

RH PERRY & ASSOCIATES  
SEARCH COUNSEL TO HIGHER EDUCATION



Quincy  
University  
[www.quincy.edu](http://www.quincy.edu)

---

EXECUTIVE SEARCH PROFILE  
PRESIDENT



Quincy  
University

# The Opportunity

The 24th President will lead Quincy University to renewed financial stability and the next level of academic success through strategic and transformative vision; collaborative and transparent servant leadership; and a strong commitment to Quincy's mission, vision and Franciscan core values.







# Quincy University

## Overview

A liberal arts institution of higher learning in the Franciscan tradition, Quincy University (QU) is rooted in the vision and mission of Francis and Clare of Assisi. When German friars from the Province of the Holy Cross were invited to Illinois in 1858, one of their first initiatives was a response to the need for education in frontier Illinois. In 1860, they established St. Francis Solanus College. The twin spirits of mission and hospitality have animated Quincy University from that day to the present.

From its beginnings, the school's Franciscan values and Midwestern practicality fostered care in combining education for professional proficiency with the rich heritage of the liberal and fine arts. In 1917, the College changed its name to "Quincy College and Seminary." True to that identity, the school has continued to enjoy a relationship of mutual support and shared progress with the city of Quincy and its area community since its inception.

The University has a long history of inclusion. In 1932, women were admitted to the College, and the years following World War II brought growth of the student body and the expansion of academic programs. With the addition of graduate programs, a change to "Quincy University" followed in 1993. In the years since, QU has taken care to reaffirm its Franciscan identity and roots, even as the demands of rapid change have challenged institutions of higher education to respond quickly to wide-ranging needs.

The Franciscan value of respect for each individual is fundamental to the Quincy University identity. QU's heritage calls for the promotion of justice and peace, as well as stewardship for all creation. The Mission calls on each student to become a leader who makes his or her own distinctive contribution to the world through service. The University's Catholic tradition is characterized by ecumenism and interfaith dialogue, especially in its understanding and celebration of diverse history, beliefs, cultures, and values. Equally QU has a commitment to academic freedom and individual liberty for students and staff.

Quincy University likewise places a high value on service, sponsoring mission trips within this country and abroad while supporting outreach within the area community by a wide variety of student organizations. In the past several years, QU has renewed its Franciscan commitment to sustainability and stewardship of the created world.

Quincy University's identity as a Catholic Franciscan liberal arts institution is real and palpable, often even to those who visit briefly. The Franciscan commitment to respect for each person and academic excellence grounded in a caring community will continue to make a vital and vibrant contribution to our students and the community.







Quincy  
University

## Mission Statement

*Quincy University stands as a Catholic, independent, liberal arts institution of higher learning in the Franciscan tradition. Inspired by the spirit of Francis and Clare of Assisi, we respect each person as a sister or brother with dignity, value, and worth. We work for justice, peace, and the integrity of creation. We prepare men and women for leadership and for the transformation of the world by educating them to seek knowledge that leads to wisdom. We welcome and invite all to share our spirit and life.*





# Quincy University

## Vision

*Quincy University will be known as a caring and engaged learning community, enriched by its Franciscan heritage and committed to preparing ethical leaders for an interdependent world. To realize this vision, Quincy University will strive to:*

- *Build and maintain a sense of community, while promoting the value of inclusion and diversity among all its constituencies;*
- *Increase its financial and human resources as a foundation for excellence in all that it does;*
- *Develop its faculty and staff to flourish as effective educators, mentors, advisors, advocates, and scholars;*
- *Promote a culture of innovation; and*
- *Embrace the Franciscan values of*
  - *Hospitality and respect for all*
  - *Reconciliation, justice, and peace*
  - *Service to others*
  - *The integrity of creation*



# Location



Quincy, known as Illinois' "Gem City," is situated on limestone bluffs overlooking the Mississippi River on the western border of the state. The county seat of Adams County and the major regional hub, Quincy's 41,000 population has numerous advantages: a broad variety of employers and industries, history, art, and a variety of outdoor recreational opportunities. Quincy has daily flights to and from Quincy Regional Airport to Chicago O'Hare, Amtrak service to and from Chicago, an easy two-hour drive to St. Louis, and the crossroads of three major highway systems. Quincy is easily accessible to major metropolitan areas while maintaining all of the comforts of a small town: safety, security, community pride, friendliness. With a strong economic base, Quincy has both NBC and CBS affiliates. One of the oldest cities in Illinois, Quincy is recognized as one of the three cities in the state having architecturally and historically significant structures.

