



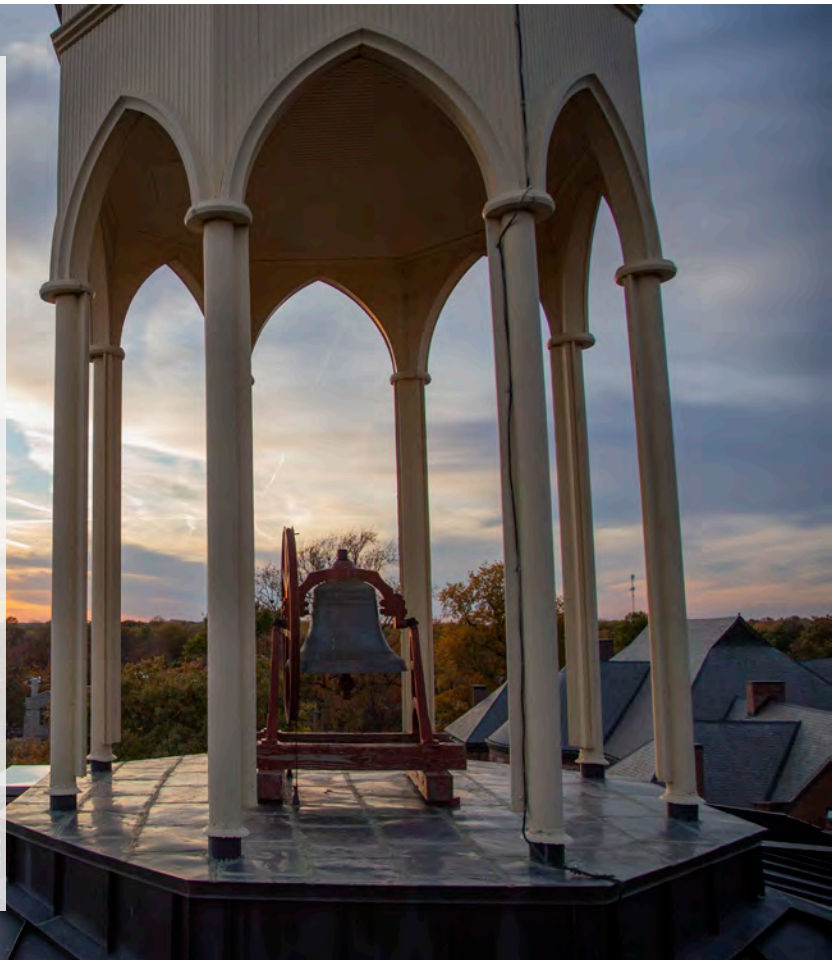
# Provost & Dean of the Faculty

## Search Specification

“Knox College is a community of individuals from diverse backgrounds challenging each other to explore, understand and improve ourselves, our society and our world. The commitment to put learning to use to accomplish both personal and social goals dates back to the founding of the College in 1837. We take particular pride in the College’s early commitment to increase access to all qualified students of varied backgrounds, races and conditions, regardless of financial means.

Today, we continue to expand both the historic mission and the tradition of active liberal arts learning. We provide an environment where students and faculty work closely together and where teaching is characterized by inviting and expecting students to pursue fundamental questions in order to reach their own reflective but independent judgments.”

–Knox Mission Statement



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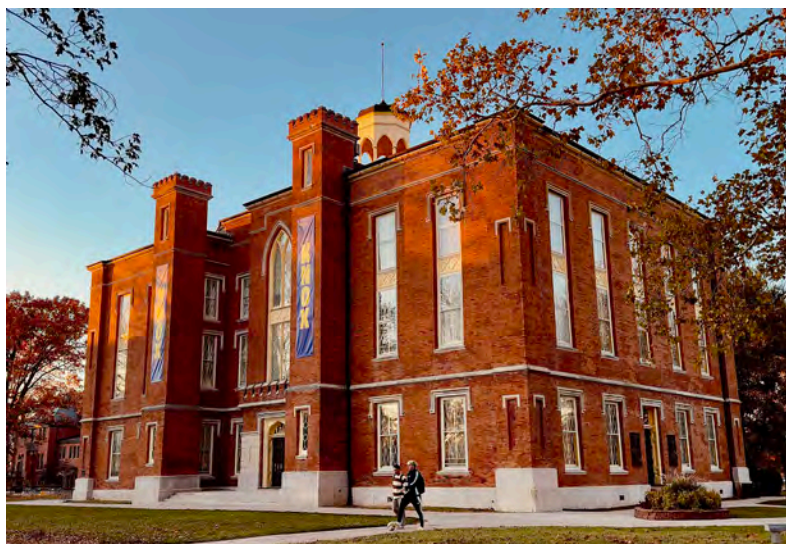
## The Search

Knox is an independent four-year residential baccalaureate institution of approximately 1,100 students from 42 states and 56 countries. The College currently offers 60 courses of study with a student-faculty ratio of 11-1. As the Prairie Fire, Knox fields 14 varsity sports in the Division III Midwest Conference and 2 in the St. Louis Intercollegiate Athletic Conference, with notable recent success in women's and men's soccer, as well as women's basketball.

The College's enduring hallmarks, dating from its founding in 1837 by abolitionists, are academic rigor; student access without regard to gender, race or financial circumstances; a social justice ethos, and a supportive, richly elaborated student culture that inspires high affinity and loyal, active alumni devotion. The word alumni use most often in describing their Knox experience is "transformational."

In its next Provost and Dean of the Faculty, Knox College ("Knox" or "the College") seeks a future-oriented, higher education strategist to competitively position the academic program for the coming decade of change. Both scholar and administrator, this leader will serve as a thoughtful ambassador for the faculty, a key member of the leadership team, and a creative thought partner to President C. Andrew McGadney, now in his fourth year leading the College. The successful candidate will have a history of prioritizing and securing resources for faculty development and pedagogical innovation, the acumen required to strategize and achieve sustainable enrollment growth, the emotional intelligence to build consensus within a close-knit academic community, an appreciation for educating students within a residential liberal arts model, and an unrelenting focus on student success and persistence.

As chief academic officer, the next Provost will optimize and set direction for all of the College's academic affairs comprising the academic divisions, support centers and programs, faculty affairs, curriculum and



assessment, registrar, library, and institutional research. The Provost guides academic planning, program development and review, leads the recruitment and development of faculty, coordinates and monitors all academic budgets, and ensures that the institution meets and exceeds its mission and accreditation standards. Additionally, the Provost partners closely with the vice president of enrollment management to continuously broaden Knox's appeal to prospective students and families.

