

TRINE  
UNIVERSITY

PRESIDENTIAL  
SEARCH



# ABOUT TRINE

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Founded in 1884 as Tri-State Normal College by the residents of Angola, Indiana, Trine University today serves nearly 15,000 students that include a beautiful 450-acre campus, the Dr. Earl D. and Melanie N. Brooks College of Health Professions in Fort Wayne, and education centers in Detroit, Phoenix and Reston, Virginia, as well as an online program.

Though Tri-State was established to train teachers, the college expanded into other areas, and in 1902 launched what today is the Allen School of Engineering and Computing, recognized as one of the finest undergraduate schools of engineering in the country. More recently, the university launched programs in the health sciences and health professions that are training increasing numbers of students to meet critical needs in the job market regionally, nationally and around the world.

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Tri-State reorganized and revised its name to Tri-State College in 1906 and attained university status in 1975. In 2008 Tri-State was renamed Trine University in honor of trustees Drs. Ralph and Sheri Trine, to better define its mission and direction.

More than 99 percent of Trine graduates over the past 11 years have been employed or in graduate school within six months of commencement. Trine graduates are prepared for careers through hands-on experience with real-world projects via internships and co-ops, and personal guidance from caring, expert faculty. The university is consistently ranked among the Midwest's best universities by U.S. News & World Report and other organizations.



# TRINE UNIVERSITY MISSION AND VISION

## ***Mission***

Trine University promotes intellectual and personal development through professionally focused and formative learning opportunities, preparing students to succeed, lead and serve.

## ***Vision***

Trine University will be recognized as a premier private university, characterized as engaged, dynamic, growing and adding value.

# BY THE NUMBERS



**16:1**

Student-to-faculty ratio



**14,516**

Total Trine students



**4,374**

Angola campus students  
(graduate, undergraduate  
and dual enrollment)



**39**

States represented



**26**

Countries represented



**\$36,937**

Average annual financial  
aid offer



**99%**

Students receive some  
sort of financial aid



**99%**

Graduates employed or  
in graduate school over  
the last 11 years



**290**

Employers visited  
campus last year



**\$100 MILLION**

Invested in campus  
improvements over the  
past decade



**\$126 MILLION**

Annual regional  
economic impact



**10**

Trine University's Zollner  
Golf Course is one of the  
top 10 collegiate courses  
in the US



# ACADEMICS

Trine offers more than 40 career-focused undergraduate majors in:

- Arts and sciences
- Business
- Education
- Engineering and computing
- Health sciences

The university also offers undergraduate and graduate degree programs tailored to working adults through TrineOnline; physical therapy, occupational therapy, physician assistant, nursing and surgical technology programs through the Brooks College of Health Professions; and graduate degrees in a hybrid format at its education centers in Detroit, Phoenix and Reston, Virginia.

Academic programs at Trine emphasize practical opportunities to apply knowledge gained in the classroom, with the vast majority of students completing practicums, internships, co-ops or other field experiences prior to graduation. Through Trine Innovation 1, students gain hands-on experience with real-world projects through classroom activities and senior projects.



# ATHLETICS

Trine is a member of the **MICHIGAN INTERCOLLEGIATE ATHLETIC ASSOCIATION**, the nation's oldest athletic conference. Known as the Thunder since 1990, Trine's teams regularly contend for postseason honors.

- About 50 percent of Angola undergraduates are on an intercollegiate athletic team
- 36 competitive intercollegiate teams
- 27 teams compete in NCAA Division III
- 2021 Women's triathlon Division III national champion
- 2022 Women's basketball advanced to the NCAA Division III final four
- 2023 Softball NCAA Division III national champion
- 2024 Men's basketball NCAA Division III national champion
- Over 50 student-athletes received national academic awards during the 2023-24 year

# FACILITIES

Trine has undergone a major campus transformation over the past decade. New academic and athletic facilities and student residencies feature amenities that are second to none.

