CIU | Columbia International University

Educating people from a biblical worldview to impact the nations with the message of Christ

PRESIDENTIAL SEARCH

OPPORTUNITY PROFILE

Presented by The Dingman Company

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THE OPPORTUNITY

Columbia International University is seeking its next President to help lead it into a new season of effective service for God's work in these important days of challenge, change and opportunity in Christian education.

Anchored to its Bible College roots, Columbia International University (CIU) is focused on serving as a leading, globally engaged, comprehensive Christian university featuring a seminary, post-secondary programs ranging from associate to doctoral levels across a broad spectrum of academic and professional domains, and a multi-campus PreK-12 Christian school. By strategically rightsizing and focusing its resources in early 2023, CIU is now poised to move into a preferred future of growth and innovation.

Among its numerous advantages are:

- Seventy-four undergraduate and graduate marketplace and ministry focused educational programs including the recently added Nursing, Biology, and Biological Sciences degrees.
- An extensive range of established and successful online programs.
- A 400-acre campus with plenty of room for substantial growth.
- Commitment to be a welcoming, ethnically diverse campus community that represents and serves well underrepresented student populations, particularly among the African American and Hispanic populations.
- CIU's global mission impact potential, anchored to its alumni deployment in over 150 countries and its extensive successful current international study and service-learning activities.
- South Carolina's projected 5% population increase in the coming decade.

ABOUT

CIU is celebrating its 100th Anniversary! For a century, CIU has been ***educating people from a biblical worldview to impact the nations with the message of Christ***, equipping students in South Carolina and around the world with a Christian education since 1923.

History

Columbia International University exists because of the power of prayer. Emily Dick – concerned for the spiritual needs of her city's mill workers and their families – attended Moody Bible Institute (1913-1918) to better learn Scripture. Five years later (1923), and now back home, she and a circle of six other "praying women" saw their dream of a local Bible school come true. Thanks to the prayers of this Sunday school teacher and her friends, CIU became a catalyst for preparing and mobilizing thousands of students for ministry and missions.

In 1929, the school's name changed to Columbia Bible College**,** then with the subsequent addition of graduate and seminary degrees, to Columbia Bible College and Seminary, and ultimately in 1994 to Columbia International University reflecting its more comprehensive scope and global footprint.

Academic Colleges/Schools

- College of Arts and Sciences (encompasses Bible, Christian Ministries, Liberal Arts/Humanities, Health Sciences, Natural Sciences, Social Sciences)
- Cook School of Business (encompasses Business and Organizational Leadership, Sports Management and Healthcare Administration)
- College of Education
- College of Intercultural Studies
- CIU Global School
- School of Nursing (In 2022, CIU's Nursing program was launched with 23 students and the School of Nursing was formally established.)
- Seminary and School of Ministry

Academic Programs & Majors

Today, CIU offers a combined array of 74 undergraduate majors, graduate and seminary programs, professional certificates, high school dual enrollment, and convenient online programs for working adults.

A robust Bible/theology core curriculum nurtures students' lifelong love and believing loyalty toward God and His Word and supports formation of a biblical worldview that undergirds faithful thinking and living. A recent survey of residential students documents that one of CIU's primary strengths is that it helps them grow in their relationship with God.

The faculty and administration bring authentic spiritual contagion and years of Christ-centered teaching and hands-on experience from around the world. In small class settings, students receive one-on-one attention from professors who cultivate formative relationships with them.

Christian Community

Christian community is at the heart of campus life, offering students opportunities to build lifelong friendships, pursue interests outside the classroom, and engage in creative ministry, music and theater, and service-learning opportunities on and off campus.

Campuses

Besides the main campus in Columbia, SC students may pursue CIU studies via two international partner venues:

CIU's East Asia Institute offers online the Master of Arts in Clinical Counseling and Master of Business Administration (MBA) degrees to more than 650 students. Addition of a Master of Arts in Cybersecurity degree and undergraduate majors in Psychology, Business, and Computer Science are projected for the future.

