



# TEMPLE UNIVERSITY

opportunity. engagement. discovery.

ESTABLISHED 1884

An aerial photograph of the Temple University campus, featuring a large red semi-transparent overlay. The background shows various university buildings, including a prominent modern glass-walled structure, and a large area of trees with autumn foliage in shades of orange and yellow. The red overlay covers most of the image, with the text placed on it.

# TEMPLE VALUES

*Founded in 1884*, Temple's history began when its founder—Russell Conwell—started tutoring working-class people at night. In 1888, Conwell received a charter of incorporation for The Temple College, founded on the vision of providing superior educational opportunities for academically talented and highly motivated students regardless of their backgrounds or financial means.

Temple's official motto—*Perseverantia Vincit*, or *Perseverance Conquers*—reflects its students' drive to succeed and their ability to turn opportunities into accomplishments. Conwell's purpose was to provide education to those who lacked access. Temple's earliest students were often referred to as “night owls,” giving rise to the school's mascot and team name, the Owls.

# INSTITUTIONAL OVERVIEW

Temple University is a national leader in education, research and healthcare, enrolls over 30,000 students, employing more than 8,000 faculty and staff and growing its 360,000 alumni worldwide. Temple offers more than 600 academic programs across eight campuses through 17 schools and colleges.

In 2023, Temple University placed No. 89 in the Best Colleges U.S. News and World Report ranking of national universities. This marks the highest ranking ever for the university and the first time Temple has been included in the top 100. The same U.S. News' rankings also place Temple No. 45 in Top Public Schools, and No. 70 in the Best Value category.

Temple's research portfolio, with \$299.7 million in total expenditures for 2023, has more than doubled in the last eight years. The Carnegie Classification of Institutions of Higher Education designates Temple as an R1 "highest research activity" university.

In addition to its Main Campus in North Philadelphia, Temple has other locations in the city: Temple University Center City; the Health Sciences Center, also in North Philadelphia; and the School of Podiatric Medicine near Philadelphia's historic district. Regional campuses are located in Ambler and Harrisburg, Pennsylvania, and the university hosts international campuses in Tokyo and Rome.

Temple University sits in the heart of Philadelphia—the first World Heritage City in the United States and the second-largest city on the East Coast. Eighteen Fortune 500 companies are within an hour's drive of Philadelphia, and it is a prominent hub for arts and culture, history, sports, dining and entertainment, retail, transit and travel, and of course, education.

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# MISSION STATEMENT

*Opportunity. Engagement. Discovery.*

Temple University educates a vibrant student body and creates new knowledge through innovative teaching, cutting-edge research, and other creative and entrepreneurial endeavors. Its urban setting provides transformative opportunities for engaged scholarship; experiential learning; and discovery of self, others and the world. Temple opens its doors to a diverse community of learners and scholars who strive to make the possible real.

**Temple University is committed to the ideals upon which it was founded, which include**

- ▶ providing access to excellent, affordable higher education that prepares students for careers, further learning and active citizenship;
- ▶ creating a collaborative community of outstanding faculty and staff who foster inclusion and encourage the aspirations of Temple students; and
- ▶ promoting service and engagement throughout Philadelphia, the commonwealth of Pennsylvania, the nation and the world.



The university has an FY24  
operating budget of

**\$1.19 billion**

**71% or \$839.5 million**  
came from tuition and fees

**\$127.8 million**  
raised in FY23

**\$40 million**  
for student support

# FINANCES

The university has an FY24 operating budget of \$1.19 billion. At \$839.5 million, tuition and fees represent Temple's largest source of revenue, accounting for 71% of the operating budget. The university has been using a decentralized, responsibility-centered management budgeting methodology since FY15.

In fall 2023, Temple enrolled 3,801 new first-year students, and welcomed 1,008 transfer students. Nearly 40% of the 2023 first-year class is first-generation students, and 56.54% of students identify as individuals of color.

At Temple, much is made possible by the generosity of donors. 2023 saw record-breaking giving totals, and for the fourth consecutive fiscal year, donations to Temple University exceeded \$100 million.