The **EARL D. AND MELANIE N. BROOKS COLLEGE OF HEALTH PROFESSIONS** is the largest building project in university history, featuring state-of-the-art classrooms and laboratories and the innovative Parkview Mirro Advanced Medical Simulation Lab.



The **MARK AND SARAH MUSIC/RUOFF MORTGAGE ESPORTS ARENA** transformed an auditorium classroom into a facility featuring 60 cutting edge gaming computers, serving Trine students and community partners.



The most recent **BEST HALL EXPANSION** includes offices and classrooms, specialized laboratories and collaborative learning space. Its striking interior murals and the university seal on the center of the building are visible to those driving by campus.



# FACILITIES

The **STEEL DYNAMICS INC. CENTER FOR ENGINEERING AND COMPUTING** features the most advanced technology, flexible labs and classrooms, an active learning lab with a makerspace to foster creativity, and bright, open spaces for collaboration and conversation.



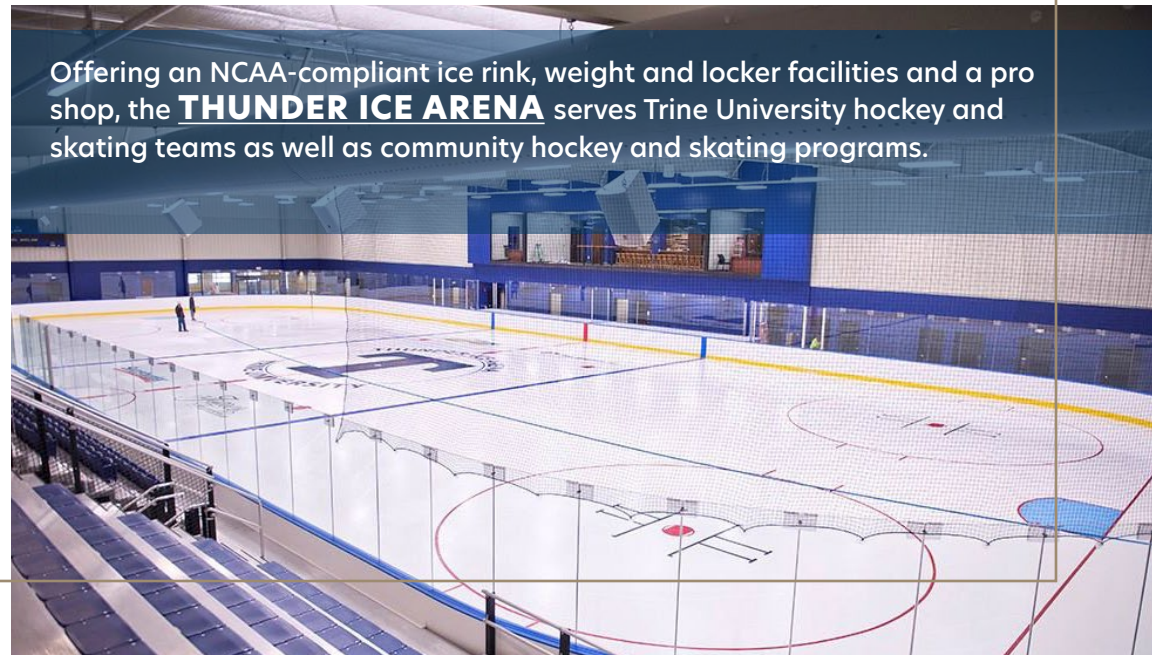
**FABIANI HALL** and **STADIUM HALL** offer apartment-style housing with carpeted rooms including a private bath and air conditioning.



The 3,500-seat **MTI CENTER** offers one of the finest basketball arenas in NCAA Division III in addition to a six-lane bowling alley. A pro shop and banquet hall serve Zollner Golf Course.



Offering an NCAA-compliant ice rink, weight and locker facilities and a pro shop, the **THUNDER ICE ARENA** serves Trine University hockey and skating teams as well as community hockey and skating programs.