The College seeks both a scholarly exemplar and an experienced administrator to partner with the president and senior team to execute on the College's plan for growth. Success in this work will be demonstrated in improved student retention and graduation rates, development of a dynamic and innovative infrastructure that quickly responds to technological advancements in pedagogy and learning spaces, and an elevated intellectual reputation that attracts more scholars and more students nationally and globally.

Knox is conducting this recruitment in partnership with Lionel Anderson of JM Search. Inquiries, nominations, and résumés accompanied by letters of intent may be submitted as indicated at the conclusion of this document.

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## Overview

The College's location, midway between Chicago and St. Louis, affords both urban proximity and a small-town setting conducive to a close-knit campus and local community engagement. Its academic attractions include strengths in business, computer science, creative writing, history and the sciences. Experiential education and immersion terms across disciplines, including business, theatre and the College's interdisciplinary and immersive Green Oaks term are well established. The College has a strong commitment to internationalism, including its piloting of a Peace Corps Preparatory Program that is now a model for other American institutions. Knox is a broad-minded campus notable for its passionate student activism, but also for its inclusivity, kindness and warmth.

Accolades from *The New York Times* and *Washington Monthly* cite Knox's effectiveness in launching engaged graduates, encouraging public service and promoting social mobility. Knox has one of the most diverse enrollments among Associated Colleges of the Midwest institutions: some 38 percent are domestic students of color, 27% are international students, and some 30% identify as LGBTQ+.

A member of the American Talent Initiative, Knox is among the most successful colleges in retaining



and graduating students who are first-generation. The College ranks in the top four percent of institutions whose students go on to earn Ph.Ds.

During the past decade, the College has pursued greater curricular differentiation in the admissions marketplace—including the addition of a Bachelor of Science degree, new majors in business, data science, and journalism, and the creation of five new minors linking arts-and-sciences study to career paths. Recent years also saw the renovation of historic Alumni Hall as a new gateway to the campus, the construction of the Whitcomb Art Center (for art and art history), the re-imagined core of the Umbeck Science-Mathematics Center, and the addition of a new, year-round facility at Green Oaks, the College's prairie campus.

The Knox campus is also deeply integrated into the life of the City of Galesburg (population 29,000), the seat of Knox County, a railroad hub three hours from Chicago, and “home to the largest number of historic houses in Illinois.”



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Knox seeks a new Provost who can freshly tell and extend the College’s story. The position demands enthusiasm for Knox’s particular access mission, location, history and traditions. Knox needs its new Provost to be an enterprising ambassador for the College in pursuing new admissions pipelines and securing financial support—promoting its excellence and distinctions not only to prospective parents and students but to secondary schools, admissions counselors and potential benefactors and trustees outside the Knox community. Faculty and staff members typically outperform the resources at their disposal—they hope for an advocate and champion. The new Provost needs to be visibly present on campus and a booster for the city of Galesburg as the College encourages downtown renewal.

## The College and Galesburg

The paired foundations of Knox College and Galesburg, IL, had their origin in the Oneida Institute that Presbyterian minister George Washington Gale organized in Whitesboro, NY, in 1827. The Institute was “a short-lived but highly influential school that was a national leader in the [then] emerging anti-slavery movement,” leading the struggle for immediate emancipation in the United States. Oneida would plant the seeds not only for Knox but also for Bates College, Case Western University, and Oberlin College.

In 1836, Gale’s attention turned to the west. He released his “Circular & Plan,” formally announcing the incorporation of a “Prairie College,” as Knox was first known. [www.knox.edu/about-knox/our-history/circular-and-plan](http://www.knox.edu/about-knox/our-history/circular-and-plan). Gale stated his intention to open the college to women, which he would do with the construction of a coordinated Female Seminary in 1844. The Plan’s subscribers, who became Galesburg’s first settlers, organized the town around Gale’s philosophy and vision for the college—town and gown grew up together rather than in tandem.



Galesburg became a hub for the commercial railroad that arrived in 1854 and a haven for the Underground Railroad. A national and, soon, international enrollment gave Knox and Galesburg a cosmopolitanism that persists to this day. By 1857, Knox had the wherewithal to hire a Swedish-born, New York-trained architect to design the present-day “Old Main” as its signature campus landmark. Its distinctive synthesis of the Classical and Gothic Revival styles then competing for American college campuses made it a fit setting for the fifth Lincoln-Douglas debate. When Knox awarded its first honorary doctorate to presidential candidate Abraham Lincoln in 1860, it was the first academic honor of any kind for the self-educated Lincoln, who reportedly said on climbing through a window in Old Main to reach the debate platform, “At last I have gone through college.” Fast-forwarding to 2005, Knox was the site of the first college commencement address that then-Senator Barack Obama ever gave, remarks that were later included in an anthology of greatest speeches by African Americans.

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In the latter half of the nineteenth century, a succession of nationally celebrated faculty members established Knox's reputation for academic excellence. But it was student initiative—and occasionally rebellion—that lay the groundwork for the ethos of undergraduate activism, creative expression, and self-determination that still define Knox today.

Throughout its history, Knox has produced alumni across all fields of endeavor who work to make a positive impact on the world. Notable alumni include Ellen Browning Scripps, co-founder of the national Scripps Newspaper chain and founder of Scripps College and the Scripps Institution of Oceanography, who graduated in 1859; and S.S. McClure, Class of 1882, founder of *McClure's Magazine* and muckraking journalism. Other notable Knox alumni include Thomas Kurtz '50, co-creator of BASIC, the foundational language of computing; Ismat Kittani '51, president of the United Nations General Assembly; John



Podesta '71, advisor to U.S. Presidents Clinton, Obama, and Biden, chair of the Center for American Progress; John Lawler '88, vice chair of Ford Motor Company; Carol Craig '89, founder Craig Technologies, a national aerospace consulting company, and Sidus Space; Hardika Shah '92, founder & CEO of fintech Kinara Capital; and Vir Das '02, Indian comedian and International Emmy Award winner.



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# President

## C. Andrew McGadney

Knox's recruitment of Wesleyan alumnus and trustee C. Andrew McGadney from Colby College in 2020 has ushered in an exciting new era at Knox College and in Galesburg. McGadney began his term as the 20th Knox College president on July 1, 2021.



The chairman of the Knox College Board of Trustees noted that, “Andy McGadney has demonstrated an uncanny ability to build momentum through visionary leadership, a talent for creating and spearheading student-focused, innovative programs that

deliver results, and a deep understanding of the need to inspire a college community to attain aggressive goals through collaboration.”

A native of Connecticut, President McGadney earned his B.A. at Wesleyan University, majoring in Sociology and African American Studies. He later earned a Master of Public Administration and Policy from Columbia University and an Ed.D. in Higher Education Management from the University of Pennsylvania, writing his dissertation on “Crisis Management at Small Liberal Arts Colleges: Perspectives on Presidential Decision Making.”

