

Baker University

Presidential Prospectus



BAKER
UNIVERSITY

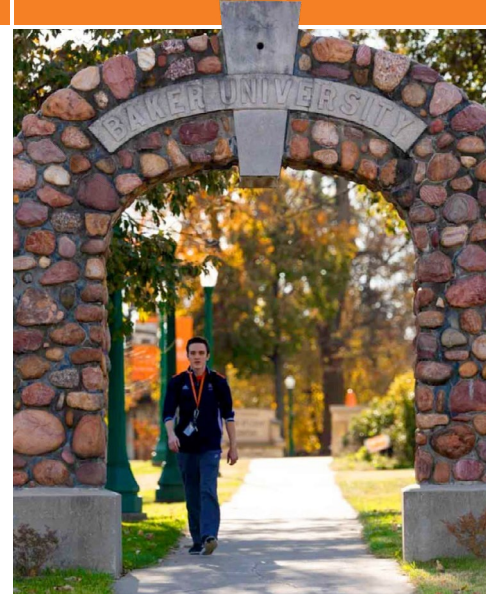
Historic Parmenter Hall on the Baldwin City campus.

ABOUT BAKER UNIVERSITY

Baker University has been a pillar of academic excellence and innovation in America's heartland since 1858. As the first university in Kansas, Baker has set the standard for quality education, cultivating a vibrant community where students are empowered to grow intellectually, serve their communities, and thrive in life beyond graduation. With more than 36,000 alumni worldwide, Baker University is proud of its graduates' diverse achievements, from leading Fortune 500 companies, authoring New York Times bestsellers, and winning Super Bowl titles to inspiring the next generation in the classroom, building strong communities, leading innovative research, and positively affecting patient outcomes.

The **Baker difference** lies in our commitment to a personalized liberal arts education combined with a student-centered approach. Across our four schools—**College of Arts and Sciences, School of Nursing, School of Professional and Graduate Studies, and School of Education**—our faculty design transformative learning experiences that provide students with the flexibility, support, and mentorship they need to realize their full potential.

Baker University's online programming through the School of Professional and Graduate Studies, School of Education graduate programs, and School of Nursing has been a leader in providing flexible, high-quality education for working professionals and online learners for decades. Established to meet the needs of adult learners, Baker offers over 40 specialized undergraduate, graduate, and certificate programs that are accessible from anywhere, empowering students to balance education with their careers and personal lives.



Our dedication

to student success extends beyond the classroom, offering a rich selection of extracurricular activities on our residential campus, including 27 athletic programs, fraternity and sorority life, study abroad opportunities, music, theater, and leadership roles in student organizations. At Baker, in all four schools, we do more than educate—we shape leaders and cultivate futures. We inspire potential and empower leaders. We do more than nurture—we build futures and foster lifelong connections. With a legacy of excellence and a commitment to innovation, Baker University is a community where students, faculty, staff, and alumni are united in purpose and poised to make a lasting impact.

MISSION, VISION, AND VALUES

University **Mission**

Baker University empowers students with the knowledge, skills, and values to make a meaningful impact on their professions, their communities, and the world.

University **Vision**

Baker University will continue its tradition of academic excellence by preparing graduates to realize their full potential to become confident contributors to society through student-focused learning experiences in a respectful, innovative, and values-based learning community.

University **Values**

*In the tradition of our United Methodist heritage,
these are Baker University's values:*

Excellence

Providing high-quality education through academic rigor, critical thinking, and continuous improvement.

Integrity

Upholding the highest ethical standards, promoting honesty, transparency, accountability, and a culture of trust.

Respect

Valuing the dignity and worth of all individuals, creating a safe and welcoming environment, and promoting inclusivity.

Community

Fostering connection, belonging, collaboration, and shared responsibility among students, faculty, staff, and alumni.

Service

Encouraging a commitment to social responsibility and making a positive difference in local, national, and global communities.

Growth

Cultivating intellectual curiosity, lifelong learning, and personal and professional development.