During the 19th Century, Quincy was a thriving transportation center as riverboats and rail service linked the city to many destinations west and along the river. Separated only by the

river from the slave state of Missouri, Quincy was a pivotal community on the issue of slavery and equality. In the 1830's it served as a key link in the Underground Railroad, and later was often frequented by Abraham Lincoln. The sixth Lincoln-Douglas Debate was held in Quincy's Washington Park in 1858. The city is an integral part of the Great River Road, the historic north-south transcontinental byway. Quincy remains a prominent river city because it has embraced both preservation and progression. Over 3,600 homes and buildings make up four National Register Historic Districts. In addition, there are over 30 parks, 10 museums, and numerous cultural organizations, including the Muddy River Opera Company, Quincy Symphony Orchestra, and Quincy Art Center. These cultural organizations are thriving under the umbrella of the Quincy Society of Fine Arts, the oldest volunteer arts organization in the United States. Continued growth, as well as restoration of the historic downtown, has resulted in a fine arts gallery, numerous locally-owned eateries and several wineries and breweries.



# Academics



A talented and dedicated faculty of approximately 50 full-time and 70 part-time members focuses primarily on teaching and advising and seeks to integrate the University's mission and Franciscan values into all aspects of their work. The student to faculty ratio is approximately 14:1 and the average class size is 20. The small class size enables faculty to teach to mastery and to develop mentoring relationships that continue long after graduation.

In the Bonaventure Program, the shared undergraduate experience, the goals of a liberal arts education—academic breadth, civic engagement, critical reading, writing and thinking—are supplemented by the Franciscan values of respect, justice, peace and service. The heart of the Bonaventure Program is the integration of faith and reason. All students are required as part of the Bonaventure Program to complete at least thirty hours of service learning and all seniors participate in a senior seminar or a senior practicum.

The University offers more than forty undergraduate majors and six pre-professional programs in the Divisions of Behavioral and Social Sciences, Fine Arts and Communication, Humanities, and Science and Technology, and the Schools of Business and Education, as well as graduate degrees in business (MBA) and Education (M.S.Ed.). The nursing program is offered through a partnership with the Blessing-Rieman College of Nursing and Health Sciences.

Adult students may enroll in degree completion courses in business administration and human services. Special academic opportunities include an Accelerated Bachelor's to Master's (ABM) Program, which allows academically qualified undergraduates to take six hours of graduate credit, and a 3+3 program with Saint Louis University's School of Law that

enables Quincy students to be admitted to the law school at the end of the junior year. Quincy provides courses and programs online and is a partner with the College Consortium for additional online opportunities. The Professional Studies degree completion programs in business and human services are fully on line. New graduate and nontraditional programs, as well as an additional online degree completion program, are currently under development.

The academic excellence focus of the University's new strategic plan states that "Quincy University will offer a rigorous curriculum featuring high-impact educational practices focused on student outcomes, with content and delivery methods designed to meet the changing needs of current and future students." In the first year of the plan's implementation, the University is planning for the addition of living-learning communities and has rejoined the Council of Undergraduate Research.

The QUEST Center (Quincy University Experiential Study Center) coordinates and implements academic experiential learning in collaboration with faculty, staff, and the community. Rooted in the Franciscan intellectual tradition, the Center connects knowledge, experience, action and reflection. The QUEST Center includes career services, credit for prior learning, internships, service learning, study abroad and undergraduate research.

In recent years, the University has upgraded its academic facilities through its own investments and the generosity of donors. The Connie Niemann Center for Music, the John "Pete" Brown Mock Trial courtroom, new science labs, and state-of-the-art digital TV studio and production control rooms provide students outstanding venues for hands-on learning.



# Campus



Quincy University's local campus includes a Main and a North campus, connected by shuttle service. The Main campus is surrounded by residential properties, while the North campus is situated near athletic fields, some residences and commercial properties. Other programs are offered online. Main Campus offers a combination of comfortable living, modern technology, and natural beauty. The classic architecture of the main academic building, Francis Hall, includes high ceilings, tall stained-glass windows, gorgeous woodwork, a tower and chapel that is illuminated at night. The campus is home to the century old St. Francis Solanus Chapel and San Damiano All-Faiths Chapel. Off campus facilities for students include the Quincy Regional Airport for aviation degree students, and a state of the art simulation lab for nursing students.

