Position Specification

PNCA
Pacific Northwest College of Art

President

Fall 2019
POSITION SPECIFICATION

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<th>Position</th>
<th>President</th>
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<tr>
<td>Institution</td>
<td>Pacific Northwest College of Art</td>
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<tr>
<td>Location</td>
<td>Portland, Oregon</td>
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<td>Reporting Relationship</td>
<td>President reports to the Board of Governors</td>
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<td>Website</td>
<td><a href="http://www.pnca.edu">www.pnca.edu</a></td>
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<tr>
<td>Korn Ferry Contact</td>
<td>Paul Chou, Co-Managing Director, Global Education Practice</td>
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<td>Tenley Gwen Bank, Global Education Practice</td>
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The Pacific Northwest College of Art (PNCA) seeks a creative, strategic, engaging leader for the position of President. Reporting to the Board of Governors, the President will have an extraordinary opportunity to advance a distinctive college incorporating a range of forward-looking programs in visual arts, design, media, and critical studies. Unique to the region, PNCA’s intimate campus provides a rich environment for students to grow as creative artists, designers, scholars, and global citizens steeped in a practice of critical inquiry.

ORGANIZATIONAL BACKGROUND AND CULTURE

PNCA is a fully accredited, nonprofit, private art college located in the heart of downtown Portland, Oregon, one of the most creative and livable cities in the country. Since its founding in 1909, PNCA has nurtured the talent in its students for radical reimagination and transformation. Our studios and galleries continue to give rise to a vibrant community of innovators and culture-makers. At the creative heart of Portland, PNCA is a center for communities of artists, designers, and scholars, presenting more free public programs and exhibitions annually than any other arts institution in the city.

The artists of the Museum Art School, the precursor of the Pacific Northwest College of Art, have shaped the visual arts landscape of the region for more than one hundred years. They have become the teachers, professional artists and designers, gallery owners, and art museum curators who have filled galleries and molded young artists while making Portland a visual arts and design mecca.

PNCA offers eleven Bachelor of Fine Art (BFA) degrees in animated arts, creative writing, general fine arts, graphic design, illustration, interactive design, intermedia, painting, photography, printmaking, sculpture, and video & sound; eight graduate degrees including Master of Fine Arts (MFA) degrees in applied craft + design, collaborative design, print media, visual studies, creative writing, Master of Arts (MA) degrees in design systems and critical studies and a dual MA/MFA option; eight Minors; a Post-Baccalaureate; and a range of Community Education programs for adults and youth. In collaboration with Reed College, students can earn a BFA from PNCA and a BA from Reed in just five years.
Mission
We prepare students for a life of creative practice. Our Four Core Themes—integrated throughout our curriculum and everything we do—give students the tools to thrive as creative people in the world.

▪ Studio Practice: We teach young people necessary studio habits of mind and hand.

▪ Critical Inquiry: We give students the tools to examine existing and emerging cultural, social, and political conditions and to make informed judgments.

▪ World View: We encourage understanding of diverse cultures and teach students to recognize the interconnectedness of both natural and human systems.

▪ Professional Practice: We equip students with tools and best practices for optimal professional growth.

Vision Statement
We empower students to reimagine what art and design can do in the world. As artists and designers, radically reimagining everything is at the heart of what we do every day in the studio when we are at our best. We challenge our students to think big and to extend their creative problem-solving superpowers well beyond the traditional horizons of art and design.

PORTLAND: PROGRESSIVE, LIVABLE, VIBRANT

Major creative enterprises join design and artisan entrepreneurs to make their headquarters in Portland, a top-rated place to live with stellar food, culture and nature. Portland was just named one of Metropolis magazine’s ten “Best Cities to Live In” worldwide—the only U.S. city on the list. There is a vibrant art, music, and literary scene with the Time-Based Art Festival, Music Fest Northwest, The Portland Zine Symposium and the Wordstock Festival, among others. Portland is also home to Powell’s City of Books, the largest independent bookstore in the United States. There are many art walks, including First Thursday in the Pearl District, Last Friday on the Inner Southeast Side and Last Thursday in the Alberta Arts District.

The city is incredibly bike friendly with dedicated bike lanes, shared bike streets, and one of the country's most active cycling communities. The public transportation system includes frequent buses, the MAX light rail operated by Tri-Met, the Portland Streetcar, and the Portland aerial tram. For those who wish to explore the region, Portland is just 60 miles from both Mount Hood and the Pacific Ocean. The windsurfing and hikes of the Columbia Gorge are just half an hour away.

The natural beauty of the region is folded right into the city. Portland has one of the country's largest urban reserves: Forest Park, located within city limits, is a 5,000-acre wooded area with an extensive trail system for hiking and biking. The Portland metro area has 37,000 acres of green space, including 288 public parks and 166 miles of trails. The Willamette River runs straight through the heart of the city, plied by kayaks, dragon boats, sail boats, and canoes.

For more information on Portland and its many attractions, please see: https://www.travelportland.com/
THE OPPORTUNITY

PNCA is in an enviable position to take advantage of the College’s deep historical ties as well as of Portland’s standing as a progressive, entrepreneurial center with a thriving creative community. This position affords the opportunity to lead a world-class art and design college; to forge exciting partnerships with the creative industry sectors of the economy; as well as to epitomize the wide-ranging value of art and design education. As the only private independent arts and design college in the region, PNCA serves a crucial role in building the creative future of the Pacific Northwest and in educating globally engaged citizens who live the values of critical inquiry regardless of their career path.