Innovation

Promoting new ideas, adaptability, and creativity.

Spirituality

Respecting religious diversity and fostering individual spiritual development inclusively.



COLLEGE OF ARTS AND SCIENCES

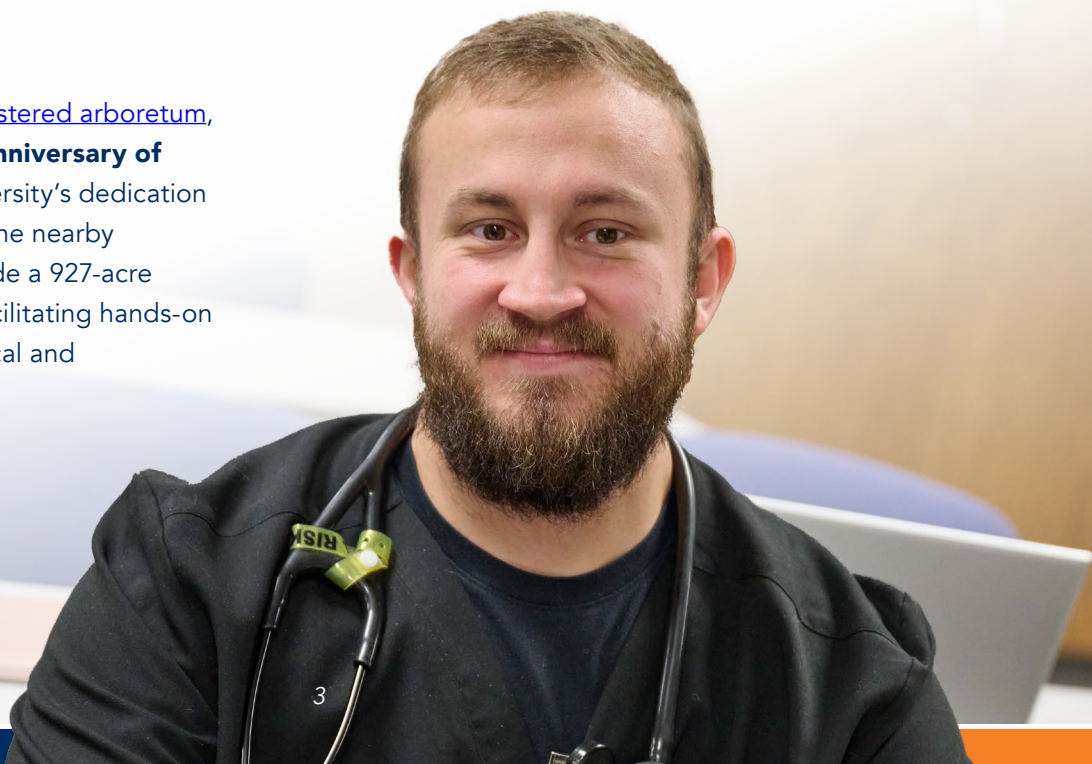
The [College of Arts and Sciences](#) (CAS), located in Baldwin City, Kansas, is a residential campus that offers the full college experience. With a student-to-faculty ratio of 12:1, CAS provides a supportive learning environment where students receive personalized guidance and engage deeply with a [liberal arts curriculum](#). CAS graduates are prepared for their next step after graduation. Over the last five years, 90 percent of graduate survey respondents reported employment related to their major or enrollment in graduate or a professional school. Baker boasts impressive acceptance rates into law, medical, veterinary, and dental schools.

The Baldwin City campus, a [registered arboretum](#), recently celebrated the **150th anniversary of Baker trees**, reflecting the university's dedication to environmental stewardship. The nearby [Baker University Wetlands](#) provide a 927-acre living classroom for students, facilitating hands-on learning and research in biological and environmental sciences.

Baker School of Nursing is ranked third by niche.com as one of the best nursing schools in Kansas and is in the top 25% nationwide.

