. Quinnipiac also is recognized in Princeton Review's "The 389 Best Colleges," and is in U.S. News' top 100 Best Value Schools. Quinnipiac University has been ranked as the number one school for getting a job, based on successful career placement following graduation (Zippia.com).

Quinnipiac University prepares students for future careers through hands-on learning, investment in in-demand fields, and promoting intellectual agility. The University is dedicated to building an inclusive and excellence-driven community by enhancing curricula, recruitment, and support for students, faculty, and staff. One of the University's core strategic pillars is to create an inclusive, excellence-driven community, and the University recently completed a [reimagining of the Office of Inclusive Excellence](#), which is now fully staffed. Quinnipiac positively impacts local and global communities by fostering physical and mental wellness and enriching university life with investments in facilities and programs. Additionally, the University aims to create lifelong connections and success by offering numerous opportunities for engagement, networking, emotional bonds, and career growth.

The Quinnipiac Schools of Medicine, Nursing, and Health Sciences come together on an integrated healthcare campus with innovative resources and a community-minded, interprofessional approach to patient-focused healthcare. Interdisciplinary opportunities with QU's six other schools and through our comprehensive partnerships with healthcare institutions, organizations, and agencies produce a dynamic learning environment that reflects the real-world, integrated nature of how our nation's healthcare system operates.

Evidence of the University's upward trajectory is abound, including the opening of a [new Rec & Wellness Center](#) in 2023, and The Grove, a new residence hall welcoming students in the Fall of 2024. Construction of more new buildings is underway, including a [new academic building called The SITE](#) (Science, Innovation, Technology, Engagement), and Quinnipiac's School of Business will be moving into a newly constructed facility in 2025. The School of Business goes beyond business as usual, equipping future entrepreneurs, marketers, financiers, and other professionals with the tools, practical experiences, and insights they will need to thrive in a quickly evolving business landscape.

As part of a dynamic, energetic campus, Quinnipiac supports [21 Division 1 athletic programs](#), including the 2023 National Champion Men's Ice Hockey Team.

Judy D. Olian, Ph.D., has served as President of Quinnipiac University since July 2018. The University is in the midst of cutting-edge program expansion for both traditional and adult learners, attraction of diverse communities, innovative corporate partnerships, and an ambitious set of capital projects. Among its distinctions are the Quinnipiac University Poll, deep and broad excellence across the health sciences, and graduates who achieve among the very best employment outcomes in the country. President Olian announced that she will be retiring in June of 2025.

Quinnipiac seeks a strategic and visionary leader energized by the opportunity to lead a university on a strong upward trajectory. The next President will have the opportunity to shape the future of the University with an entrepreneurial board and an engaged community that embraces new ideas and innovative educational programs. The next President will build on the University's current momentum and strong foundation and will lead the University to a higher position of achievement and national recognition.

KEY RELATIONSHIPS

Reports to Board of Trustees

Direct reports Chief Experience Officer
Chief Financial Officer
General Counsel
Provost
Vice President of Development and Alumni Affairs
Vice President for Equity and Inclusion
Vice President for Marketing and Communications
Vice President for Strategy and Community Relations, Chief of Staff
Director of Athletics

KEY RESPONSIBILITIES

- Articulate and execute a compelling vision for the future of Quinnipiac that is coupled with a deep understanding of the University's history and goals; demonstrate a strategic mindset and an orientation towards impact and innovation.
- Lead Quinnipiac's fundraising and development efforts to support the University's future aspirations.
- Serve as an inspiring ambassador and spokesperson for the University, representing Quinnipiac to a broad range of external audiences and constituencies.
- Maintain a strong commitment to a diverse and inclusive student body, faculty, and staff.
- Provide sound financial and operational oversight of the University's assets.
- Partner with alumni affairs to strengthen the relationship with alumni and build a culture of giving.
- Encourage and incentivize the Provost and Deans to strengthen the academic programs. Leverage academic and co-curricular opportunities for cross-discipline collaboration, including further integration of online programs.
- Ensure a continued strong and mutually beneficial relationship with the towns of Hamden and North Haven.
- Maintain a commitment to Quinnipiac's student-focused environment, including support for co-curricular experiences and services for the health and wellness of students.
- Attract, retain, and develop strong administrative leadership and a faculty committed to excellence.