In total, gifts made to the university during fiscal year 2023 reached \$127,801,445, which represents a \$13 million increase from the previous year.

Student support continues to be Temple's largest area of contribution. Almost \$40 million was raised in FY23 for student awards, scholarships and fellowships, which help reduce the cost of attendance and increase access to a Temple education.



# THE LEADERSHIP OPPORTUNITY

Temple University seeks a visionary president who will join and lead an institution that is passionate about its founding mission: educating a vibrant student body and creating new knowledge through innovative teaching, research, and other creative endeavors in a dynamic urban setting that provides transformative opportunities for engaged scholarship; experiential learning; and discovery of self, others and the world. Partnering with the board of trustees and the Temple community, Temple University's next president will advance the university's reputation and quality in a rapidly evolving higher education landscape. This will require an experienced, talented, and engaged leader who will empower and motivate all members of Temple's diverse community.

The next president will possess a deep knowledge of and respect for higher education and its core mission of research and teaching and have a forward-thinking and entrepreneurial approach to emerging trends, innovations, and opportunities. Temple's next president will have a leadership style characterized by authenticity, collegiality, empathy, transparency, integrity, and collaboration and an unwavering commitment to diversity, equity, and inclusion. The successful candidate will possess a creative problem-solving approach, exceptional listening and communication skills, the ability to juggle multiple priorities and make tough decisions, and a record of engaging with and advancing external communities in an urban setting.

## KEY PRIORITIES

**The key priorities of Temple University's next president will include:**

- Telling Temple's story with pride and expanding Temple's reach nationally and internationally, building upon the rising profile of Temple's academic rigor.
- Effectively leveraging the diversity of backgrounds, perspectives, experiences, and disciplines making up the scholarly landscape of Temple and recruiting, retaining, and engaging a diverse student body, faculty, and staff to ensure that all campus constituencies are included and heard.
- Prioritizing and building deeper ties with the North Philadelphia community and advancing Temple's public purpose and service to Philadelphia and beyond to maximize the potential of the university.
- Expanding the university's network, growing the endowment of Temple, and engaging and connecting with Temple alumni across the U.S. and around the world.
- Investing in research and scholarship and advancing and innovating the physical infrastructure of Temple's buildings and facilities on campus.

## IDEAL EXPERIENCE

- Demonstrated academic stature paired with intellectual curiosity. Deeply committed to excellence in teaching and scholarship, including bolstering innovation and entrepreneurship.
- Proven success in building and sustaining a diverse and inclusive environment where differences of all kinds are celebrated and embraced and where measurable impact has been made.
- A successful track record of making priority decisions and delivering measurable results.
- Demonstrated experience successfully navigating difficult public conversations with civility across a range of cultural and political issues while also vigorously defending academic freedom and debate.
- Experience and understanding of the role and challenges of academic healthcare, particularly in an urban community.
- Demonstrated track record of successful leadership of an organization or unit of significant complexity and scale as well as strong operational and financial acumen.

## CRITICAL LEADERSHIP CAPABILITIES

### STRATEGIC LEADERSHIP

Temple University seeks a leader who demonstrates the ability to think systematically and strategically to develop and communicate a shared vision for the institution. The next president will:

- Establish priorities focused on short-term needs and the long-term health of the institution to further strengthen the university's position.
- Attract, mentor, support, and hold accountable a talented, committed, and diverse leadership team that capably implements the university's strategies.
- Boldly support and invest in the academic priorities of the university.
- Forge a path for the university's scholars, empowering them to impact economic development, solve the most daunting societal problems, open new fields of discovery across disciplinary boundaries, and create sustainable technologies and businesses.
- Seek to develop the university's programs by reinforcing its strengths, identifying areas for further investment, and allocating resources that support its strategic goals and priorities.
- Be willing to challenge the status quo thoughtfully and deliberately.