SCHOOL OF NURSING

Founded in 1991 and located in Topeka, Kansas, the [School of Nursing](#) partners with **Stormont Vail Health**, a designated Magnet Hospital for Nursing Excellence, to deliver a premier education for aspiring nurses. The School of Nursing offers on-ground and online bachelor's programs, an online Master of Science in Nursing with tracks in nursing education and nursing administration, and online programs for nurses who hold an Associate Degree in Nursing to earn a BSN or MSN. The School of Nursing is known for rigorous academics, early access to clinical experience, and outstanding first-time NCLEX pass rates for its Bachelor of Science in Nursing graduates. With a strong focus on practical experience, the BSN program prepares students to excel in specialized fields such as pediatrics and oncology. Nursing students participate in professional groups like Sigma Theta Tau and Nurses for Cultural Awareness, enriching their professional networks and experience.



SCHOOL OF PROFESSIONAL AND GRADUATE STUDIES

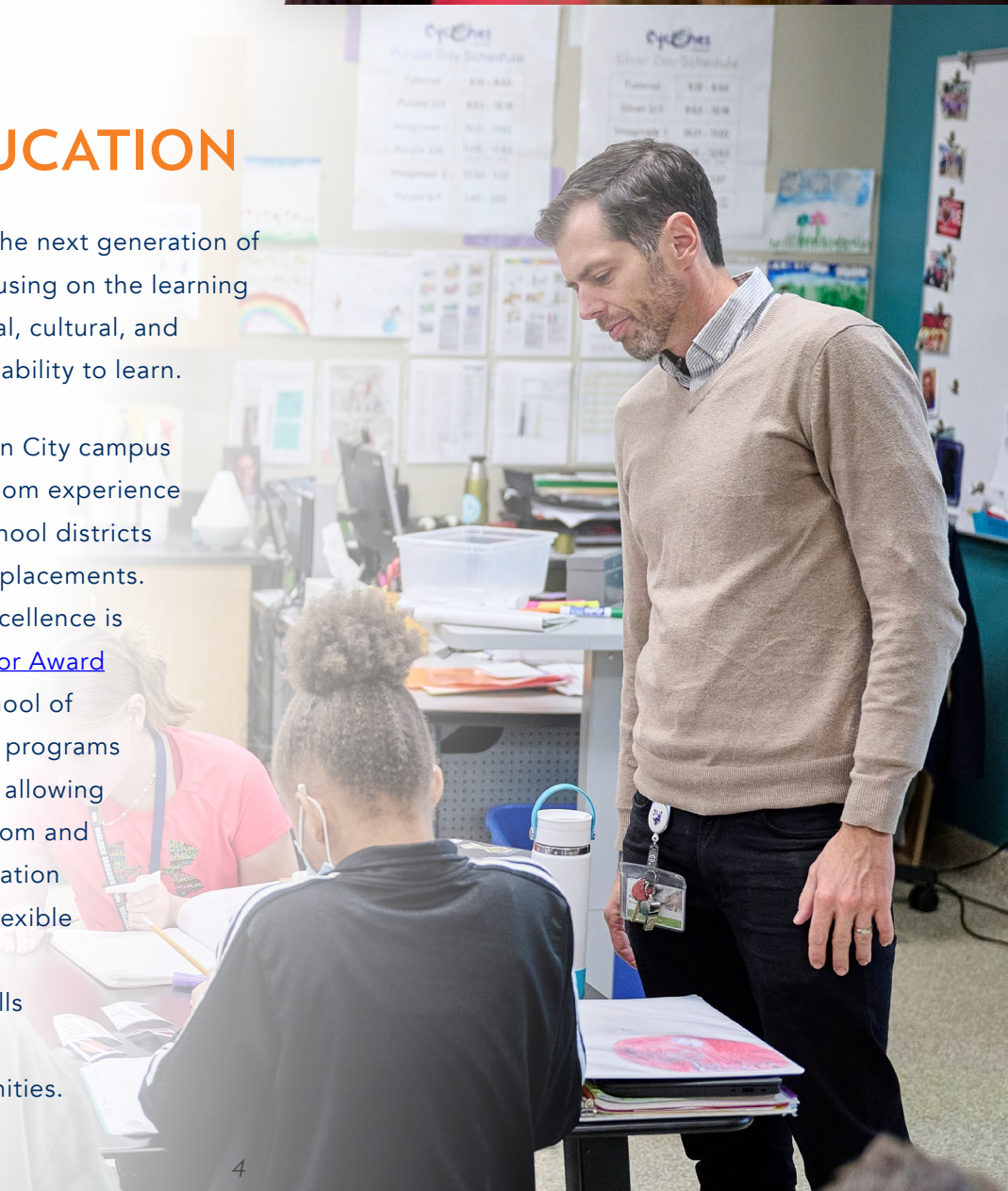
For over 30 years, the [School of Professional and Graduate Studies](#) (SPGS) has been a leader in offering flexible, career-focused programs for working adults. SPGS provides online classes throughout the year, with associate, bachelor's, and master's programs designed to meet the needs of today's workforce. Corporate partnerships offer tuition discounts and internship opportunities, and Forbes ranks Baker as one of the top online schools in Kansas. SPGS instructors are working professionals that bring industry experience to the classroom and offer a unique, real-world perspective that enhances each student's professional development.



