

# Trinity College Presidential Search Statement

## Trinity College HARTFORD • CONNECTICUT



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*Trinity College prepares students to be bold, independent thinkers who lead transformative lives.*

Located in the capital city of Hartford, Connecticut, Trinity College is the preeminent historic liberal arts college in an urban environment, offering students and faculty an unrivaled opportunity to gain a broad learning experience on the campus and in its neighborhood. With a deeply engaged faculty and an increasingly talented student body, Trinity College continues to evolve its strong liberal arts program by integrating more experiential learning to meet the changing needs of today's students. Trinity College's accomplished faculty are dedicated mentors and recognized scholars who foster intellectual curiosity, creativity, and civic responsibility in their students. This is a campus where students curate their learning and experiences to meet the ambitious mission of the College. Their passion for the institution carries through as a highly engaged alumni community, continually championing the ambitions of Trinity.

## **TRINITY COLLEGE'S NEXT PRESIDENT**

Trinity College seeks a President with a clear vision for the future of liberal arts education and strong organizational and fiscal leadership to boldly lead a dynamic, diverse community into its third century. Trinity College's next President will be thoughtful, resilient, and pragmatic about navigating the changing landscape in higher education, successfully supporting evolution and growth of a community built on a foundation of critical thinking, reflection, and expression. A compelling and inspiring storyteller, the President will embrace the opportunity to celebrate what makes Trinity College distinctive: a capital city setting and an extraordinary community with global reach driven by purpose that prizes difference, passion, perseverance, and exploration.

Building on its extraordinary history and legacy, the next President of Trinity College will face opportunities and challenges that require strategic vision, leadership, and collaboration. Priorities for the President include:

- Leading ongoing, robust long-term financial planning initiatives that are sustainable and responsive to the changing needs and expectations of higher education and consistent with Trinity's liberal arts mission.
- Continuing the strong trajectory in attracting and retaining world class, diverse faculty and creating an environment which enables excellent teaching and mentoring as well as ongoing professional contribution, growth, and agreed role in shared governance.
- Continuing to strengthen the quality and diversity of the student body, ensuring opportunity and access within the context of the College's resources.
- Connecting the liberal arts classroom experience to immersive experiential offerings to prepare students for the lifetime application of their education.
- Engaging and cultivating the alumni network to deepen connections and enhance philanthropic support for the College.
- Working closely with the Board of Trustees to develop and strengthen policies and ensure effective governance that advances the College's mission, reputation, and strategic direction.
- Stewarding a historic campus by balancing preservation and modernization efforts.

- Nurturing the partnerships with Hartford institutions and city leaders and seeking additional opportunities to advance Trinity College's mission and impact in the neighborhood and in the region.
- Leveraging the potential of data and artificial intelligence to improve student outcomes, institutional effectiveness, and academic innovation.

## **IDEAL EXPERIENCE**

Trinity College's next President will possess expansive leadership skills with the courage and moral clarity to navigate the many challenges facing institutions of higher education in our current world and in the one that lies ahead. They will bring deep financial acumen and the experience of managing complexity, with the ability to balance many competing priorities while strategically allocating and deploying finite resources. In an intimate, residential environment, the President must be a visible leader and an open, active listener with a focus on enhancing each community member's ability to thrive. The President will be globally aware, positively engaging with and impacting the community around them. In addition, the President will embody and value the integrity, innovation, and empathy necessary to lead an institution of impressive, determined students; engaged, gifted teacher-scholars and staff; and a vibrant alumni community.