North Campus includes academic classrooms, music and science facilities, auditorium, and the soccer and softball athletic fields. Historic QU Stadium, home of the men's baseball field and football complex, lies between Main and North Campus. The campus and surrounding area offer many opportunities for outdoor recreation. With on-campus wireless Internet access, seating and lawn areas provide students an incredible backdrop for those who enjoy spending time outdoors. Every resident room is equipped with high-speed Internet access and students have access to six computer labs on campus.





# Campus



## STUDENT SUCCESS

Quincy University provides significant resources to support students in their academic and personal endeavors, including their initial job searches. Quincy graduates are in demand, with approximately 92% of the 2016-17 class finding professional employment or being accepted into graduate school within six months of graduation. The J. Kenneth Nesbit Student Success Center located on the first floor of Brenner Library offers comprehensive support for student success through tutoring, career advising, major planning, supplemental instruction, Success Coaches, services for students with disabilities, residence life, new student programs, a textbook loan program, and clubs and organizations. A computer lab and laptops for student use are also located in the Center.

With six-year graduation rates just over 50%, the University is acting intentionally to ensure that its academic and campus life programs and services are addressing the needs of students and planning for additional programming. A retention committee has been appointed, and work on a five-year retention plan is under way. The Office of Student Development is working to enhance and expand high impact practices, to implement changes in orientation, to ensure that all students who have not declared a major have a Success Coach and/or an academic advisor assigned as their primary advisor, to launch leadership conferences and series for students, to introduce new clubs, intramurals and club sports, to provide additional staff in the residence halls, and to assess the impact of existing programs and new initiatives on student retention.

## CAMPUS LIFE

The mission of the student development office is to create an environment in the Catholic Franciscan tradition that promotes the holistic development of the student. Students are encouraged to become involved in the life of the campus by choosing among more than thirty clubs and organizations and four fraternities and sororities that best match their interests. Campus Ministry coordinates faith life on campus, including daily Mass, non-denominational praise and worship services, volunteer opportunities and mission trips during breaks and vacations.

Academic co-curricular opportunities such as musical performances and participation in Quincy's highly successful Mock Trial Team enhance the educational experience and allow students to put what they have learned into practice. The University's residence halls provide a variety of living options, including singles, doubles, and apartments, and students are required to live on campus until they achieve junior status. The University is investing in its campus life program, having recently added a Director of Campus Programming and Residence Life and, with the help of student workers, refurbished the residence halls in summer 2017.



# Athletics



Athletics is an important part of life at Quincy, with approximately one-half of Quincy undergraduates participating in varsity sports, and many more taking part in a robust program of intramurals. Quincy University embraces the Division II philosophy, which supports student learning and development in academic pursuits, community engagement and athletics. The athletics year begins with the Blessing of the Athletes, held in the University Chapel, where student athletes listen to scripture and hear witnesses from fellow student athletes, the University President, the Vice President for Mission and Ministry, and the Athletics Director. The student athletes also give thanks for the gifts and talents that allow them to represent Quincy University on and off the field of play. The University community takes pride in the quality of the young men and women who participate in athletics at QU. A member of NCAA Division II's Great Lakes Valley Conference, Quincy University competes in nine men's and eight women's varsity sports. The University has a proud athletic history, with men's and women's soccer, men's and women's basketball, baseball and softball teams having made more than 40 NCAA post-season appearances. Between 1966 and 1981, the men's soccer team won eleven NAIA national championships. Students have access to a three-level fitness center with basketball and volleyball courts, a fitness room, racquetball courts, a track and a six-lane pool. Varsity athletics facilities – including QU Stadium (football and baseball), Pepsi Arena (basketball and volleyball), Legends Stadium (men's and women's soccer), and the Mart Heinen Softball Complex – are some of the best in the conference.







# Leadership

## President

Phil Conover was unanimously elected as Quincy University's 23rd president in September of 2017, having served as acting president since May of 2017. With an extensive background in both higher education and finance, President Conover is uniquely qualified to lead the institution forward and ensure a positive transition. A former member and vice chair of QU's Board of Trustees, President Conover was previously interim vice president of instruction for John Wood Community College and interim president of the Great River Economic Development Foundation.

