

# Biola University Opportunity Profile: President

## THE POSITION

The Board of Trustees appoints the president to serve as the chief executive officer of Biola University. The president serves as senior executive, exercising overall leadership for the University. Serving as a voting member of the 28-member Board, the president reports to and is assessed by the Board.

The president is expected to embrace Biola's mission and to provide strategic leadership in developing long-term initiatives that will advance the vision of Biola. The president must be an effective communicator of these goals and objectives to the trustees, leadership team, deans, faculty, staff, students and various outside constituencies.

Within the limits of Board policy, the president shall develop, formulate and direct additional University policies necessary for the effective functioning of the organization.

Currently, the President's Leadership Team (PLT) is composed of the following members:

- + Provost and Senior Vice President
- + Vice President of University Advancement
- + Vice President of Finance and Information Technology
- + Vice President of University Services

## THE CANDIDATE FOR THE PRESIDENCY OF BIOLA UNIVERSITY

Acknowledging the difficulty of painting a comprehensive word-picture of an individual, the Presidential Search Team presents the following general indications to describe the person who will be the next president of Biola University.

### CHRISTIAN COMMITMENT

The President of Biola University must:

- + Have a vital, personal relationship with Jesus Christ that has a demonstrated history of mature Christian walk and lifestyle, expressed in Christ-centered servant leadership and integrated faith and practice.
- + Possess a deep, passionate commitment to the Word of God and be able to articulate and integrate biblical principles in all aspects of the life and work of Biola University.
- + Possess a personal understanding of and genuine commitment to Biola University's Doctrinal Statement and Explanatory Notes, with an ability to accurately communicate their tenets while serving as their guardian and defender.
  - + Biola's Doctrinal Statement and Explanatory Notes serve an essential, central role in giving

direction to all that the University embraces and engages, including mission, vision, strategic planning and initiatives. They may be summarized in brief as outlining the historic, orthodox Christian faith, including the inspiration and inerrancy of Scripture, Trinitarian nature of God, dual (God-human) nature of Jesus whose perfect life, atoning death and bodily resurrection are essential for redemption, and premillennial eschatology that includes a distinction between Israel and the church and a future for Israel in God's economy, among other doctrinal distinctives.

*(See Biola's Web site for a full treatment of Biola's doctrinal position.)*

- + Be recognized as a person who is above reproach, respected as trustworthy, showing genuine biblical humility, and living the values of integrity, service and respect for others.
- + Be able to articulate a call from God to serve and have demonstrated that call in life and ministry.

### COMMITMENT TO SCHOLARSHIP

The President of Biola must:

- + Have a deep commitment to academic excellence and a level of personal accomplishment in scholarship and teaching that reflects this commitment (i.e., an earned doctorate from

an accredited institution and a history of published works)

- + Foster an engaged intellectual climate and a culture of scholarship
- + Foster and communicate the meaningful integration of faith and learning in the lives and work of students, faculty and staff

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#### **INSTITUTIONAL LEADERSHIP**

- + The President of Biola must be a visionary by nature.
- + The president must bring a fresh approach, new perspectives and an exciting energy that invigorates the campus and breeds confidence and participation from the Board, faculty and staff, students, donors and alumni, while respecting Biola's heritage and culture.
- + Biola is a complex organization. The president must have the demonstrated ability to lead and influence effectively amidst the competing priorities of a Christian university with diverse graduate and undergraduate programs. The president must have the ability to set priorities and support his or her leadership team in their efforts to bring change to the University, while having the courage to make key decisions that are in the long-term best interest of the University.

- + The president must be able to balance process and the involvement of stakeholders with decision making, being sure to have enough advice, ideas and information to yield to good and timely decisions when needed. A sense of this is important to leadership in higher education.
- + The president must understand and lead financial planning with his or her senior staff and work through the complexities of university education, financing in all its forms.
- + The president must be comfortable with and lead overall strategic planning with the Board and senior leadership team. The current challenges of higher education require this familiarity.