IDEAL EXPERIENCE

- Demonstrated track record of successful leadership of an organization or unit of significant complexity and scale, as well as strong operational and financial acumen.
- A meaningful understanding of higher education, its values of teaching and research, and its current challenges.
- A successful track record of making priority decisions and delivering measurable results.
- Intellectual depth, combined with a proclivity toward action, accomplishment, and inspiration.
- Experience communicating and engaging with a wide range of internal and external audiences and stakeholder groups; prior experience working with a board of directors or advisory board is preferred.
- A track record of significant accomplishments and success.
- Demonstrated track record of raising resources through philanthropy and program development.
- Terminal degree (Ph.D., M.B.A., J.D., or another relevant degree).

CRITICAL LEADERSHIP CAPABILITIES

Strategic Leadership

Quinnipiac University seeks a leader who demonstrates the ability to think systematically and strategically to develop and communicate a shared vision for the institution. The next President will:

- Establish priorities focused on short-term needs and the long-term health of the institution to further strengthen the University's position.
- Work collaboratively with the Board of Trustees, staff, faculty, and students to assess and strengthen the University while selectively pursuing new opportunities, being ever mindful of the institution's commitment to providing an excellent educational experience to all its students.
- Attract, mentor, support, and hold accountable a talented, committed, and diverse leadership team that capably implements the University's strategies.
- Boldly support and invest in the academic priorities of the University.
- Seek to develop the University's programs by reinforcing its strengths, identifying areas for further investment, and allocating resources that support its strategic goals and priorities.
- Be willing to challenge the status quo thoughtfully and deliberately.

Community Building

Quinnipiac deeply values its strong sense of community, one that has endured throughout the University's tremendous growth and expansion. The President will:

- Be an effective communicator who enthusiastically embraces the intimacy and collegiality of the University and is energized by the opportunity to be fully engaged with all constituents and be a visible presence on campus.
- Be a natural and transparent collaborator who gains broad understanding and trust.
- Have experience building and empowering a talented team that encourages collaboration and partnership across departments and schools.

- Work to maintain and enhance a campus culture that reflects and supports the University's values of diversity, inclusivity, transparency, and excellence.

Profile Raising, including Fundraising

With increased pressures on both revenues and expenses at higher education institutions, the next President will have well-honed profile-raising and fundraising skills. The next President will:

- Be a dynamic, inspiring leader who will raise the profile of Quinnipiac University and attract financial resources by effectively communicating a compelling narrative and vision to a broad network of constituencies.
- Possess the significant fundraising experience and business acumen required to acquire the resources to deliver on the mission of Quinnipiac, including building relationships with a range of stakeholders, including alumni, donors, and local, state, and federal officials and agencies.
- Engage an alumni community that represents an increasingly diverse set of perspectives, experiences, and institutional connections.
- Be an exceptional communicator and serve as the voice of the University for both internal and external constituencies, emphasizing the value of the University to those in a position to support the University and its mission.
- Foster international partnerships and collaborations to extend Quinnipiac's global footprint.

OTHER PERSONAL CHARACTERISTICS

- Integrity and the highest ethical and moral standards
- Innovative; forward-thinking
- Diplomatic
- Team-builder
- Charismatic
- Thoughtful decision-maker
- Authentic personal commitment to the core values of the institution
- An engaged and visible leader to the community

THE SEARCH PROCESS

The Quinnipiac Presidential Search Committee is eager to receive input that will help it build a diverse pool of talented individuals. To that end, the Search Committee welcomes your comments, inquiries, applications, and nominations, which may be submitted via e-mail with supporting materials to:

QUPresident@SpencerStuart.com.