CIU Korntal, a residential and online program, is situated just outside Stuttgart in Southern Germany. Partnership with ***Akadmie für Weltmission (AWM)*** at this small, but vibrant campus brings together students of different cultural and professional backgrounds with missionaries, pastors, and leaders from all over the world, especially Europe, Africa, and Asia. Currently, CIU offers the following degrees through the AWM-Korntal campus:

- MA in Culture and Theology (courses available in German and English)
- MA in Intercultural Leadership (courses available in German and English)
- MA in Intercultural Studies (fully in English)
- Doctor of Ministerial Leadership (courses available in German and English)

Enrollment

Current enrollment totals more than 2450 students of which approximately 1700 study primarily online. The following is an approximate breakdown:

- 600 Traditional Undergraduate students
- 1,000 Graduate/Online students
- 650 East Asia Institute students
- 50+ AWM-Korntal students
- 200 Dual enrollment (high school students taking one course at a time)

Intercollegiate Athletics

CIU features an extensive intercollegiate (NCCAA/NAIA) athletics program including baseball/softball, basketball, e-sports, golf, soccer, track & field, and volleyball teams. Over 60% of resident undergraduate students are involved in athletics.

Institutional FAQs

- Institutionally accredited by SACSCOC, ABHE and ATS.
- Specialized programmatic accreditation: NCATE, CACREP
- Student/faculty ratio: 16:1
- Average class size: 18
- Male/female student ratio: 51%/49%
- Undergraduate student body is 65.9% Caucasian, 19.6% African American, 4.2% international.
- Seminary/Graduate student body is 33.4% Caucasian, 14.1% African American, 22.7% international.

Tuition and Fees

The current annual estimated costs at CIU for a full-time undergraduate student living on campus are **$39,850**. That includes tuition, living expenses, book rentals, and fees. The average discount rate is 32% and 44% of the full-time undergraduates receive financial aid.

Accolades

- Consistently ranked a Top Southern Regional University by U.S. News & World Report
- A top Best Value University in the South by U.S. News & World Report
- A Best College for Veterans in the South by U.S. News & World Report
- Ranked #5 for Social Mobility in the South (among the best in making sure a student succeeds) by U.S. News & World Report

Ben Lippen School

Sharing the CIU campus, with its own facilities and staff, is CIU's subsidiary Pre-K-12 Ben Lippen School, widely regarded as one of the finest Christian schools in the Southeast. Ben Lippen is a member of the Council for Educational Standards and Accountability (CESA). It currently has a total enrollment of 1150 students on three campuses. It has a $16 million budget and is led by a strong head of school and an experienced, self-perpetuating board of directors.

COLUMBIA, SOUTH CAROLINA

In Columbia, energy and innovation intersect in ways that make it a top-rated place to learn, work, live and play. Nestled in the heart of South Carolina, it is the state's capital city, and home to the 52,000 student University of South Carolina, numerous Fortune 500 companies, and a thriving arts scene and more than 800,000 residents.

Columbia's wide avenues feature historic sites, museums, galleries, music venues, theaters, and shops. Columbia's three rivers, the beautiful Lake Murray with 650 miles of shoreline, canal, national park, and several city parks offer opportunities for recreation and relaxation. Among the kid-pleasing destinations are the award-winning Riverbanks Zoo and Gardens and the largest children's museum in the South.

THE PRESIDENT

RESPONSIBILITIES

Reporting to the Board of Trustees, the president is responsible for leading the university, functioning as the chief spokesperson and operating officer. Therefore, it is expected that the president will both embody and effectively articulate CIU's biblical commitments, mission, identity, and vision. These include:

Doctrinal Fidelity

- Ensure unequivocal long-term board and faculty alignment with CIU doctrinal distinctives for both board and faculty.
- Communicate CIU's biblical and convictional commitments with clarity in connection with faculty and student recruitment, ensuring that all employees are carefully vetted and aligned with CIU's mission, vision, core values and lifestyle standards.

Academic Credibility

- Recruit and retain a godly and gifted faculty who can foster deep learning in a variety of contexts and modalities and contribute to academic research, scholarly discourse, and reflective professional practice.

Faculty Unity and Synergy

- Foster an environment of collegiality, spiritual vitality and mutuality.
- Increase biblical, theological, and ministry integration through inter-departmental and cross-divisional engagement.

Student Vitality and Campus Community

- Foster an environment of student life that promotes spiritual, academic, social, and emotional wholeness, wellness, and growth.
- Model and commend CIU's core values and celebrate the diversity of God's creation, the Church, the Great Commission, and the biblical vision of kingdom consummation.
- Provide a variety of chapel and worship experiences to cultivate personal and community spiritual vitality and create a vision for future ministry.

Enrollment Stability

- Maintain vibrant recruitment and retention strategies to attract and support mission-quality resident and distance learning students.
- Achieve the enrollment levels that correspond to institutional right-sizing strategy goals and adequately support the university's mission and purposes.