Prior to his presidential appointment at Knox, President McGadney was vice president and dean of student advancement at Colby College, following three years as Colby's vice president and secretary of the College, a role that made him the principal liaison to the Board of Trustees.

While at Colby, President McGadney provided strategic vision for DavisConnects, a signature

initiative at the College, funded with a \$25 million donor gift, which affords every Colby student a set of integrated research, internship, and global experiences designed to enhance the academic experience and prepare students for post-graduate success. As part of his leadership, he also developed and launched the Pay It Northward initiative, which focused on securing post-graduate opportunities for Class of 2020 Colby graduates amid the COVID-19 pandemic.

As Colby's vice president and secretary of the college, President McGadney was responsible for implementing a series of complex strategic initiatives that emerged through the college's planning process and promoted, facilitated, and supported governance practices across the College.

Previously, President McGadney was vice president for university advancement at Clark University in Worcester, Massachusetts, a *Colleges That Change Lives* institution. In that role, he led fundraising efforts and instituted new infrastructure to plan, launch and execute a \$125 million comprehensive campaign. He also led efforts to improve student and alumni affinity at Clark. Earlier, he began his work in higher education as director of development and a major gift officer at his alma mater, Wesleyan, on whose Board of Trustees he has served since 2018. He has also served on several community boards, including Big Brothers/Big Sisters.

Accomplishments during President McGadney's first year at Knox College include the creation of two innovative programs to enhance enrollment: The Prairie Promise, a program that meets full demonstrated need for Illinois students, and the Prairie Fire Flagship Match, which offers prospective students' tuition that matches the tuition offered by the flagship institution in their home states. He also introduced the *Our Strategy: A Bold and Ambitious Framework for Growth*, a document that serves as a guide for moving Knox forward and that unites the Knox community around a set of institutional priorities. Under his leadership, Knox received approximately \$1.2 million from The Mellon Foundation for an



Abolition for All Time Digital Humanities Lab and hired more than 20 new tenure track and new academic support staff positions. Most recently, President McGadney kicked off Venture Boldly ([www.knox.edu/venture-boldly](http://www.knox.edu/venture-boldly)), the first comprehensive campaign for Knox in more than 20 years.

President McGadney has also introduced several initiatives to enhance campus accessibility and, in partnership with Board of Trustees leadership, revamped board candidate requirements to ensure that the College's board members fully reflect the diversity of the Knox community. He also led the College through the unpredictability of the COVID-19 pandemic during 2021 and 2022 and pursued an enhanced focus on mental health for the Knox community, ensuring that the College's counseling center is fully staffed and that there are telehealth mental health offerings through a partnership with TimelyMD for students, faculty, and staff.

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## Senior Staff

**Nathan Ament**

**Vice President for Enrollment and  
Dean of Admission**

Nathan Ament joined Knox College in June 2023. A native of Illinois, Nathan earned a Bachelor of Arts degree in Music Education from Augustana College (IL) and a Masters of Arts degree in Organizational Leadership from Saint Mary's University of Minnesota. Prior to joining Knox, he served as Vice President of Enrollment Management at Loyola University New Orleans. At Knox, Nathan is responsible for the offices of admission and student financial services.

**Dr. MarQuita Barker**

**Vice President for Student Development**

Dr. MarQuita Barker has served as the Vice President for Student Development at Knox College since January 2022. In this role, she serves as the senior student affairs officer and as a member of senior staff. She provides leadership for all aspects of student life including departments that are responsible for providing programs and services dedicated to student success. Prior to joining Knox, Dr. Barker served in roles at Elon University in diversity education and residence life. She also held positions at Old Dominion University and Hampton University in residence life and student access, respectively. She earned her B.S. in Communications and M.S. in Higher Education Administration from Old Dominion University. She also earned her M.B.A. from Elon University and earned her Ed.D. in Leadership and Learning in Organizations from Vanderbilt University.

**Heather Bumps**

**Vice President for Strategic Initiatives;  
Chief of Staff**

Heather Bumps joined Knox College in July 2021. In her role, she assists in the conceptualization of strategic goals, manages major initiatives that support the strategic direction of the College, and contributes to the day-to-day operation of projects that directly advance the Knox mission. Most recently, she served as the chief of staff and

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presidential engagement liaison in the Office of College Advancement at Colby College. She has also held positions at Johns Hopkins University and Bates College. Heather received her B.A. from Bates College, and an M.B.A. from Thomas College.

**Alec Guroff**  
**Vice President for Finance and Chief Financial Officer**

Alec Guroff is a nonprofit financial leader with specific expertise in budgeting, performance monitoring, accounting and finance, financial reporting, board expertise, compliance, risk management, and project management. He was most recently president of his own consultancy, The Guroff Group, Inc. for more than six years, providing outsourced accounting services to a number of high-profile clients. He previously served as president and chief financial officer for the Foundation for International Arts and Education, a nonprofit that developed world class traveling art exhibitions between American museums and museums of the former Soviet Union. He received his bachelor's degree from Princeton University, a master's in Russian Area Studies/ International Economics from Johns Hopkins University, and M.B.A. from the University of Chicago-Booth School of Business with concentrations in finance, accounting, entrepreneurship, and economics.

**Justin Newell**  
**Vice President and Director of Athletics**

Justin Newell joined Knox College in February 2025. In his role, Justin oversees all aspects of the Department of Athletics. Prior to Knox, Justin served as the Associate Director of Athletics at Kenyon College in Gambier, Ohio where he oversaw both internal and external efforts of the department. Newell earned his Master's of Education with a specialization in Sports Administration from Millersville University and a Bachelor of Science degree in General Agriculture with a concentration in Wildlife Conservation from the University of Delaware.

**Brad Nolden**  
**Vice President for Administration and General Counsel**

Bradley Nolden joined Knox College in September 2022. Bradley earned a B.B.A. in finance from the University of Iowa and his J.D. from the University of Missouri School of Law. Prior to transitioning to this role, he practiced municipal law for a number of clients and served as the Administrative Services Director for the City of Galesburg.

**Michael A. Schneider**  
**Provost and Dean of the College**

Michael Schneider is the College's current provost and previously served as interim dean from 2017-2018 as associate dean for four years, director of the Eleanor Stellyes Center for Global Studies for eight years and twice served as resident director for the ACM/GLCA Japan Study off-campus program in Tokyo. A member of the Knox College faculty since 1992, Schneider has served as chair of the history department as well as chair of the Asian Studies and International Studies programs.