# OUR HOME

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## *Angola*

Angola, Indiana, is home to 9,444 permanent residents. The city's population receives a significant boost from Trine University students during the school year. The area also grows during the summer when additional people enjoy lakefront homes during the warmer months.

Angola boasts an affordable cost of living below state and national averages. The city's downtown is listed on National Register of Historic Places and features picturesque streets lined with unique boutiques and eateries. The city also offers numerous parks, art galleries and many annual festivals and celebrations.

Pokagon State Park and Trine State Recreation Area offer many outdoor opportunities, including:

- Camping
- Boating
- Cross country skiing
- Fishing
- Hiking
- Biking
- Horseback riding
- Swimming
- A quarter-mile refrigerated toboggan run

Angola and Steuben County are served by Cameron Memorial Community Hospital, a modern, high-tech facility that provides advanced diagnostics, a variety of specialties and cutting-edge treatment options combined with highly personalized and compassionate care.

# OUR HOME

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## *Steuben County*

Steuben County boasts the state's largest collection of lakes. In addition to Pokagon State Park, the county provides many opportunities for outdoor recreation such as golf, fishing, hiking and biking. There also are local wineries and many dining options.

Steuben County's location on the intersection of Interstate 69 and the Indiana Toll Road makes it easy for businesses to move raw materials and finished products throughout the United States.

## *Northeast Indiana*

Fort Wayne, Indiana's second-largest city, is only 35 miles away from Trine University via interstate. The city offers professional sports teams, large events at venues like the Embassy Theatre and Memorial Coliseum, and many venues for entertainment, dining and shopping.

Major metropolitan areas such as Cleveland, Detroit, Chicago and Indianapolis are about three hours away via interstate.

## *Helpful links:*

[CITY OF ANGOLA](#)

[ANGOLA CHAMBER OF COMMERCE](#)

[STEBEN COUNTY](#)

[VISIT NORTHERN INDIANA LAKES COUNTY](#)

[STEBEN COUNTY ECONOMIC DEVELOPMENT CORPORATION](#)

[VISIT FORT WAYNE](#)



# THE ROLE

The President of Trine University, reporting to the Board of Trustees, will lead a senior leadership team and a campus community that “promotes intellectual and personal development through professionally focused and formative learning opportunities, preparing students to succeed, lead and serve.”

With a commitment to nimbleness and innovation, the next president will build authentic and trust-centered relationships with trustees, faculty, staff, students, alumni, friends and collaborate with the greater community in moving the University forward successfully into the next decade. With a focus on the main campus in Angola, Indiana, Trine’s President will also oversee the Brooks College of Health Professions in Fort Wayne, Indiana, as well as centers in Detroit, Michigan, Phoenix, Arizona and Reston, Virginia.

The president leads the management of the University and oversees a cabinet responsible for the following functions: academic affairs, operations, enrollment management, student affairs, finance, marketing and communications, and online and international studies.



# OPPORTUNITIES FOR THE NEXT PRESIDENT

The next president will have an opportunity to build on Trine's strengths and remarkable trajectory over the past two decades to lead students, parents, faculty, alumni, and staff. The president's opportunities will be focused on the following priorities:

## ***Providing decisive and nimble leadership***

- Lead the campus community with optimism and realism
- Be committed to integrity, transparency, communication, and ethical decision-making
- Celebrate a culture of academic and co-curricular excellence
- Clear communication with the trustees about key decisions
- Enhance financial sustainability through fundraising, tuition revenue, and endowment growth
- Act proactively regarding enrollment and retention strategies
- Build strong senior leadership teams and nurture talented individuals for greater responsibilities
- Move boldly after receiving input from relevant constituencies
- Budget operational expenditures appropriately to meet current realities
- Think creatively regarding avenues of new revenue generation
- Anticipate opportunities within higher education