Early in his career, President Conover worked at Quincy Notre Dame High School as basketball coach, dean of students, and assistant principal. He later worked as a financial advisor at Blunt, Ellis & Loewi and eventually retired from Wachovia Securities. He has served the community as a board member of John Wood Community College, GREDF, Quincy Notre Dame High School, and Blessing Hospital.

Under President Conover's leadership, QU has seen substantive progress and growth, including:

- New partnerships, particularly the expanded programmatic offerings with John Wood Community College.
- A report clearly articulating and quantifying QU's \$53M annual economic benefit to the region.
- Significant Information Technology upgrades across the campus, particularly the residence halls.
- Working to enhance the student experience through initiatives including adding several clubs/organizations, introducing a Student Life Leadership Series, and implementing improved retention policies and procedures.
- Improving QU's marketing and branding initiatives, including creating a Marketing Committee, launching a redesigned website, and improving the on-campus recruitment and admissions experience.
- Making significant strides towards stabilizing the institution's overall financial health, including introducing a five-year rolling financial model, implementing a new financial dashboard, and continuing to prioritize the creation of infrastructure to bring enrollment stability and growth to the University.

## Board of Trustees

Quincy University's Board of Trustees sets policy for the University, appoints the president and sets appropriate conditions of employment, including all forms of compensation. Trustees serve for three-year terms and are eligible for re-election to a maximum of three full consecutive terms. Trustees who have served for nine consecutive years (exclusive of any partial term) are eligible for re-election following a one-year hiatus.

The Quincy University Board of Trustees is comprised of leaders and alumni who have been successful in education, business, finance, academics, law, politics, and the non-profit sector. The Board also includes no fewer than six Franciscan friars, who are chosen by the Provincial Minister of the Franciscan Province of the Sacred Heart. Currently the Chair is Rev. Tom Nairn, O.F.M., who is the Provincial Minister of the Sacred Heart Province.

The Board of Trustees values the relationship between the University and the City of Quincy and takes great pride in Quincy, as a city, a community, and an economically vital regional hub. It also understands the importance of the University's contribution to the region and the area's success. In 2017, 42% of all graduates elected to live and work within 30 miles of Quincy. Traditionally, 47% of QU graduates who come from outside of the Quincy area choose to remain in the Quincy area after graduation.



# THE POSITION

The President is the University's chief executive officer and the chief advisor to the Board of Trustees. The President reports directly to the Board of Trustees and is responsible for leading the University, implementing all Board of Trustees policies, keeping the Board of Trustees informed on appropriate matters, consulting with the Board of Trustees on matters appropriate to its policy-making and fiduciary functions, and serving as the University's key spokesperson.

Except as otherwise provided for in the bylaws of the corporation, the President is empowered to appoint, promote, define the duties of, and fix the compensation of all officers, members of the faculty and other employees of the University. The President has final authority over all academic and non-academic programs, including those concerned with the physical, disciplinary, social, cultural, and religious well-being of the student body.

The current number of direct reports to the President is larger than in the past. The current President believed the increase was necessary as the University was at a critical juncture and several leadership transitions were taking place across campus. In working through the University's financial recovery this has

proved to be beneficial in keeping the lines of communication open and progress moving forward. This will be reviewed at an upcoming executive retreat to see what restructuring needs to take place. The next President, of course, may structure their direct reports as he/she deems appropriate.

Reporting directly to the President are the:

- Vice President for Academic Affairs
- Vice President for Enrollment Management
- Vice President for Intercollegiate Athletics
- Vice President for Mission & Ministry
- Vice President for University Advancement
- Chief Financial Officer
- Dean of Students & Academic Success
- Director of Development, Alumni & Community Relations (a joint report to the VP for University Advancement)
- Director of Human Resources
- Director of Information Technology Services
- Director of Safety and Security
- Director of Institutional Research







# Opportunities

The next President of Quincy University will be expected to make a significant mark on the institution, continuing the excellent work begun by President Phil Conover, accelerating the financial turnaround that has begun and setting a vision and direction to move the University to a new level of stability and distinction in academics, service, and athletics.

