



EXECUTIVE SEARCH PROFILE

PRESIDENT

February, 2011



LANDMARK
COLLEGE



R.H. PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



THE OPPORTUNITY

The next president will take this young college to new heights of excellence by growing enrollment, academic programs, and increasing transparency and communication throughout the institution. Priority attention will be given to growing the College's Institute for Research and Training. The CEO will strengthen institutional advancement and prepare for, and lead, the College's next capital campaigns to increase the size of the endowment and to provide for renovations and new facilities as needed to accommodate growth and program changes.

THE COLLEGE

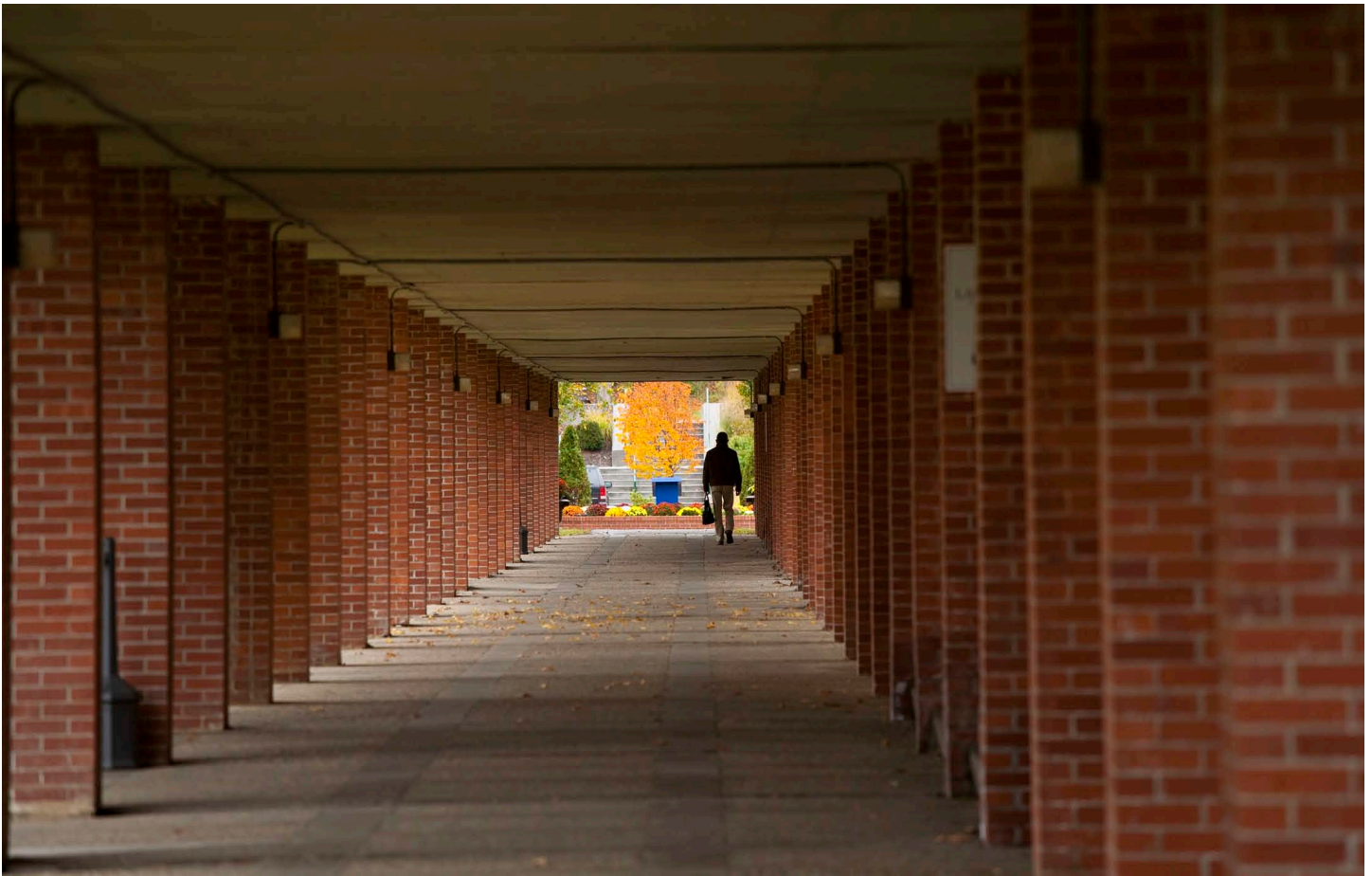
Founded in 1985, Landmark College is a two-year liberal arts institution of higher education that is devoted to academic excellence, serving students with dyslexia, attention deficit hyperactivity disorder (AD/HD), or other specific learning differences. The College fosters the capacity in its students for independent creative thought and engaged and responsible world citizenship. Landmark enrolls nearly 500 students in a beautiful residential setting in Putney, VT, which draws students from all over the world. The College offers a diverse mix of four associate degree programs in General Studies, Liberal Arts, Business Studies and Business Administration, with the goal of helping students matriculate to and thrive in four year programs. Carnegie classifies the College as Assoc/PrivNFP and it is fully accredited by the New England Association of Schools and Colleges. The dedicated faculty (85 fulltime) has expertise in working with students who have learning differences or disabilities and AD/HD and is committed to supporting the students through a welcoming community that understands the different learning needs of each individual.