## ***Championing what makes Trine unique***

- Differentiate what attributes set Trine apart in higher education
- Show an appreciation of the in-person and online student experience
- Understand the importance of international students
- Increase institutional prestige and recognition
- Serve as a local and regional leader in the civic and business community

- Build and strengthen mutually beneficial public and private sector relationships
- Promote the importance of athletics and co-curricular activities in campus life
- Maintain the university's exceptional job placement rate

## ***Moving the university forward strategically***

- Cultivate a positive working environment to attract and retain talented faculty, administrators, and staff
- Prioritize student success and the academic and co-curricular experiences
- Align financial resources, recruiting strategies, and retention planning efforts
- Develop innovative collaborations that enhance the University's offerings and create student employability
- Work closely with the Board of Trustees and stakeholders with transparency and honesty
- Strengthen relationships with alumni, foundations, corporations, and other grant-making entities and lead ambitious fundraising efforts to support the University's mission
- Continue to improve key campus facilities in alignment with infrastructure improvement goals

# QUALIFICATIONS

Because the president must embrace Trine's mission of ensuring that undergraduate and graduate students receive personal attention through small classes and excellent teaching, ideal candidates for the Trine presidency would champion providing career-oriented higher education that emphasizes:

- Active participation in classes, with a focus on teaming and collaboration
- The useful and practical, to complement rigorous theoretical study
- Intentional co-curricular experiences to cultivate holistic student development.
- Learning how to do, while learning what to do
- Hands-on learning style



# QUALIFICATIONS

The next President will also demonstrate the following attributes:

## ***Strong executive decision-making***

- Experience as a strategic leader of complex organizations
- A strong moral compass and the highest level of integrity
- Emotional intelligence, including humility, empathy, and authenticity
- Knowledge of financial and business operations, budgeting, and the ability to communicate financial information clearly to the Trine community
- Management background and with a history of selecting and supporting exceptional talent

## ***Innovative and agile thinking***

- An understanding of enrollment and retention issues
- An entrepreneurial mindset and strong business acumen
- A leadership history that appreciates emerging trends in higher education
- The desire to take calculated and strategic risks, and to pivot away, when necessary
- Possession of a strategic mindset to anticipate Trine's future needs
- A history of setting priorities and leading organizations or teams to success

## ***Consultative leadership approach***

- An innovative and transparent style of decision-making that inspires trust
- An active listener who genuinely solicits the ideas and opinions of others, and is comfortable with the exchange of opinions to make well-informed, decisive decisions
- An ability to work with the private sector to make sure graduates have the skills needed to succeed and benefit the business community
- A leader who acts in a collaborative and forthcoming manner that values collegiality
- A reputation for being accessible and approachable to the student body, faculty, staff, and community
- A decisive leader who is willing to make the difficult decisions

## ***Genuine and frequent communication***

- A respect for the role of Trine's stakeholders and a highly communicative style
- Persuasiveness in articulating the value of a higher education
- A fundraising history, or the personality traits that suggest strong potential for success in this area
- An appreciation of the Northeast Indiana area and the Midwest
- Extraordinary communication skills, both written and verbal, and will be effective in public speaking, in front of the media, and in all other aspects of public communication

# NOMINATION & APPLICATION PROCESS

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Inquiries, nominations, and applications are invited. Interested candidates should submit confidentially, in electronic form (Microsoft Word or Adobe PDF files preferred), a CV and an optional letter of interest to [Trine@russellreynolds.com](mailto:Trine@russellreynolds.com). Applicants may be asked to provide additional materials.

**For priority consideration submission by January 20, 2025, is suggested.**

*Trine University is an equal opportunity employer. Applicants are considered for employment without regard to race, color, religion, sex, age, disability, national origin, genetic information, citizenship status, military status, or any other basis prohibited by law, unless such basis constitutes a bona fide occupational qualification. Trine will comply with its legal obligation to provide reasonable accommodation to qualified individuals with disabilities and for religious beliefs.*