Financial Accountability

- Operate with transparent fiscal integrity that merits confidence from internal and external stakeholders, board, auditors, and accreditors.
- Manage income and expenditures within board policy parameters and budget guidelines.

Operational Sustainability

- Maintain the appropriate levels of human, facility, and technology resources to support the university's mission.
- Develop information systems that support accurate and timely fiscal monitoring, decision-making, and ongoing operational planning and resource allocation.

Donor Relations

- Build quality ministry partner relationships that sustain and increase funding for CIU's mission, including student scholarships.
- Communicate with integrity and winsome appeal both the university's present needs and future dreams.

QUALIFICATIONS

The next CIU president will require a unique set of skills and experiences. While recognizing that it is unlikely that a single candidate will possess all these characteristics, we have broken them down into **required**, **desired**, and **preferred** characteristics.

Required characteristics include:

SPIRITUAL QUALITIES

- **Divine Calling –** The President will possess a clear sense of divine calling to CIU's Christian educational mission with a proven track record as an effective organizational leader, perhaps as a CEO. An earned terminal degree from a recognized institution is a strong preference.

- **Relationship with Jesus Christ** – The President will have a vibrant, growing personal relationship with Jesus Christ; if married model healthy family relationships; possess unquestioned integrity and uncompromising courage; and demonstrate a high view of the authority and trustworthiness of God's Word through the consistent life of an obedient disciple.

- **Passion "To Know Him and To Make Him Known"** – The President will have a passion for people to know Jesus Christ as their all-sufficient Savior and Lord, demonstrating a faith that "spills over" to others in the broader evangelical and Christian worlds, knowing that a strong prayer life is foundational.

- **Statement of Faith Concurrence** – The President will wholeheartedly affirm CIU's *Statement of Faith* and related theological convictions and will be a champion of these in both precept and example.

- **Personal Integrity and Spiritual Leadership Qualifications** – The President will exhibit essential NT spiritual leadership qualifications and have earned a reputation for transparently exemplary living and trustworthiness in keeping confidences.

- **Spiritual Custody** – The stewardship of the past, present, and future is entrusted to the President. In awareness of CIU's rich, century-long history of Christian education at the graduate, undergraduate and elementary-secondary school levels, the President will clearly and gratefully honor what God's call and purpose for CIU has been in the past while wisely and courageously assessing how that informs CIU's purpose now and in the future.

LEADERSHIP QUALITIES

- **Steward and Servant** – The President must demonstrate wisdom, compassion, humility, obedience, courage, perseverance, honesty, and self-control in the leadership of others. "EQ" (Emotional Quotient) must be excellent. The President must easily cultivate and sustain mutually nourishing relationships with board members, faculty, staff, students, and donors, serving with steadfast love.

- **Humble and Bold** – The President must be an engaging and approachable individual, not given to hubris and self-absorption, willing to be evaluated, admit shortcomings, accept constructive criticism, and embrace personal change where appropriate. In a word, an effective President must be humble, with this humility rooted in the knowledge of Scripture and passion for God. While humble, the

President must also be passionate and driven with a bold commitment to advancing the Christian faith and the educational mission of CIU.

- **Collaborative and Decisive** – Shared process and collaboration are at the center of a successful working relationship between a president and the board, faculty, administrators, and other internal and external constituents. The President will be known for a participative and collaborative spirit. At the same time, since difficult and strategic decisions must be made, the President must be able to make those decisions with wisdom, conviction, and courage.

- **Communicator and Listener** – As a primary voice of the institution who routinely articulates the mission, vision, and progress of the institution, the President will possess significant competency in both written and oral communication. At the same time, the President must be an eager and earnest listener, demonstrating respect for the ideas and perspectives of others.

- **Friend-Maker and Fundraiser** – The President must be skilled in building warm relationships and friendships with constituents and potential donors who support CIU's mission and ministry. Evidence of success in fundraising for nonprofit organizations is important.

- **International Experience and Global Orientation –** International missions is central to CIU's history, ethos, and alumni constituency. Historically, over 50% of CIU's graduates have gone on to serve overseas. The president must have at least some short- or long-term international mission experience and possess demonstrable global interest and connections.

- **Non-Partisan Civic Disposition and Outlook** – CIU is committed to serving people of diverse social backgrounds, nationalities, and political persuasions that share our biblically-informed core values and mission. The President should therefore seek to model Christian advocacy, civic engagement, and cultural witness in a non-partisan manner. Accordingly, the President should refrain from political partisanship in public speaking engagements and social media. From our handbook: "CIU, being a nonprofit organization, does not make contributions or expenditures in connection with any political election, primary, convention, or caucus, nor does CIU endorse candidates or support them financially. While we as employees and good citizens are encouraged to be active in our local, state, and national political processes, we should avoid any conflict of interest and should refrain from claiming to be a Ministry representative."