SCHOOL OF EDUCATION

The **School of Education** prepares the next generation of educators and administrators by focusing on the learning process and the environmental, social, cultural, and psychological factors that affect the ability to learn.

Undergraduates study on the Baldwin City campus and gain important hands-on classroom experience through partnerships with Kansas school districts that offer valuable student-teaching placements. Baker's dedication to educational excellence is evidenced by the five [Milken Educator Award](#) recipients among its alumni. The School of Education offers five online master's programs and three online doctoral programs, allowing educators to advance in K-12 classroom and administrative roles and higher education leadership. Through engaging and flexible learning options, Baker's School of Education provides the tools and skills necessary for students to make an impactful difference in their communities.





ATHLETICS

Baker University's [27 athletic programs](#) are a cornerstone of campus life and compete in the **Heart of America Athletic Conference** in the National Association of Intercollegiate Athletics. Guided by the Champions for Life philosophy, Baker Athletics promotes a balanced approach that

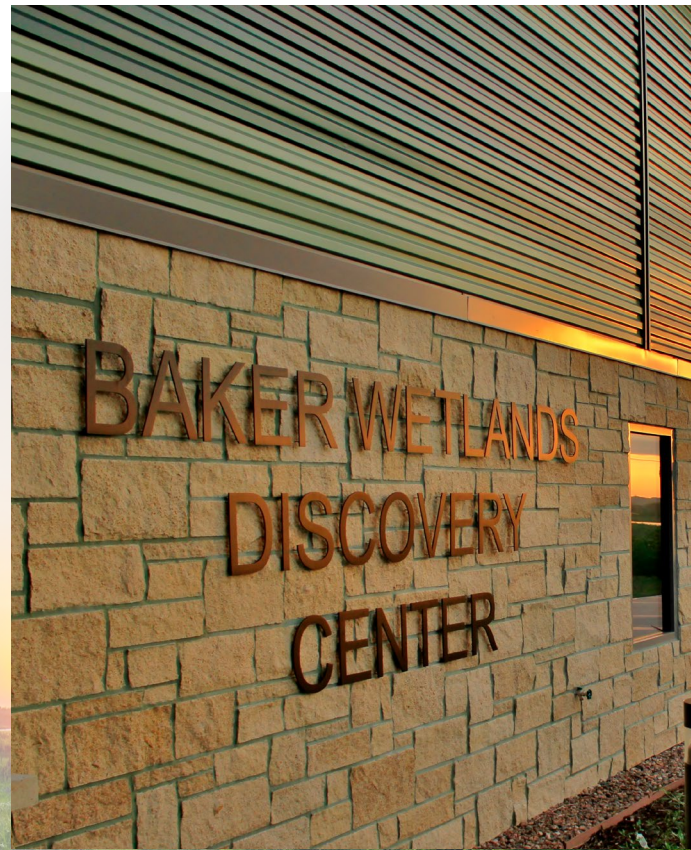
prioritizes leadership development, academic achievement, and community engagement in addition to athletic achievement. This comprehensive approach to athletics fosters personal growth and prepares student-athletes for lifelong success.