**Megan Scott**  
**Vice President for Communications**

Megan Scott has spent nearly her entire career supporting the goals and strategies of mission-driven organizations. Over the course of her career, she has served as a member of two senior administrations and worked closely with presidents, vice presidents, and boards to support and promote the transformative power of a liberal arts education. Scott has supported fundraising campaigns and academic initiatives, spearheaded two website redesigns, and oversaw the introduction of new athletics logos and mascots, among other initiatives, and has received several awards for her work. Scott graduated from Knox College magna cum laude with a Bachelor of Arts degree in English Literature and holds a certificate in Publishing from the University of Denver Publishing Institute.



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## The Faculty

Knox's 96 full-time and 19 part-time faculty members are dedicated teacher scholars. Ninety-six percent hold the terminal degree in their academic discipline, and the other four percent have significant professional experience.

Faculty members typically teach a total of six courses a year, spread over three terms, with an average class size of 14. An unusually rich program of faculty-led undergraduate research, scholarship, creative work and independent study complement the highly personalized classroom experience at Knox. At the same time, Knox faculty members are exceptional among their liberal arts college peers in their scholarly productivity. Over the last four academic years,



development program for professors of American history before 1848 at liberal arts colleges from across the United States, directed by Bright Distinguished Professor of American History Catherine Denial.

Faculty members are actively engaged in the College's governance structure, serving on three elected and 10 standing committees. They also exercise key responsibilities serving as department chairs; in the hiring process for new faculty, including serving on search committees; and many leadership roles related to management of the curriculum. The recent introduction of a phased retirement program for faculty are steps the College has recently taken to create flexibility and better align staffing with enrollment patterns.



Knox's 86 tenure-line faculty have garnered major grants from the NSF, ACLS, NEH, Fulbright and other foundations. Prominent faculty members include noted expert on 20th-Century American Art Gregory Gilbert, political scientist Karen Kampwirth, evolutionary psychologist Frank McAndrew, leading authority on Quechua poetry Julio Noriega, scholar of religion and technology Robert Geraci, and Lincoln scholar Douglas L. Wilson (now emeritus), a co-founder of Knox's Lincoln Studies Center. Knox also is home to the Bright Institute in American History, a professional



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## The Academic Program

Knox offers educational programs leading to the Bachelor of Arts and Bachelor of Science degrees, with majors in 43 areas of study. In 2018, the College revised its general education program after a three-year process of research and discussion. The program's strengths include clear and assessable learning outcomes, alignment with the College's mission and values, an emphasis on community building and curricular, and financial support for experiential learning.

The resulting "Framework of a Knox Education" identifies "three guiding and interrelated principles" that provide a foundation for the curriculum: Creativity, Innovation and Critical Thinking; Immersive Learning Experiences/Active Inquiry; and Civic Engagement.

The curriculum engages students in developing both breadth and depth of knowledge and reflects the College's commitment to active and engaged learning.

The General Education Program at Knox includes 1) "The First-Year Experience," including the First-Year Preceptorial course that help students to make the transition to College and understand the nature of a liberal arts education; 2) "The Elements," which comprises



seven areas of study that cultivate the skills of liberal learning; 3) "Civic Engagement," which seeks to cultivate in students an understanding of the local and global contexts in which they study and apply what they have learned; and 4) "Immersion/Active Learning," which may be fulfilled through Knox's extensive opportunities for study abroad, special intensive academic programs focused on a discipline, independent research, and service activities that benefit the local community. Unlike the first two components, which are fulfilled through completion of required courses or course options, the Civic Engagement and Immersion/Active Learning components of the General Education Program are embedded throughout the undergraduate experience in disciplinary, interdisciplinary, and co-curricular programs.

Experiential education is an integral part of the Knox curriculum. Students receive a Power of Experience Grant of \$2,000 during their junior or senior year to support experiences including research or creative work, internships, community-based service, or study abroad. "Immersive Terms," unique to Knox, provide a focused, hands-on exploration of a single field of study over the course of an entire term. Ongoing terms include a clinical Psychology Term where students take two psychology courses while concurrently completing an internship at a local agency; a Green Oaks Term, where students live and work at Knox's 700-acre biological station,

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20 miles from campus; Japan Term, where students spend 10 weeks learning about Japan, followed by a two-week trip to the country; and the Repertory Theatre Term (known as Rep Term), where students research, design, construct, rehearse and perform two full-length plays.

Knox promotes undergraduate research, annually awarding students more than \$400,000 in grants to support research and creative projects. Among the programs are the Knox Summer Scholars Program, an intensive mentored collaborative research program, which employs a cohort model to encourage students to engage in research from the earliest stages of their Knox careers, and the annual HORIZONS celebration of student achievement, where students across disciplines share their work with the Knox community via oral presentations and academic posters at this exciting symposium in the spring term. More than 60 percent of Knox students engage in mentored independent research, many receiving direct financial support from the Richter Memorial Trust funds, departmental and program endowed accounts throughout the academic program, and faculty external research grants. Program and the Pew Research Fellowships, which offers Knox students support for off-campus research in science and mathematics. In addition, the Rockefeller Brothers Fund supports student research in ecology and environmental studies and the AAAS/Merck Grant funds interdisciplinary scientific research.

Knox is a place where writing matters. Knox has offered creative writing since the 1920s, when Proctor Sherwin taught courses and launched an undergraduate magazine, now entitled *Catch*, which has published continuously since 1926. (Other student literary publications include *Cellar Door*, *The Common Room*, a journal of literary criticism, and *Quiver*, which showcases children's literature, humor and speculative fiction.) The creative writing major began in 1967 under the guidance of Robin Metz and the poet Samuel Moon. *Catch* has won a record number of National Collegiate Championships for



literary magazines—three awards, in 1983, 1985, and 2003—in competition with the undergraduate-produced magazines of Ivy League schools, and powerhouses like the University of Iowa and Stanford. Knox also won the 2004 Pacemaker Award for Best Collegiate Magazine from the Associated Collegiate Press in international competition, and has dominated the Nick Adams Short Story Contest, sponsored annually by the Associated Colleges of the Midwest. Knox has had 30 finalists in 32 years, including eight winners. *The Knox Student* newspaper has also won many awards and other recognition, including, most recently, 10 awards from the 2025 Illinois College Press Association.

Beyond the Bachelor of Arts (B.A.) degree that remains its signature course of study, Knox began to offer the Bachelor of Science (B.S.) degree in Fall 2018 to enhance students' preparation for certain graduate and professional schools and to increase Knox's appeal to prospective applicants, especially international students, many of whom consider the B.S. a more desirable credential. Knox programs offering a B.S. degree require at least four credits beyond the requirements for the B.A. degree, with at least one of the credits in the sciences, mathematics, or computer science taken from a department outside the primary major.