Working with an engaged Board of Trustees, committed faculty, staff, alumni and students, the President will have opportunities to:

- Articulate and promote a vision for the future of Quincy University beyond the turnaround that promotes its liberal arts and Franciscan values, inspires existing constituencies and attracts new ones, while
  - Converting the resiliency demonstrated by all constituencies during the financial turnaround into momentum for the future
  - Staying the course established for the turnaround which includes the common overall good of the University
  - Implementing the current Strategic Plan.
- Increase the enrollment of the University by
  - Recruiting more new students, especially graduate and non-traditional students
  - Introducing new programs that are consistent with the liberal arts and Franciscan values of Quincy University and attractive in the marketplace
  - Improving retention and graduation rates by continuing to develop programs that support student success
  - Promoting a culture of pride on campus and creating a deeper and more vibrant campus experience.
  - Expanding into new high growth markets for undergraduate students.
- Build and nurture relationships with internal and external constituencies, including
  - Recognizing and rewarding the resilience, support and effort of the faculty and staff who have sustained Quincy through difficult financial times; continuing to consult with them
  - Being visible and engaged with students and responsive to their concerns and their dreams
  - Maintaining and extending a harmonious relationship with the City of Quincy and the area, serving as an active and visible leader in the community
  - Working with the Franciscans to ensure that their values remain central to the University's mission as their numbers decline
  - Create and instill an engaged alumni body that understands the value of service and the desire/willingness to support the University financially.
- Secure the financial sustainability of the University by
  - Increasing undergraduate, graduate, and non-traditional student enrollment through a coordinated program of recruitment, marketing and retention strategies thereby increasing revenue
  - Raising funds to cover short-term needs and support existing and proposed programs
- Balancing the operating budget on an ongoing basis and reducing the draw on the endowment
- Building the endowment
- Reducing debt and addressing infrastructure needs.
- Champion the educational mission of the University and the faculty and staff who live that mission by
  - Building trust with the faculty and staff through leadership, collaboration, and transparency
  - Developing plans to address issues of faculty and staff load and compensation and healing the wounds created by years of overloads
  - Establishing and maintaining the appropriate balance between academics and athletics with focus on attracting and retaining quality students to Quincy University.



# Qualifications



The Board of Trustees and Quincy University community seek an experienced, visionary and innovative leader who embraces QU's mission, values and Franciscan charism and is/has:

- Successful senior higher education leadership; executive positions in the public or private sector; or equivalent experience;
- A strategic thinker and change agent with a demonstrated record of administrative success in leading an organization through financial and enrollment challenges;
- A data-driven decision-maker and a servant leader; a thoughtful risk-taker who models transparency and inclusion, institutional ambition and a commitment to strategic growth;
- The passion and skill to be a visible and articulate advocate for QU and its constituencies – both internally and externally – to increase fundraising, planned giving, external resource development, and brand visibility and awareness.
- An understanding of the complexities of a private, tuition-driven

- college, including resource allocation, diversity and inclusion, changing demographics, and increased competition;
- An engaged and visible presence in the Quincy community;
- the ability to develop an understanding of the importance of the mutually beneficial and close relationship between the University and the community;
- An unwavering commitment to academic excellence, student success across the institution, and an understanding of NCAA Division II athletics;
- A collaborative and open communication style; approachability, honesty, integrity, and conviction; strong listening skills; and a sense of humor.

Candidates will hold an advanced degree from an accredited institution of higher education, with a terminal degree preferred, but not required.



## APPLICATION PROCESS

Applications are due by **September 5th, 2018**. To ensure full consideration, you will be required to submit:

1. A current resume or CV
2. A cover letter addressing the position; and
3. The contact information for three professional references.

Submit your application securely through our website by clicking [here](#) , or at the email address listed below.

### For Further Information:

**Matthew J. Kilcoyne**  
MANAGING PARTNER  
(202) 253-9846

**QuincyPresident@  
RHPerry.com**

**Jean A. Scott, Ph.D**  
SENIOR CONSULTANT  
(740) 525-4790

**QuincyPresident@  
RHPerry.com**

**RH PERRY & ASSOCIATES**  
206 East Chestnut Street  
Asheville, NC 28801

**[www.rhperry.com](http://www.rhperry.com)**

### RH Perry Policy

RH 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.

### Quincy University Policy

Quincy University is committed to providing equal opportunity to all qualified individuals in its employment and personnel practices, and its admission, education programs and activities, and treatment of students which will assure that there will be no discrimination against any person based on race, religion, age, ethnic or national origin, gender, disability, Veteran status, marital status, sexual orientation, or political persuasion.

Decisions on employment and admission are made on the basis of the qualifications of the individual for the position being filled. To maintain its Franciscan character, Quincy University does, however, retain the right to give preference to qualified Franciscans in all positions of employment.

**[www.quincy.edu](http://www.quincy.edu)**