The ideal candidate for the presidency of Trinity College will be someone who:

- Embraces the liberal arts and champions their value and relevance in the 21st century.
- Articulates a comprehensive vision and value proposition for the College as it enters its third century and spearheads community inspiration and engagement in making that vision a reality. Further grows the reputation of the institution.
- Has proven experience in leading and managing change in complex organizations, preferably in higher education.
- Has credibility with and respect for the faculty and is able to foster a culture of academic excellence, innovation, and collaboration that ensures that the College continues to be a highly desirable destination for scholars to teach, conduct research, and disseminate knowledge.
- Is student-centered and cultivates and maintains a residential community where all students can grow, thrive, explore, and follow their scholarly passions, and feel a strong sense of community and belonging.
- Has strategic, operational, and financial acumen and savvy; able to comprehensively integrate and optimize all the financial levers necessary for the College's ongoing success, including traditional and non-traditional revenues, expense priorities, and endowment management and growth. Is willing to take calculated risks and invest in promising initiatives.
- Has a passion for fundraising and a track record of successful donor relations and commitments.
- Has a proven ability to attract and lead an accomplished and diverse management team that will collaborate to drive the College to excellence in its operations.
- Is resourceful and pragmatic; able to make the most of Trinity College's distinctive assets and opportunities.
- Leads the college community effectively during a crisis and responds to reputational issues with wise judgment and effective stakeholder management.
- Is highly collaborative. Has experience creating and managing effective and productive relationships with a governing board. Convenes diverse constituencies and brokers conflicting perspectives. Cultivates and sustains internal and external partnerships.

- Is authentic, approachable, and highly relational. Able to communicate effectively, transparently, and persuasively with various stakeholders. Maintains high visibility across the Trinity community.
- Demonstrates deep integrity, resilience, and optimism.

### **THE SEARCH PROCESS**

Trinity College has selected a 12-member Search Committee made up of trustees, faculty, staff, and a student who will make a recommendation to the full Board of Trustees at the conclusion of their work. Nominations, applications, and inquiries can be directed in confidence to:

[TrinityPresident@SpencerStuart.com](mailto:TrinityPresident@SpencerStuart.com).

*The College is committed to building a representative and diverse faculty, administrative staff, and student body. Trinity is an Equal Opportunity/ Affirmative Action Employer. Women and minorities are encouraged to apply. Applicants with disabilities should request, in advance, any accommodation needed to participate in the application process.*

Founded in 1823 in Connecticut's capital city of Hartford, Trinity College is the preeminent liberal arts college in an urban setting. The second oldest institution of higher education in Connecticut, Trinity prepares students to be bold, independent thinkers who lead transformative lives.

Trinity's vibrant and historic campus is home to approximately 2,150 students who represent 49 states and 86 countries. The campus has been recognized widely for its iconic architecture and was named one of "[The 64 Most Beautiful College Campuses in America](#)" by *Architectural Digest* in 2024. To complete the yearlong [Bicentennial](#) celebration, Trinity announced that the historic Long Walk district, which includes buildings surrounding the main quad and the Chapel, was named to the National Register of Historic Places in April 2024.

Now in its third century, Trinity carries forward an enriched liberal arts tradition with a forward-looking focus of educating students to lead with passion and to turn ideas into actions. Trinity supports its mission through three core principles:

**Engage.** Trinity fosters critical, reflective engagement with scholarship and the creative arts, as well as with one another and the wider world. The College's location in Connecticut's capital offers excellent opportunities for engagement beyond the classroom in internships, student research, and community learning.

**Connect.** Trinity places students in the company of world-class faculty and staff to form a diverse campus community. The connections of Hartford and the College engage students as global citizens in the wider world and a network of devoted alumni provides lifelong opportunities for Trinity graduates.

**Transform.** Trinity combines the liberal arts with life in a diverse city, enabling students to learn what they love, to build confidence, and to become leaders and innovators.

The core of Trinity's liberal arts education is its connected community. Trinity's 9:1 student-to-faculty ratio enables faculty members to teach closely and to provide meaningful mentorship that fosters deeper learning. With many notable experts in their fields and often pushing the boundaries of current knowledge for the greater good, the faculty is dedicated to student success and is passionate about the synergies between teaching and research. Each year, faculty receive numerous national and international recognitions, from prestigious grants and fellowships to teaching and career awards from professional societies.

Faculty-student research, both on and off campus, plays a crucial role in the College's academic, student-centered mission. Emphasizing quality and excellence, research opportunities span various disciplines, including distinctive programs such as engineering, neuroscience, and urban studies. Notably, the College is home to the first human rights program at a liberal arts institution in the United States. Across programs, Trinity's faculty enacted in 2023 [core learning goals](#). The College today offers more than 900 courses and 41 majors, enabling students to pursue what interests them most, often finding interdisciplinary approaches to learning and problem-solving.