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## The Undergraduates

Knox has one of the most diverse enrollment among Associated Colleges of the Midwest institutions and is also among the most successful in retaining and graduating students from historically underrepresented groups. Moreover, with 23 percent of enrolled students first generation, 38 percent identifying as persons of color, 40 percent participating in intercollegiate athletics and nearly 30 percent who identify as LGBTQ+, Knox is modeling an intersectional academic community that achieves a high degree of esprit de corps, as measured by student satisfaction. Knox became test-optional in 2005, no longer requiring students to submit ACT or SAT scores, aiming to lower barriers facing talented students from disadvantaged backgrounds. Today, approximately 30 percent of students submit scores, and they compare favorably with those of earlier years when scores were required. Roughly 35 percent of entering students are in the top tenth of their high school class.



## Diversity and Inclusion

Knox student activism—on issues such as racial justice, LGBTQ+ rights and Title IX—has often preceded and been in the vanguard of national movements. Consistent with its history and mission, Knox College values cultural diversity



and seeks to prepare its students for living and working in a diverse society. At least two Elements in the College's General Education Program—communicate in a second language and critically examine questions of power and inequality—promote learning outcomes directly related to diversity.

The College offers several majors and minors that focus on world diversity, including International Relations, International Studies, Africana Studies, Asian Studies, Gender and Women's Studies, German, Latin American Studies, Peace and Justice Studies, and Spanish. Co-curricular opportunities further reinforce engagement with cultural diversity. Examples include exercises and activities in the First-Year Experience orientation program; a Day of Dialogue sponsored by the Multicultural Student Advisory Council; a broad range of options for study abroad offered through the Stellyes Center for Global Studies; and offices and organizations that provide support for underrepresented groups (e.g. Asian, Black, Latinx and LGBTQ+ students). A Campus Diversity Committee comprising faculty, staff and students promotes opportunities for understanding and commitment to a diverse community. National Survey of Student Engagement ("NSSE") results show that both first-year and senior students report having discussions with people of a race or ethnicity other than one's own (+8 percent), and report that the College encourages contact among students from different backgrounds (+19 percent) at levels higher than students at peer institutions.



## The Campus

Knox College has 45 academic and residential buildings on its 82-acre Galesburg campus. A virtual tour of the central campus can be accessed at <https://www.knox.edu/admission/virtual-tour>.

The College also maintains a 700-acre natural prairie reserve, Green Oaks, roughly 20 miles from the main campus. The addition of a new, year-round facility at Green Oaks, the Knight Living & Learning Center, is currently underway and will be available for use by the Knox community in spring 2025.

In 2018, a phased plan to renovate the Umbeck Science-Mathematics Center (SMC) began, with classes being taught in the renovated space beginning in winter 2020. SMC also houses the Amott Science Commons, the Makerspace Hub, and a 16.5-foot-diameter observatory. Thanks to a \$10 million grant from the State of Illinois, additional renovations to SMC are currently in the planning stages. In 2016, Knox opened its

newest academic building, the Whitcomb Art Center. This award-winning 30,000-square-foot building houses teaching and studio space for art and art history. And in October 2014, a renovated Alumni Hall was dedicated as an academic and administrative building in the heart of campus, housing a number of offices, including admission, financial aid, the Office of the President, student centers for community service, research, global studies, and career success. It also houses the Lincoln Studies Center and a visitors' center and museum.

Knox's athletic facilities include the E. & L. Andrew Fitness Center, a 13,000-square-foot facility that features state-of-the-art equipment; T. Fleming Fieldhouse; the Knosher Bowl (football); Prats Field (men's and women's soccer); Blodgett Field (baseball); Turner Track (track & field); and the softball field, among other facilities.

In addition, students established the Knox College Community Garden, currently known as the Knox Farm, in 2007 as an independent study project. Student volunteers continue to tend it, producing a variety of annual and perennial vegetables and flower

The Seymour Library, built in 1928, was ranked #3 "Best Library" in the nation by the Princeton Review. With leaded glass windows and oak-paneled reading rooms, the Library houses



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350,000 books and more than 14,000 periodicals. Its special collections include the Finley Collection of Midwest History, the Strong Collection of 18th- and 19th-century maps and photographs, the Hughes Collection of manuscripts and first editions of Faulkner, Hemingway and his “Lost Generation” contemporaries, and an original Diderot Encyclopédie. Knox’s Kresge Science & Math Library houses the College’s scientific and technical collections. The Music Library houses collections of compact discs, vinyl record albums, printed music scores and a core reference collection.



## Campus Life

More than 85 percent of Knox students live on campus, with the remaining living in rental apartments and houses nearby. The College is committed to residential living and residential learning as important parts of a student’s education.

Pumphandle is an annual tradition that dates back more than 160 years, during which new members of the community are welcomed to Knox. On the afternoon before the start of the academic year, all members of the Knox community gather on the South Lawn outside Old Main. The president of the College leads the

welcoming line, shaking each person’s hand in turn. Everyone shakes the hands of those who have gone before, and the line grows, snaking around the campus.

Flunk Day is an annual spring carnival that allows students, faculty and staff to mingle and have fun. Classes are canceled for the day as the campus turns its attention to a joke issue of the student newspaper, live music, inflatable bounce rooms, food and a student vs. faculty softball game. The date of Flunk Day changes every year and is a secret until the entire student body is awakened at around 5:00 a.m. on the day.

One of Knox’s most valued traditions is the annual spring Prairie Burn, which brings together



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students from all disciplines in a prairie restoration project that inspired the name for the College's "Prairie Fire" athletic teams. The Prairie Burns, first conducted in the 1950s by Knox professor Paul Shepard, protect prairie grasses from intrusions of woodland scrub and competition with "exotic" species that have been introduced to Illinois from other regions or countries—to the detriment of organisms that have evolved over millions of years in delicate balance with the environment and each other.

Students maintain more than 100 organizations. Some focus on academic disciplines such as chemistry or physics. Others, such as Students for Sustainability and Allied Blacks for Liberty and Equality focus on identity, culture, and politics. Music, dance and performance ensembles are well established. Knox shelters eight Greek-letter organizations, the oldest of which has been on campus since 1855; five percent of undergraduate men and three percent of undergraduate women affiliate. Common Ground is an LGBTQ+ activism club that offers a safe environment for students to express their identity freely and to make positive change through open dialogue. The Queer and Trans People of Color Collective or QTPOCC—pronounced "cutie-pock"—describes itself as a "space curated for queer and trans people of color, specifically."

The House of Peace and Equity, or the HOPE Center, opened in 2019. The center houses Intercultural Life and the Office of Spiritual Life and features open, flexible spaces that students and other members of the Knox community can use in a variety of ways, such as for worship, prayer, meditation, and reflection.