BAKER UNIVERSITY WETLANDS

The [Baker University Wetlands](#) span 927 acres, offering a biodiverse and ecologically rich environment for education and conservation. In 2024, Baker partnered with **Ducks Unlimited** and the **Kansas Alliance for Wetlands and Streams** to support land management and conservation efforts.

This partnership enhances the Wetlands' role as a living classroom, where students gain hands-on experience in conservation and ecology. Restoration projects, including new water control structures and habitat improvements, underscore Baker's commitment to environmental stewardship and student learning. The Baker Wetlands is also an important community resource and offers educational opportunities to local visitors and groups.



ADVANCEMENT HIGHLIGHTS

FOREVER ORANGE CAMPAIGN

The Forever Orange Campaign, which concluded in 2022, raised a record-breaking \$41.3 million, surpassing its goal and funding vital initiatives like scholarships, endowed professorships, and capital projects. This campaign reflects the deep support of Baker's alumni and friends, ensuring that future generations have access to Baker's exceptional education. Major donors were honored with Pinnacle Awards, highlighting their contributions to Baker's enduring legacy.



JOANNE M. HOWARD HALL FOR APPLIED HEALTH SCIENCES

Opened in 2023, Howard Hall represents a significant expansion in Baker's academic facilities, providing the Department of Applied Health Sciences a state-of-the-art home. Made possible by the generosity of the Howard family to honor the 1962 graduate, the building includes collaborative learning spaces for students pursuing careers in public health, exercise science, and related fields. Howard Hall stands as a testament to Baker's commitment to preparing students for impactful careers in health sciences.

*Recognized by
Colleges of Distinction
for exemplary
commitment to
military support,
career development,
nursing, education,
and business.*

2024 DAY OF GIVING

The 2024 Day of Giving campaign raised \$113,075, underscoring the strong support of Baker's alumni, faculty, staff, and friends. With the highest participation rate to date, this annual event reinforces the university's commitment to providing a well-rounded, enriching experience for all students, with donations directed toward academic programs, athletics, and student life.





EXTRACURRICULAR ACTIVITIES AND FRATERNITY AND SORORITY LIFE

Baker University offers a vibrant student life experience, with over 40 [student organizations](#) that span academic, social, and service interests. [Fraternity and Sorority Life](#) is integral to campus culture, with 42 percent of students participating in chapters that emphasize leadership, service, and community involvement. These activities enrich students' academic journeys, helping them grow as leaders and make meaningful connections within the Baker community.

STUDY ABROAD

Baker's robust [Study Abroad program](#) opens doors to a world of learning opportunities, with programs in more than 20 countries. Recent students have studied across western Europe, Australia, New Zealand, China, Mexico, and Turkey, integrating academic coursework with cultural immersion. A flagship program, Baker's partnership

with Harlaxton College in England, allows students to study in a historic British manor. During the January interterm, students travel with faculty to destinations such as Machu Picchu and Amsterdam, gaining global perspectives and cultivating a spirit of curiosity and cultural understanding.



ALUMNI

[Baker University's alumni network](#) is more than just a list of graduates; it is a thriving, lifelong community of individuals who stay actively connected. Baker alumni consistently demonstrate excellence and integrity in their fields, contributing to industries and communities around the globe. Known for their commitment to giving back, many alumni participate in university events, mentor new graduates, and engage in initiatives that support the university's mission.

This enduring network provides a foundation of support, creating lifelong professional and personal connections.