Trinity teaches students to grow intellectually and to cultivate leadership skills as determined doers. Stewarded by the faculty, the Trinity Plus curriculum pairs the core liberal arts education with opportunities for real-world learning experiences, many of which count for credit through [30 experiential certificates](#).

Built for the 21st century, Trinity Plus strongly supports learning through internships, research, community engagement, and practical coursework. A [wellness requirement](#) also encourages students to balance their personal well-being with care for social, cultural, and world matters. Additionally, the College offers a portfolio of study-away programs located in urban and global sites in key locations around the world, including Cape Town, New York City, Shanghai, Vienna, and its signature Rome campus.

As one of the only liberal arts colleges in an urban setting, Trinity's dynamic location offers students opportunities to engage differently with the world. The city of Hartford plays a vital role in the Trinity experience and fosters academic collaborations through local partnerships. Programs include civic engagement opportunities through the Center for Hartford Engagement and Research and the long-standing Legislative Internship Program at the State Capitol. The Center for Urban and Global Studies helps to advance urban and global education at Trinity, in Hartford, and across the world.

Trinity launched the Entrepreneurship Center in 2022 to provide students with opportunities to learn about design thinking, to practice techniques of innovation, and to gain confidence in how to turn ideas into businesses. The center provides connections to faculty, alumni, and world-class entrepreneurs and innovators from around the globe. It also increases Trinity's visibility and allows the college community to partner more effectively with Hartford's innovation and entrepreneurship ecosystem.

The student experience is supported and strengthened by talented, hardworking staff who are skilled in their craft. Students engage in extracurricular activities that matter most to them by participating in more than 155 student clubs and organizations, including Greek life. With 30 varsity sports, Trinity competes in Division III and in the New England Small College Athletic Conference. More than one-third of Trinity students compete as Bantams as varsity scholar-athletes, and many teams compete at the top of their league. During the 2023–24 academic year, 13 teams qualified for national championship tournaments.

Trinity is deeply invested in student success. To support student wellness, Trinity partners with Hartford HealthCare to provide expanded access to a coordinated system of high-quality care and resources, including general care, counseling and psychological wellness services and support, sports medicine, and athletic training services. Trinity's postgraduation success rate is high; data from the Class of 2023 showed that within six months of graduating, 96 percent of alumni report that they are either employed full-time, accepted to graduate school, or have entered into another service program that's tied to their professional development. Students enter a prominent alumni body, which include Fulbright and Watson Scholars, MacArthur Fellows, and Pulitzer Prize winners, among other renowned leaders across industries and disciplines.

Trinity's commitment to fostering an inclusive and welcoming campus community is a critical component of achieving academic excellence and of enhancing learning through diverse perspectives and a supportive campus culture. In 2023, Trinity proudly earned its first [Higher Education Excellence in Diversity](#) (HEED) award, further illustrating its commitment to equity and leading an inclusive, intellectually

rigorous learning environment that prepares students for the diverse and interconnected world they will enter after graduation.

While the Trinity charter vests the legal authority and responsibility for the College in the Board of Trustees, the College believes in shared governance among many constituencies. Faculty and staff have important roles to play in planning and decision-making, and their work, together with that of the administration and the Board, moves Trinity steadily toward its vision for the future of the College. This work is premised on a strong shared commitment to academic freedom and free expression as core values.

Trinity has made substantial progress on the way to completing the All In campaign, the most ambitious, comprehensive campaign in the College's history that's currently scheduled to end on June 30, 2025. The impact of this campaign already is being felt through growth in endowed financial aid, including a new middle-income initiative and resources that continue to bolster academic distinction. Construction has begun on the \$30 million addition to the George M. Ferris Athletic Center, which will serve as the home to a modernized recreation and wellness facility to foster greater student well-being.

With a focus on elevating its reputation and expanding its national profile, Trinity College is poised to lead its third century with an unwavering commitment to excellence.

For more information about Trinity, please visit <https://www.trincoll.edu>.