In fall 2024, the College officially welcomed more than 400 new students to campus, its third-largest class of new students in its history. This historic group hails from 33 states and 30 countries, reflecting the College's strong national and international reputation. The Class of 2028 also set the record for the largest group of international students in Knox's history and one of the largest classes of transfer students.



## Athletics

Intercollegiate athletics at Knox date to the late nineteenth century and are an important attraction for matriculating students, with some 40 percent of undergraduates participating. Knox adopted its current mascot, the Prairie Fire, in 1993 and refers to the annual spring burning of the prairie lands at Green Oaks.

Knox is a member of the Midwest Conference of NCAA Division III. The College offers 16 men's and women's varsity sports, as well as 8 club sports, including water polo, fencing and ultimate frisbee. Recent athletic highlights include the 2016, 2017, & 2018 Conference Champion women's soccer teams that participated in the NCAA Division III National Tournament and the 2018 men's soccer team that did the same.

The Knox mascot is a fox named Blaze, and the College colors are purple and gold. Knox and Monmouth College have the sixth-oldest college football rivalry in the United States, the Bronze Turkey trophy. Awarded annually to the victor of their game, the trophy was created in 1928 and has the distinction of being ESPN's fifth "most bizarre college football rivalry trophy."

In February 2025, Justin Newell became the College's new vice president and director of athletics. Newell came to Knox from Kenyon College, where he served in a variety of positions, most recently as associate director of athletics.

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## Alumni Affairs and Advancement

Knox has more than 18,000 living alumni throughout the world, many finding success in all dimensions of their lives. Knox alumni teach at the nation's—and world's—leading educational institutions; lead international corporations; write for the world's leading media outlets; make new discoveries every day; and contribute to the well-being of local, national and international communities. Knox alumni clubs are organized around city and regional residence, as well as affinity (such as the Black Alumni Network and the LGBTQ+ alumni club). Homecoming has been formally celebrated in October around home athletic contests since 1920; the weekend also draws Reunion classes for a special program of social events and dinners, as well as parents, family and friends of current students.

The College continues to grow annual gifts, with the Knox Fund raising over \$6 million annually from over 5,500 alumni, parents, and friends. Additionally, there are 300+ volunteers each year for Knox events, reunions and those serving as admission ambassadors and career mentors.

In December 2024, Knox launched Venture Boldly, the first comprehensive campaign for Knox in more than 20 years. With an ambitious goal of \$175 million, Venture Boldly is focused on the three initiatives outlined in the Strategic Planning Framework—drive strategic growth, enrich the student experience, and invest in our community—and has raised more than \$105 million to date. Major gifts include more than \$6 million in gifts to build new, year-round facilities at Green Oaks, a multi-million gift to create the Etz Family Institute for Civic Leadership and Dialogue, more than \$1 million for student success initiatives, and \$500,000 foundational gift in support of unrestricted annual giving. In addition, more than 200 Knox



alumni, parents, faculty, staff, and friends have gathered around the country to celebrate the launch, with eight more events planned for spring 2025.

## Finance

Knox derives its operating revenues primarily from three sources: student fees (including tuition, room and board, and other fees, net of financial aid), annual giving to the Knox Fund, and an annual endowment draw authorized by the Board of Trustees. For the fiscal year ended June 30, 2024, student fees accounted for roughly 49 percent of operating revenues, with annual giving and the total endowment support contributing 9 percent and 34 percent, respectively. The College's fiscal year runs from July 1 through June 30.

Knox has deployed its current financial resources to support the mission and maintain and adapt the educational program to be relevant today and into the future. The governance, leadership and



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administrative structures are transparent and seek to be inclusive of all constituencies of the Knox community. The College has systematically developed and is executing strategies to increase revenues, improve retention, and control costs to reverse this trend.

The College's endowment market value has increased significantly since 2009, from \$57.5 million in FY09 to \$169M million on June 30, 2024. The growth has been the result of significant donor contributions through the Above & Beyond Initiatives fundraising campaign, coupled with investment performance. Due to its growth, the dollars coming from the endowment have increased even as the budgeted percentage draw (6.5 percent) has remained constant for the past eight years.

The majority of the endowment investments are professionally managed by T. Rowe Price. The Investment Advisory Committee has quarterly calls with the adviser. Market outlooks, performance against benchmarks and asset allocation reporting are the typical agenda items for discussion. The annual budget support provided by the endowment is based on a 12-quarter market value average. This calculation is presented to the Board at each February meeting for approval. The resultant dollar calculation is then incorporated into the budget planning model.

Since 2012, the College's primary banker has been PNC. The College's operating line of credit is renewed annually. All of the College's long-term debt was refinanced in late 2021. As of June 30, 2024, total debt for the College stood at \$43.6million. Given the size of the endowment, the debt load is considered reasonable, and no issues have occurred with meeting the debt covenants in place.

The Higher Learning Commission's 2019 visit found signs of significant improvement in the financial situation at Knox since the last comprehensive visit, including much-improved Composite Financial Index (CFI) data and notable gains in both the College endowment and fundraising. During the past three years,

evidence filed showed that the CFI, The Department of Education Financial Responsibility Ratio, the liquidity ratio, and the debt service coverage ratio have all been well above required threshold levels. While the financial challenges noted above are significant at Knox, the visit revealed both a healthy sense of urgency in dealing with those challenges and a sense of confidence that the College will find a way to adapt to the rapidly changing landscape in higher education. The mid-cycle 2023 assurance review affirmed continued progress in this area.

## Galesburg and Its Region

Knox is the anchor institution of its hometown of Galesburg in Western Illinois. Galesburg, the seat of Knox County, is 45 miles northwest of Peoria, IL and 55 miles southeast of Davenport, Iowa, and the Quad Cities, with their combined population of 474,937. The city is approximately 50 miles east of the Mississippi River.

Galesburg's economic prosperity grew with the railroads, which arrived in 1854. Today, Amtrak provides service from Chicago on four trains daily, a journey as short as 2 hours, 38 minutes, and with a one-way fare as little as \$21.



The Knox-Galesburg Symphony brings metropolitan-level performance standards, world-class artists and a plentiful spectrum of education opportunities for all ages in Galesburg. The Prairie Players Civic Theatre, founded in 1915, continues to create quality productions and enrich the community through educational and entertainment opportunities. The Galesburg Community Arts Center and the Galesburg Railroad Museum offer both permanent and special exhibits, as well as educational programming. The Orpheum Theatre celebrated its centennial in 2016.

Built as a vaudeville theatre and later a movie house, the Orpheum is now a not-for-profit venue for the performing arts. The annual Knox-Rootabaga Jazz Festival is a week-long event that draws world-renowned musicians and visitors from around the country. The Galesburg Farmers Market operates from May to October. Galesburg has an extensive public park system, including the Hawthorne Center Recreational Complex, the Bunker Links Golf Course, and



Lake Storey Beach and Pavilion. The Soangetaha Country Club was founded in 1895; its USGA Championship, Tom Bendelow-designed 18-hole golf course is the finest in the region. The Club has hosted 10 state championships and two national tournaments over the years.