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#### **RELATIONAL, INFLUENCING AND COMMUNICATION SKILLS**

- + The president of Biola must be a winsome and articulate person who has a passion for Christ-centered higher education and be able to tell the particular Biola story in a compelling manner that attracts students, faculty and donors.
- + The president of Biola must also be an influencer who has contagious enthusiasm. The ability to engage and stimulate confidence on the part of all the constituency groups in the Biola community is important.

- + The president should have a sense of humor, the ability to laugh at himself or herself and inspire commitment, accountability and touch the heart.
- + The president must be able to communicate a deep affection for students, faculty, staff, alumni and donors.
- + The president must have a deep commitment and passion for Christian higher education, and this should be at the forefront of the president's mind and heart in presentations and meetings.
- + The president must value and build warm relationships that overflow into every meeting and discussion.
- + The president of Biola should be a good listener, actively listening to new and different viewpoints, and productively engaging in dialogue around these viewpoints.

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#### **MANAGEMENT OF THE VISION, STRATEGY AND PLAN EXECUTION**

- + Future capital and endowment needs at Biola are significant. The president, along with the Board, must be at the forefront of future donor development and fund raising programs.
- + Additionally, the president must work with the leadership team to respond creatively to the time when the traditional student population will

plateau, potentially placing extra pressure on operational expenses.

- + Biola is committed to continuing to improve its racial, ethnic and gender diversity. The president must make progress in building a university that attracts a more diversified student body, faculty, staff and Board of Trustees.

### THE PROCESS OF CANDIDACY

The search committee will begin reviewing materials submitted by potential candidates in late November. Interviews are projected to take place in January and February, 2007. Under ideal circumstances, the new president will take office by the summer of 2007.

In order to help get a more complete picture of you and your interest in Biola University, please provide responses to the following questions:

1. How has your faith journey defined you as a person and prepared you to be the president of Biola University?
2. Discuss the marks of maturity of intellect, character and Christian faith that must be nurtured in students, faculty and staff if Biola is truly to prepare them for lives of service, leadership and cultural influence.
3. Define your vision of an exemplary Christian university that encompasses a liberal arts

undergraduate program, a seminary and various graduate programs.

4. Based on your fundraising experience, what are the strategies that you think would be most effective in leading Biola to fulfill its master plan building goal of raising \$200M in the next five to ten years? If you are coming from an academic background that has been characterized by roles and responsibilities where fundraising and marketing have not been your primary responsibilities, elaborate on your abilities and the experiences in your life that lead you to believe you can be successful in these areas.
5. Using what you have learned about Biola University from this Opportunity Profile, its Web site ([www.biola.edu](http://www.biola.edu)) and other sources, compose a comprehensive essay about your experience, qualifications and why you want to be the next president of Biola University.

### SUBMISSION

Submit your responses along with your curriculum vitae and the names and contact data of five references to:

Dr. Tommy W. Thomas  
Partner—People Management International  
[info@jobfitmatters.com](mailto:info@jobfitmatters.com)  
(Electronic submissions preferred)

Letters of Nomination from peers are welcomed and appreciated, but not essential to candidacy. All questions from nominators, applicants and potential applicants should be addressed to Dr. Thomas at (615) 463-2800.

Biola University is an Equal Opportunity Employer and encourages the candidacy of women and minorities. However, as a private religious institution of higher education, Biola reserves the right to exercise preference on the basis of religion in all of its employment decisions.

Biola University's Doctrinal Statement remains the foundational document regarding the theological position of the University. Biola's position from its inception has been and remains Christian, Protestant and theologically conservative. Prospective and existing employees must affirm that their personal theological beliefs are in agreement with the Biola Doctrinal Statement. A prospective or an existing employee's church affiliation will be considered in determining his or her understanding of and compliance with Biola's theological position.



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UNIVERSITY