THE ROLE

Baker's 31st president will lead the university at a critical time in its nearly 170-year history and will play a significant role in shaping its future as a leading liberal arts institution in the Midwest. The new president will guide Baker's strategic and operational efforts across its diverse community, complex landscape, and established foundation of excellence. The president must also acknowledge and empower the visions and strengths of faculty, staff, and students in influencing the institution's trajectory. Baker is poised for continued growth, and the president must be ready to evaluate, understand, and lead the university through upcoming challenges and opportunities.

The university seeks an accomplished, inspirational, and dynamic leader with a proven track record of achievement as its next president. The ideal candidate will be a visionary and compelling chief executive officer, an exceptional communicator, and an innovative and collaborative trailblazer who can build bridges with the many constituencies of the university and its communities. The president serves as the chief executive officer for Baker and has overall responsibility for the university. The president provides leadership and oversight for all aspects of the university, including academics, finance, planning, student affairs, enrollment, advancement, athletics, and other key areas.

The president reports to the Board of Trustees and relies on the following officers and direct reports, among others:

- Executive VP and Chief Operating Officer
- Provost and Vice President of Academic Affairs
- VP of Student Affairs, Enrollment and Dean of Students
- Associate VP of Advancement and Senior Advisor for DEI Initiatives
- Director of Athletics

The president will lead an engaged, thoughtful, and dynamic community. This leader will identify new opportunities to positively affect the experiences of students, faculty, staff, and alumni. They will serve as a compelling spokesperson for Baker and primary champion and leader of the university's mission. The next president must adeptly tackle the challenges currently facing higher education while reinforcing Baker's dedication to its rich educational history. Paramount will be enhancing the university's resources, particularly through philanthropic efforts, in support of the enhancement and execution of Baker's strategic plan. Elevating Baker's place in the rapidly evolving higher education landscape will require a visionary leader who can empower and motivate members of Baker's diverse community toward continuous growth and progress.

OPPORTUNITIES AND PRIORITIES FOR THE NEXT PRESIDENT

STRATEGIC VISION AND INSPIRING LEADERSHIP

- Build on Baker's legacy of academic rigor combined with comprehensive educational, athletic, and social engagement. Foster deeper connections among students, faculty, staff, and alumni.
- Articulate a compelling vision of the enduring benefits of a liberal arts education, positioning Baker as a distinctive institution that attracts high-caliber students and faculty; actively promote the value of graduate and professional programs offered by SPGS and SOE; and highlight the excellence of Baker's nursing programs.
- Serve as the public face of the university, effectively communicating Baker's unique qualities to diverse audiences, including alumni, prospective students, parents, and the broader community.
- Celebrate and strengthen Baker's unique community: Preserve and amplify the qualities that make Baker University exceptional, including its close-knit community, commitment to academic and personal growth, and strong traditions including a 100-year-old fraternity and sorority system. Cultivate a supportive environment where students, faculty, staff, and alumni feel valued, connected, and empowered to contribute to Baker's ongoing success and legacy.

RESOURCE DEVELOPMENT AND ENHANCED VISIBILITY

- Strengthen alumni and community engagement: Engage alumni and build relationships that reinforce their ties to Baker and encourage active support for the university.
- Drive philanthropy and fundraising: Actively cultivate and solicit donors to expand resources, working with University Advancement to increase revenue for endowments, scholarships, faculty resources, and capital projects.
- Modernize campus and technology: Prioritize updates to campus facilities and technology infrastructure, ensuring Baker provides a state-of-the-art learning environment that supports academic excellence and student recruitment.

OPPORTUNITIES AND PRIORITIES (CONTINUED)

FINANCIAL STEWARDSHIP AND OPERATIONAL EFFICIENCY

- Ensure financial health: Oversee the university's finances, active involvement in driving growth through existing and diverse revenue streams while implementing effective budget management.
- Tackle the financial challenges of higher education by finding efficient ways to drive growth while maintaining academic standards and enhancing operational efficiency.
- Invest in the future: Balance Baker's long-term financial needs with sustainable investments that align with its strategic goals.