Adjacent to the Knox campus, the Galesburg Historic District includes 1049 contributing buildings and contains the town's original plat as well as several older neighborhoods. The section of the district south of North Street encompasses Galesburg's historic city center and its most significant landmarks, such as the Knox County Courthouse, the Knox County Jail, the Burlington Depot and Main Street's commercial buildings. Knox and its historic Old Main are also located in the southern half of the district. The residential area north of North Street has a notable inventory of Queen Ann and Classical Revival houses.

The Seminary Street Historic Commercial District is just three blocks in length, but it has had a significant impact on Western Illinois, earning national recognition as the original Main Street pilot project of the National Trust for Historic Preservation. [www.seminarystreet.com](http://www.seminarystreet.com).



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## The Role of Provost & Dean of the Faculty

The Provost and Dean of the Faculty serves as chief academic officer, responsible for overseeing all academic affairs and operations of the College and reports to the President. As a key member of the leadership team, the Provost directs long-range strategic planning, including the implementation, review, and assessment of academic programs, leads the recruitment and development of faculty, manages the academic affairs staff, coordinates and monitors all academic budgets, and ensures that the College meets or exceeds its educational mission and accreditation standards.

Working with Knox's 19 academic departments, the Provost is responsible for supporting and advancing teaching, scholarship, curricular innovation, and undergraduate research. Currently, the associate dean of the College, associate dean for faculty affairs, and associate dean for curriculum and assessment report directly to the Provost. Other units reporting to the Provost are the Seymour Library and Amott Science Commons, Center for Teaching and Learning, Disability Support Services, Institutional Research, the Office of the Registrar, the McNair Program, Sponsored Programs, the TRIO Program, the Vovis Center



for Research and Advanced Study, and several other centers serving the development of Knox students. The Office of Academic Affairs also supports and facilitates international research collaboration as well as international agreements and partnerships. As chief academic officer, the next Provost will work steadfastly to ensure the integrity, value, and viability of the academic program. This individual will lead the curricular innovations and faculty development initiatives necessary to position the College for competitive success in the decades to come.

## Opportunities and Challenges

Serving as Provost and Dean of the Faculty at this moment in the College's trajectory is a once-in-a-lifetime opportunity for an experienced, innovative, and capable leader to define the meaning of liberal education in the Internet Age [an era of technological upheaval and artificial intelligence], reforming the academic agenda of an institution that intends to continue transforming the world. This individual will have the ability to:

- Determine with the President, Board, and senior leadership the process that will guide the evolution of the academic program and define the modes of cooperation and partnership essential to creating bridges among the faculty, their priorities, and the perennial work on behalf of the College.
- Shepherd the faculty and academic affairs staff through a strategic planning process centrally focused on the next 10 years of innovation and shifts ahead for the academy. Spend time listening and learning across all departments and units, and then guide Knox through an expansive and careful exercise of readying for reckoning with stark economic and demographic realities and embracing considerable change (including, among many other undertakings, significantly broadening the pipeline of community college transfer

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students). Amidst this process, develop a clear articulation of the liberal education provided by the College and its enduring value for students today, and provide departments with coherent, measurable frameworks to guide decisions about curriculum, advising, and resource allocation within a framework of accountability and transparency.

- Lead the academic affairs division to proactively meet the many operational demands of the College and of the faculty, while building capacity in assessment, faculty development, and digital transformation. To support these efforts, create new channels of communication and organizational systems and policies to facilitate enhanced collaboration and efficiencies that maximize the student experience and student outcomes. Working across the College, establish productive and new organizational and cultural norms and rededicate Knox to institutional effectiveness and data-driven problem solving. Additionally, forge a sense of shared enterprise between faculty, administrators, and student development and athletics staff across the College.
- Foster a palpable sense of appreciation and esprit de corps amongst all those who animate the curricular, co-curricular, and extracurricular life at Knox. Create and capitalize on opportunities for collaboration. And elevate the standard for communication, cooperation, and responsiveness between these constituencies.
- Insist on a culture of rewarding and celebrating faculty service and achievement. Ensure that faculty are supported to be the very best educators, scholars, and colleagues they can possibly be.
- Build on current faculty-led initiatives to guarantee that faculty are championed, inspired, motivated, and deeply valued, while also held accountable to the highest academic standards. In partnership with senior leadership, recognize and support



outstanding research and scholarly accomplishment across all disciplines through clear and rigorous processes of faculty recruitment, evaluation, tenure, and promotion. The Provost is expected to be a productive, scholarly exemplar.

- Implement a holistic, campus-wide retention and full life-cycle-of-the-student graduation strategy. Working closely with the vice president for student development, the Provost will insist that high priority be given to academic advising, early alert systems and interventions, student success workshops, learning communities, and first-year experience courses. Build bridges between the curriculum and co-curricular programs to increase retention and persistence toward timely graduation. Demand that all elements of the College work in tandem to provide coordinated and highly customized support for each student while ensuring that the Knox experience continually forges explicit connections between students' classroom and co-curricular experiences and the ever-changing world awaiting them upon graduation.
- Create the infrastructure, and investment across disciplines, for ongoing mentorship of both junior and tenured faculty, while



designing and implementing a robust Center for Teaching & Learning squarely focused on pedagogical innovation.

- Realize the aspirations of the 2018 curricular reform. This moment presents a ripe opportunity for the College to enhance and reinvigorate the overall curriculum with an eye toward refreshing public appreciation of the value of a liberal education. Lead the faculty in reemphasizing the historic links between undergraduate instruction and original student scholarship, while creating new academic vistas and interdisciplinary collaboration. Continue to give high priority to tech-enabled pedagogy and research, the promotion of digital learning, and the preparation of Knox graduates to lead successful lives in a networked world.

## The Ideal Candidate

Knox College seeks a world-class leader who has thought deeply about the value of a liberal education and has the vision, leadership acumen, and tenacity to position the College as a leader in liberal arts education for decades to come. The person will be an institution-builder, a strong program implementer, and a creative strategic, and enterprising academic leader.

The Provost must be an inspiring and persuasive champion for faculty, staff, and students; and must be committed to academic excellence, the liberal arts, social justice, and diversity, equity, and inclusion. This next leader will also be an exceptional communicator, collaborative, transparent, and results driven. They will have spent a significant portion of their career in the classroom, be tenured at the rank of full professor, or immediately eligible for promotion to same in a Knox academic department, and be a standard bearer in the following domains:

### **Deep Understanding of the SLAC Model & Culture:**

Appreciation for the ethos of a small, residential liberal arts college and an understanding of the value of interdisciplinary education, immersive experiential learning, and mentorship-driven teaching. Can articulate this elegantly, for a broad variety of audiences, extemporaneously.