The Landmark College Institute for Research and Training (LCIRT), established in 2001, engages in and supports research and best practices relevant to the field, both nationally and internationally. Its outreach is designed to help other institutions of higher education in the important field of learning differences. Currently, the Institute houses several federal and state funded projects as well as workshops and customized training and consulting.

MISSION:

Landmark College's mission is to transform the way students learn, educators teach, and the public thinks about education. We provide highly accessible approaches to learning that empower individuals who learn differently to exceed their aspirations and to achieve their greatest potential. Through the Landmark College Institute for Research and Training, the College aims to extend its mission across the nation and throughout the world.





Landmark College’s strategic framework comprises five main elements. These are listed in order of organizational priority and strategic impact, as follows:

1. **Access to a Landmark Education:** Build on our success in developing understanding and support among our constituents, with the explicit intent to create the foundation for a substantial scholarship endowment.
2. **Sustainability:** Conduct a comprehensive evaluation and planning process to restructure Landmark’s programs and organizational systems, in order to assure that the College is sustainable and positioned to remain an enduring international leader in higher education.
3. **Core Programs:** Continue refining, augmenting, and improving our core programs and resources to further establish and solidify our position as the leader in the field and to provide transformational experiences to students who learn differently.
4. **External Opportunities:** Expand the reach and impact of the College through the activities of the Institute for Research and Training and through collaborative approaches to related strategic initiatives, which support our objective to extend our mission “across the nation and throughout the world.”
5. **Alumni Leadership:** Build a strong alumni relations capacity, to ensure that Landmark College becomes and remains a resource and center for alumni activities, and benefits from the leadership and support of its growing body of alumni throughout the nation and the world.



BACKGROUND

In Landmark College's first 25 years, three presidents have led the institution. Dr. Lynda J. Katz is the longest serving CEO, having been elected president in 1994. A Ph.D. from the University of Pittsburgh in Rehabilitation Counseling/Psychology, plus post doctoral work in neuropsychology, she has achieved much, including: instituting a faculty Rank and Promotion System; creating a new mission statement; creating the Landmark College Institute for Research and Training; achieving a number of grants; increasing student enrollment from 210 to 500 students; increasing faculty salaries; instituting new construction and renovations on the campus; completing two successful capital campaigns; developing a series of summer programs including one for high school students; securing numerous articulation and dual admission programs in four year institutions of higher education; establishing an Alumni Advisory Board and a Friends of the College Advisory Board; expanding the educational program to Oregon and other locations; and balancing the budget each year during her tenure. Most importantly, her tireless efforts have brought worldwide recognition to Landmark College. Dr. Katz will retire on June 30, 2011.

The governing board has been very active in preparing for a presidential transition. A number of ideas and opportunities/challenges have been identified. In addition, the campus community has offered its input as well.

OPPORTUNITIES/ CHALLENGES

Major Challenges for the next president are:

- Strengthening and clarifying the shared vision for the future of the College; seeking the input of all Landmark constituents as this vision is articulated and embraced;
- Taking the College to new heights of excellence by giving greater identity to its mission, doubling its enrollment from 500 to 1,000 students, and creating new programs (including on-line courses beyond the campus) and physical spaces to accomplish its expanded mission and growth;
- Enhancing faculty credentials, particularly earned doctorates; introducing sabbaticals and leaves of absence to obtain these degrees; working to foster and strengthen the culture of research and scholarship among faculty;
- Exploring baccalaureate and graduate degree programs; encouraging graduate students to conduct research on learning differences;
- Enhancing the work of the Landmark College Institute for Research and Training; employing additional Ph.D. researchers who can teach/supervise the master level students; enlisting these researchers and students to become partners with the undergraduate teaching faculty in enhancing junior college instruction and offering workshops and consulting throughout the global world on their important findings and knowledge;
- Leading strategic planning linked to budget metrics for identifying the most important priorities for the College; inviting college-wide participation in this process;
- Strengthening the institutional advancement program, starting with the annual fund; enlisting the help of alumni and parents in these efforts to create a culture of giving; developing and implementing a plan for the institution's next capital campaign; asking major donors to invest in the College's future by funding new capital projects, significantly increasing the size of the endowment and annual fund, and building strong government, grant and foundation relationships;



OPPORTUNITIES/ CHALLENGES *(continued)*

- Working with Enrollment Management and partnering with other institutions of higher education to facilitate continued growth of the student body; giving priority attention to increasing retention of associate degree students; supporting the “College of Choice” initiative to become the first choice for students who have learning differences;
- Assuring transparency and communication throughout the institution; strengthening the effectiveness of shared governance and taking advantage of the rich resources of faculty and staff experience and expertise;
- Maintaining and enhancing a strong senior administrative team; delegating while holding the team accountable; and
- Helping the governing board reach its full potential by emphasizing best practices and employing pertinent policies and procedures of the Association of Governing Boards of Universities and Colleges.

QUALIFICATIONS

The governing board and campus community seek a new president who is an outstanding leader and an effective manager, a strategic thinker, a person of unquestioned integrity, and who:

- Is a person of vision;
- Believes strongly in the mission of Landmark College; is a strong advocate for the College both internally and externally;
- Has a management style that is inclusive, collaborative, and collegial; is an effective decision maker;
- Demonstrates excellent communication skills in speaking and writing; is an effective listener; knows and practices strong interpersonal skills;
- Builds coalitions and teams; leads by example; is a visible leader and is easily accessible;
- Possesses an accredited terminal degree or has significant experience to waive this requirement;
- Is enthusiastic about being the public face of the College;
- Is a senior administrator with a track record of demonstrated leadership at an institution of higher education or in business, government, research, or one of the professions; has substantial line and supervisory experience;
- Works well with trustees, alumni leadership, and community leadership;
- Has the following skills: fund raising; strategic planning/budgeting; financial acumen; and master planning expertise;
- Knows best practices in higher education and related fields; and
- Wishes to become involved in such higher education associations as the Council on Independent Colleges, National Association of Independent Colleges and Universities, American Council on Education, and the Council for the Advancement and Support of Education.



LANDMARK COLLEGE KEY INDICATORS 2010

Investment in Plant, less depreciation:	\$ 29.9 million
Plant Replacement Insured Value:	\$ 72.2 million
Cost of Operating Physical Plant:	\$ 2.3 million
Endowment:	\$ 9.9 million
Budget:	\$ 26.0 million (operating)
Tuition:	\$ 47,500 annual
Fees:	\$ 8,600 annual
Student Enrollment:	498 (Undergraduates)
Tuition Discount Rate:	22% 25% budgeted for FY2011
Average SAT Score:	Fall 2009 NA SAT's not required Fall 2010 NA
Graduation Rate:	32%
Living Alumni:	4,930
Number of Full-time Faculty:	85
Tenured:	-
Number of Part-time Faculty	7
Faculty Salaries:	Professor: \$ 55-80k Associate Professor: \$ 45-70k Assistant Professor: \$ 40-60k
Student/Teacher Ratio:	5.9/1
Degrees Granted: 2009-10	100
Library Volumes:	32,452
Athletics League:	Not applicable



APPLICATION PROCEDURES

To be considered, candidates should e-mail, as PDF (preferred) or MSWord attachments, a cover letter that addresses the challenges and qualifications listed above, a current resume, and the names, phone numbers, and e-mail addresses of three references to Landmark@rhperry.net. Applications are due by February 28, 2011, when screening will begin.

FOR FURTHER INFORMATION CONTACT:

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

Landmark College is an Equal Opportunity Employer and is committed to offering equal employment opportunities, in accordance with Title VII of the Civil Rights Act of 1964 and its amendments. It is the policy of Landmark College that no person either employed by, or seeking employment with, the College shall be discriminated against on the basis of race, color, religion, ancestry, national origin, sex, sexual orientation (as provided by 21 V.S.A.), place of birth, age, or physical or mental disability.

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