EXECUTIVE CAPACITIES

- **Leading a Complex Organization –** The President must have relevant experience leading a similarly complex for-profit or nonprofit organization. Experience in leading a higher education institution through change is highly desirable.

- **Visionary and Strategic** – Through a collaborative process, the President must define and consistently articulate the desired future of the organization. A well-crafted and compelling implementation of the vision inspires organizational participants in the work of deepening constituent commitments to the institutional mission. The President must be skilled at creating a shared vision and leading others in strategic and generative thinking in keeping with the mission.

- **Innovative and Disciplined** – Effective leaders recognize that sustained organizational health requires some level of ongoing innovation and change that yields improvement and ushers the institution into

new spheres of activity. While competent to foster innovation and change, the President must also pursue change in a disciplined manner, encompassing strategic thinking and critical analysis.

EXPECTED COMMITMENTS

- **Tenure** – The President must be prepared to make a long-term commitment (6-10 years), subject to satisfactory performance and at the discretion of the institution.

- **Travel –** The President must be prepared to travel 25+% of the time to meet and network with people living outside of the greater Columbia area.

Desired characteristics include:

- Academic administrative and/or higher education teaching experience.
- Intellectual heft, personal bearing that engenders faculty peer respect.
- Track record of effectiveness in recruiting and retaining high-capacity personnel and, when necessary, acting in timely and decisive fashion to remove incompatible or ineffective subordinates.
- Personal charisma when casting vision that produces the effect of "contagious enthusiasm."
- Familiarity with undergraduate and graduate curricular requirements, institutional effectiveness systems, and accreditation processes.
- Well-developed and articulated Christian philosophy of education, including distance education—theologically grounded and well-informed by learning theory and best current educational practices and modalities.
- Well-developed and articulated mission-congruent philosophy of student personal, spiritual, and vocational formation.
- Appreciation of the Christian intellectual tradition and high value for Christian scholarship, balancing the academic and practical, the innovative and the culturally relevant.
- Familiarity with academic institutional budgeting processes, including resource allocation, fiscal controls, and accountability.
- Information literacy with a forward-looking learning disposition, grasping technology's potential benefits and limitations.
- Evidence of strong work-life balance: spiritual walk, family, and personal relaxation and restoration.
- Evidence of healthy personal financial stewardship, modeling the Scriptural mandates for generous giving.

Preferred characteristics include:

- Ties to CIU's constituent eco-system (i.e., alumni, faculty/staff, trustees, donors, partner churches, missions, ministry organizations).
- Mission-congruent philosophy, grasp, and previous involvement with Christian K-12 education.
- Enrollment management/growth acumen—including student financial aid.
- Non-profit financial, business-model, and fiduciary acumen and track record.
- Ability to assess and mitigate the following kinds of risk: mission-drift; fiscal/fiduciary; liability; safety/security (including cyber).
- Appreciation of the leader-attraction and leadership development potential (and risks) associated with intercollegiate athletics.
- Affirming of current and projected CIU curricular program initiatives, including Business & Organizational Leadership, Nursing, Life & Health Sciences.

While recognizing the difficulty of finding someone with all of these required and desired characteristics, these represent the prayerful qualities of CIU's various constituencies and stakeholders. The Search Committee remains open to the leading of the Holy Spirit as prospects are revealed and considered.

THE SEARCH AND SELECTION PROCESS

The Dingman Company, Inc., an executive search firm, has a successful track record of similar searches. (See: www.dingman.com.) This opportunity will be shared with people who might be or who might know potential candidates. The search firm will establish a list of interested and qualified persons, request submission of a thorough resume and subsequent questionnaire response in a designated format, and conduct follow-up telephone calls and a Zoom interview with the candidate and spouse.

In collaboration with the Search Committee, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the committee. Finalist interviews are projected to take place in Columbia, SC in November 2023.

Columbia International University and The Dingman Company are committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations such as this, candidates will be evaluated based on the organization's theological beliefs and religious practices.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including Columbia International University, without their prior consent, nor will reference contacts be made until mutual interest has been established. Reference checking will require the candidate's permission to access third parties. The consultants and the search committee will be cautious and sensitive as needed to preserve each candidate's anonymity.

For further information on this position, please contact:

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