### **Towering Administrative Experience:**

Significant track record of excelling in increasingly high-stakes administrative roles. If not a sitting provost, a portfolio on par with the Knox associate deans as well as a sophistication around pedagogical best practices and development, and tech-enabled innovation.

### **Unimpeachable Credibility with Faculty:**

Scholarly, research, and teaching experience that immediately commands the respect of the faculty; a track record of promoting interdisciplinary curricula and research activities; and a verifiable commitment to building, retaining, and motivating the strongest possible faculty, and providing them with the resources they need to excel. Knowledgeable about complicated matters of faculty governance.

### **Strategic Vision & Change Management Experience:**

Skilled at linking vision to implementation. Able to drive institutional change thoughtfully, with a penchant for clear metrics and assessment.

### **A Transparent & Inclusive Leadership Style:**

Embraces honest communication, shares decision-making rationales, and invites faculty,

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staff, and students into ongoing dialogue. Adept at building trust, especially in cases where it may have eroded.

**Data-Informed & Tech-Savvy:**

Comfortable using data and technology to guide policy, curriculum development, student support interventions, and resource allocation decisions.

An awareness of, if not savvy with, the rapid developments within the world of artificial intelligence and how these machine learning process can inform teaching, learning, scholarship, and operations/systems/resource management.

**Empathy & Emotional Intelligence:**

A consummate listener. Attuned to diverse faculty, staff, and student backgrounds, sensitive to workload concerns, and capable of reinforcing a sense of community and belonging.

**A Bridge Builder:**

Able to engage productively with the President, Board, faculty and staff, as well as with faculty across the disciplines and ranks, ensuring accountability and alignment with the College's goals. Artful enough to maintain credibility with seemingly opposed constituencies.

**Adaptability & Resilience:**

Eager and able to tackle entrenched problems, willing to confront resistance diplomatically but directly. Possess the courage and perseverance to lead through complex cultural shifts. Indefatigable.

early commitment to increase access to all qualified students of varied backgrounds, races and conditions, regardless of financial means.

Today, we continue to expand both the historic mission and the tradition of active liberal arts learning. We provide an environment where students and faculty work closely together and where teaching is characterized by inviting and expecting students to pursue fundamental questions in order to reach their own reflective but independent judgments. The mission is carried out through:

**Our curriculum:** Combining inquiry in traditional as well as newer disciplines with the integrative perspective of interdisciplinary work; building from basic skills of writing, reading, calculating and critical analysis to opportunities for sophisticated student research and creative expression.

**The character of our learning environment:**

Encouraging the critical exchange of ideas, challenging our students with high expectations and persistent demands for rigorous thinking within a supportive and egalitarian environment, characterized by the informality and openness that mirrors our Midwestern surroundings.

**Our residential campus:** Encouraging the personal, cultural and intellectual growth of our students in a reflective, inclusive and engaged campus community through supportive residential opportunities, numerous student organizations, a wide array of creative activities and cultural programming and opportunities for intercollegiate and recreational sports.

**Our community:** Reaffirming and extending our ongoing commitment to a diverse community of students, faculty and staff with each new hiring and admission.

Our aims throughout are to foster a lifelong love of learning and a sense of competence, confidence and proportion that will enable us to live with purpose and to contribute to the well-being of others.

## Mission Statement

Knox College is a community of individuals from diverse backgrounds challenging each other to explore, understand and improve ourselves, our society and our world. The commitment to put learning to use to accomplish both personal and social goals dates back to the founding of the College in 1837. We take particular pride in the College's



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## Procedure for Candidacy

Review of candidate materials has already begun and will continue until the appointment. A complete application will include a letter of interest, a curriculum vitae or résumé. Expressions of interest, nominations and inquiries should be directed to Lionel Anderson at [Provost@JMSearch.com](mailto:Provost@JMSearch.com).

## Notice of Non-Discrimination

*In keeping with its commitment to equal rights since it was founded in 1837, Knox College particularly welcomes applications from members of underrepresented groups. Knox College does not discriminate on the basis of sex, pregnancy, gender identity or expression, race, color, creed, national or ethnic origin, religion or religious affiliation, sexual orientation or preference, age, marital or family status, disability, veteran status, or other status protected by applicable federal, state, or local law in admission, financial aid, employment, athletics, or any other aspect of its educational programs or activities. In addition, Knox College is prohibited by Title IX of the Education Amendments of 1972 and its accompanying regulations from so discriminating on the basis of sex.*

*The College official responsible for coordinating compliance with this Notice of Non-Discrimination is the Director of Title IX and Civil Rights Compliance. Any inquiries regarding Title IX or the College's policies that prohibit discrimination and harassment should be directed to the Director of Title IX and Civil Rights Compliance identified below. The coordinator will be available to meet with or talk to students, staff, and faculty regarding issues relating to this Notice of Non-Discrimination and the College's policies and procedures.*

Director of Title IX and Civil Rights Compliance  
Old Jail 12 | Campus Box K-209  
337 South Cherry Street  
Galesburg, IL 61401  
Phone: 309-341-7751  
Email: [cultureofrespect@knox.edu](mailto:cultureofrespect@knox.edu)

Inquiries about the application of Title IX to Knox may be referred to the Director of Title IX and Civil Rights Compliance, the United States Department of Education's Assistant Secretary for Civil Rights, or both. Individuals may also contact the U.S. Department of Education's Office of Civil Rights for additional information.

Office for Civil Rights  
U.S. Department of Education-Chicago Office  
500 W Madison St., Suite 1475  
Chicago, IL 60661-4544  
Phone: 312-730-1560  
Email: [ocr@ed.gov](mailto:ocr@ed.gov)

Inquiries regarding the College's policies regarding the Americans with Disabilities Act of 1990 ("ADA"), or Section 504 of the Rehabilitation Act of 1973 ("Section 504") should be directed to either the Human Resources Manager or Director of Disability Support Services identified below.

For Employees:  
Human Resources Manager  
Shannon Lewis  
Administrative Services Bldg - 112  
Campus Box K-200  
368 South Prairie Street  
Galesburg, IL 61401  
Phone: 309-341-7474  
Email: [shlewis@knox.edu](mailto:shlewis@knox.edu)

For Students:  
Director of Disability Support Services  
Stephanie Grimes  
Umbeck Science-Mathematics Center E111  
Campus Box K-183  
340 South West Street  
Galesburg, IL 61401  
Phone: 309-341-7478  
Email: [sgrimes@knox.edu](mailto:sgrimes@knox.edu)