## COMMUNITY BUILDING AND INCLUSIVE EXCELLENCE

The next president will work to foster, grow, and empower a diverse educational community grounded in respect and appreciation of others across all constituencies at the institution. Working to support a safe, welcoming and inclusive environment for its students and campus community, the next president will share the core values of civility, non-discrimination, and pluralism, and will work to support and advance all anti-discriminatory policies already underway at Temple. The next president will:

- Bring a record of collaboration and building equitable environments that enable all in the community to thrive. Support an environment where open dialogue and a wide range of viewpoints are welcomed.
- Be a unifier who will seek opportunities to build bridges and sustain a culture founded on trust and transparency. Develop results-oriented plans and priorities that reflect the perspectives and input of the community including building relationships with the range of stakeholders, including alumni, donors, and local, state and federal governments and agencies.
- Navigate conversations on highly-charged issues and current events, including antisemitism, islamophobia, race, political discord, and labor unrest.
- Be inherently committed to creating a student-centric and exceptional educational environment. They will have deep knowledge of the importance of advancing access and maintaining affordability, and they will bring pioneering and entrepreneurial ideas for ensuring that students from any background can enjoy the transformative experience of a Temple education.
- Articulate and define measurable goals for a campus climate that is committed to institutional diversity, equity, advocacy and leadership, and interfaith engagement and awareness.
- Examine recruiting and hiring practices to attract underrepresented talent to the institution.
- Be an active and engaged presence with the students, faculty, and staff.
- Build bridges and engage with the local community surrounding Temple and position the university at the forefront of the continuing revitalization of Philadelphia, bringing credibility to this role and earning the respect and admiration of the institution's neighbors and all constituent groups that make up the university's broad-ranging community.
- Promoting and embodying the family feel of the university and the "Temple Made" nature of all members of the community.

## **PROFILE-RAISING INCLUDING FUNDRAISING**

With increased pressures on both revenues and expenses at higher education institutions, the next president will have well-honed profile-raising and fundraising skills. The next president will:

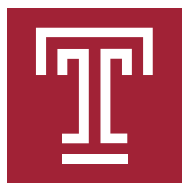
- Be a dynamic, inspiring leader who will raise the profile of Temple University and attract financial resources by effectively communicating a compelling narrative and vision to a broad network of constituencies.
- Possess the significant fundraising experience and business acumen required to acquire the resources to deliver on the mission of Temple including building relationships with the range of stakeholders, including alumni, donors, and local, state and federal governments and agencies.
- Engage a deeply committed alumni community that represents an increasingly diverse set of perspectives, experiences, and institutional connections.
- Engage in the excitement and competitive spirit of Temple Athletics and value their importance and role within the research university setting.
- Be an exceptional communicator and serve as the voice of the university for both internal and external constituencies, emphasizing the value of the university to those in a position to support the university and its mission.

## **OTHER PERSONAL CHARACTERISTICS**

- Authentic alignment with Temple's mission
- Balance of confidence, humility, and grit, and an eagerness to share credit
- High emotional intelligence and an empathetic relationship builder
- Authentic and personable
- Outstanding listening skills
- High integrity
- Sense of humor

**THE SEARCH PROCESS** Temple's presidential search is an important opportunity to determine how we will achieve what we have planned for the university's future while remaining grounded in our mission. The framework for this search is built upon broad engagement intended to encourage input from diverse perspectives across a wide range of stakeholders. In partnership with our research and strategy firm, leadership advisory firm, and the Temple community, we are confident the foundation for the search process will lead to successfully selecting our next president. All inquiries, nominations, and applications (CVs and letters of interest) should be sent electronically and in confidence to [TemplePresident@SpencerStuart.com](mailto:TemplePresident@SpencerStuart.com).





# Temple University

***For more information, please visit [president.temple.edu/search](http://president.temple.edu/search).***

*Temple University values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.*

*To learn more facts about Temple University, visit [temple.edu/at-a-glance](http://temple.edu/at-a-glance).*

*To read stories about the Temple University community, visit [temple.edu/news-center](http://temple.edu/news-center).*

*To see what makes Temple University so unique, visit [temple.edu/about](http://temple.edu/about)*