COMMUNITY ENGAGEMENT AND COLLABORATIVE GOVERNANCE

- Foster transparent communication: Encourage open dialogue across campus, building trust and a collaborative spirit among students, faculty, staff, and administration.
- Empower inclusive decision-making: Establish an inclusive environment where diverse voices are heard and valued, allowing for consultative, innovative approaches to challenges with optimism and clarity.
- Leverage community strengths: Recognize and integrate the talents and insights of all university members, fostering a shared commitment to advancing Baker's mission through informed decisions and measurable outcomes.



DESIRED ATTRIBUTES

The ideal candidate will embrace and reflect the values of Baker University, demonstrating leadership that is transparent, inclusive, and collaborative. Successful candidates will show a proven track record of achievement in the following areas.

Visionary and Strategic Leadership

Proven ability to guide a complex educational institution with multiple constituencies, setting a forward-thinking and compelling vision for Baker University's future.

Growth-Oriented Mindset

Guided by a forward-thinking approach and a growth-oriented mindset, consistently pursues innovative strategies to advance academic excellence, promote inclusivity, and broaden the institution's influence.

Operational Acumen

Demonstrated strength in managing the operational complexities of a university, including budget oversight, financial metrics, and maintaining cost-effective processes to ensure stability and support for Baker's growth.

Energetic and Optimistic

Exudes energy and optimism, inspiring confidence in the institution's future, while fostering a dynamic and forward-thinking campus environment.

Board Engagement

Extensive experience in working with a board of trustees, fostering productive relationships and aligning board initiatives with university priorities.

Dedication to Academic Quality

A commitment to supporting and enhancing the quality of education at Baker, prioritizing academic excellence while balancing athletics and extracurricular programs.

Exceptional Communicator

Outstanding communication skills to effectively represent Baker University, engage with students, faculty, staff, alumni, and the broader community, fostering transparency and trust.

Sorority and Fraternity Life Leadership

Understanding and support for the role of fraternities and sororities in campus life, with a commitment to ongoing improvements that ensure a positive and sustainable impact on campus culture.

Fundraising and Resource Development

A proven track record in fundraising, endowment building, and resource generation, or the personality and resilience to suggest high potential for success in these areas; dedicated to growing financial resources to support Baker's mission and long-term stability.

Strategic Planning Skills

Expertise in developing and executing long-term strategic plans that balance tradition with innovation, helping Baker thrive in a changing educational landscape.

Visible and Approachable Campus Presence

A leader who is actively engaged with the Baker community, maintaining a visible presence on campus and building strong, meaningful connections with students and staff.

Appreciation for the Student-Athlete

Committed to promoting student athletics while ensuring a balanced emphasis on academic excellence, fostering an environment where students can thrive both on the field and in the classroom.

Appreciation for the University's Methodist Roots

An understanding of Baker's United Methodist heritage and the ability to respect and integrate these values into progressive strategies that support the university's future.

Adaptability and Creative Problem-Solving

Skilled in addressing modern educational challenges, from upgrading infrastructure and enhancing technology to adapting programs for evolving student needs.

Unquestionable Integrity and Moral Leadership

High ethical standards, with the ability to build trust and make decisions that uphold Baker's values and mission.

Inclusive Community Building

A genuine dedication to fostering a campus culture that values well-being and respects diversity, promoting an inclusive environment for all members of the Baker community.



CONTACT

Inquiries, nominations and expressions of interest are invited and should be directed to BakerPresident@nusearch.com.

Baker University is being assisted by [NU Advisory Partners](#), consultants to the Search Committee.

Baker University prohibits discrimination on the basis of race, color, national origin, sex, religion, age, disability, marital status, veteran status, pregnancy status, sexual orientation, or other status protected by law in the university's programs and activities. Retaliation is also prohibited by university policy.