THE ROLE

- Reporting directly to the Board of Governors, the President is charged with driving the vision for the institution, collaboratively developing policies that support this vision, fostering educational programs that are strategic and relevant, ensuring long-term sustainability of the academic enterprise, and expanding the connectivity between the College and its constituencies (alumni, business, civic, and community).

- As the public face of PNCA, the President will build regional, national, and international relationships to promote recognition, partnerships, and a robust donor base for the College.

- The President will be an advocate for diversity, equity, and inclusion, leading PNCA’s commitment towards living and upholding these values in all areas of the College and the broader community.

- The President will be a tireless champion of PNCA. They will attract, develop, and retain talent, resources, and ideas that will sustain and advance the PNCA’s reputation and stature.

- The successful candidate will have strategic, programmatic, financial, and management operational responsibility that will support PNCA’s commitment to preparing creative practitioners, engaged citizens, and entrepreneurs.

- The President will need to build the College’s fiscal foundation and explore new opportunities that are consistent with PNCA’s student-centered and community-engaged mission.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

The Pacific Northwest College of Art seeks an inspiring and seasoned leader with the intellectual breadth, as well as the organizational and interpersonal skills, to manage a specialized organization. The successful candidate will be a collaborative leader with a distinguished record of outstanding professional accomplishment, proven commitment to diversity, equity, and inclusion and history of sound financial decision-making and leadership success. They will have a proven track record of organically developing and executing a strategic vision; they must be a persuasive, authentic communicator who can represent the College and its academic mission to a broad range of stakeholders and partners regionally, nationally, and globally. They must understand the complexities of higher education, particularly in the creative disciplines, and possess a proven ability to motivate and empower the staff and faculty to carry forward the institutional mission with integrity and accountability. The successful candidate will be able to build
trust across constituencies through transparent decision-making and an approachable leadership style. Moreover, the successful candidate must have the ability to lead and sustain long-term efforts to promote programs and fundraising activities that support institutional goals, a personal passion for arts and design education and a genuine interest in people.

Experience with higher education institutions is desirable; equivalent distinguished leadership experience at relevant organizations will also be seriously considered. The successful candidate will have the following competencies and demonstrated experience including, but not limited to:

**Leadership Style and Qualities**
- Serving as the public face for the institution;
- Leading and working effectively and with sound judgement within a complex organization comprised of multiple and diverse constituencies, including a Board of Governors;
- Developing an innovative and agile institutional vision that organically incorporates stakeholder contributions, respects and upholds shared governance and engages a local and regional community;
- Attracting, retaining, and inspiring talented employees and building a committed, collaborative, high-performance culture;
- Sensitive to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of faculty, staff, and students;
- Developing a culture of transparency, accountability, trust, and respect;
- Building an inspiring institutional narrative that engages internal and external stakeholders and donors;
- Possessing abundant social emotional intelligence that can sensitively manage institutional change;
- Communicating institutional relevance and value proposition to a variety of constituencies on behalf of an organization;
- Demonstrating willingness to listen and be accessible to and interact with students and faculty.

**Resource Development**
- Being a persuasive advocate for a compelling institutional mission, driving opportunities to engage with donors and philanthropic entities to increase grants and philanthropic gifts;
- Demonstrated experience attracting, cultivating, and securing leadership gifts from individual, foundation, and corporate donors to further an institutional mission;
- Identifying and operationalizing entrepreneurial initiatives that provide alternative revenue streams;
- Inspiring and motivating partners and potential partners to action in support of promoting arts and creativity to advance civic engagement and social justice.

**Operational Excellence**
- Demonstrating managerial, business, and financial acumen that has translated into successful operating results;
- Establishing the infrastructure to support professional development of faculty and staff;
- Understanding of and commitment to governance best practices;
- Demonstrating excellence in organizational assessment and human resources management;
- Setting a clear, positive agenda and delegating to achieve excellent results, particularly in the areas of program improvement and development.

**Financial Management**
- Demonstrating exemplary fiscal management, including fund accounting and budgeting;
Possessing keen understanding for how to leverage and maximize assets on behalf of an organization;
- Being familiar with fiscal policies, regulations, and reporting requirements;
- Managing institutional officers and governing boards as they handle fiscal issues.

**Academic/Aesthetic Sensibilities, Love for and Knowledge of the Arts**
- Possessing a deep commitment to the rigorous education of aspiring innovators, creatives, problem solvers, and leaders;
- Knowing trends, challenges, and strategies in higher education, particularly within the art and design sphere;
- Understanding and respecting those working in the creative practices.

**EDUCATION**

Earned graduate degree preferred. In lieu of an advanced degree, candidates should possess an exemplary record of success in a relevant leadership position.

**COMPENSATION**

The Pacific Northwest College of Art offers an attractive compensation and benefits package, commensurate with the successful candidate’s background and experience.

**APPLICATION PROCEDURES**

Applications should consist of a detailed cover letter responsive to the needs of the Pacific Northwest College of Art and a curriculum vitae. For priority consideration, please apply by **December 6, 2019**. To ensure full consideration, inquiries, nominations, and applications should be submitted in confidence to:

pnca-president@kornferry.com

*Pacific Northwest College of Art is an equal opportunity employer that values diversity and whose mission is to provide an education that prepares students for sustained creative achievement in the fine and design arts and throughout their lives.*