

**KECK GRADUATE INSTITUTE**

535 Watson Drive,  
Claremont, CA 91711  
kgi.edu



# Position and Candidate Specification

President

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Prepared by:

- **Kristine M. Johnson**
- **Philip Jaeger**
- **Ashton A. Lange**
- **Sophie Winbush**

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**SpencerStuart**

11150 Santa Monica Boulevard, Suite 1650  
Los Angeles, CA 90025

310.209.0610 [spencerstewart.com](https://spencerstewart.com)



# Educating Tomorrow's Health and Science Leaders

## About Keck Graduate Institute



### Keck Graduate Institute for Applied Life Sciences Facts

A member of the Claremont colleges, Keck Graduate Institute (KGI or the Institute) is an esteemed member of this consortium, consisting of five undergraduate colleges and two graduate schools. The Claremont Colleges were formally established in 1925 under the direction of James Blaisdell, then President of Pomona College. In their constitution was a commitment to “found and develop new colleges and educational institutions or programs” as needs were identified and resources were made available.

Seventy-two years later, Henry E. Riggs, then President of Harvey Mudd College, identified the need that would lead to the founding of KGI, the seventh and newest member of The Claremont Colleges. The need was simple: “We need scientists and engineers who can help translate basic scientific discoveries into practical applications that will improve people’s health.”

In 1997, through a generous \$50 million grant from the W.M. Keck Foundation, Keck Graduate Institute was born. Henry Riggs became KGI’s founding President and led the institution through its first six years. Today, under the direction of President Sheldon Schuster, the Institute’s President since July 2003, KGI continues to grow in number of students and reputation for excellence.

KGI represents The Claremont Colleges’ entry into graduate-level, application-based scientific education and research. KGI remains the only graduate institute in the country with this sole focus. KGI’s mission is to enrich society with breakthrough approaches to education and translational research in healthcare and life science.

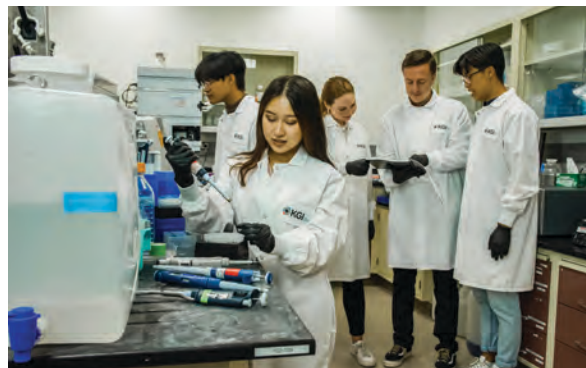
For additional information on KGI and programmatic offerings, please visit: [kgi.edu](http://kgi.edu)



## Position Summary

KGI's next President has the unique opportunity to lead an established institute with a nearly 26-year track record producing transformational biomedical and health sciences leaders. The President will accelerate and advance KGI's unique mandate by enabling a high-functioning organization building on the Institute's inherent entrepreneurial ethos. They will energetically cultivate partnerships with Board members, as well as industry and external partners, to fund and shape innovative programs that deliver on KGI's bold ambition. At the same time, they will bring a strategic, clear-eyed view to managing and delivering a focused programmatic agenda

distinguished by institutional alignment, innovation, and industry relevance that includes the Institute's success in the fields of biotechnology, pharmaceuticals, and medical devices and establishes new success in the field of healthcare. To support this mandate, the President will apply strong financial and people management skills and success at revenue generation. As part of the Claremont Colleges Consortium, KGI's President will leverage a university setting defined by shared governance, inclusion, a deep respect for diversity, and a community of shared purpose.



## Key Relationships

### Reports To:

- Keck Graduate Institute Board of Trustees

### Direct Reports:

- Chief Officer and Chief Operating Officer
- Vice President of Academic Affairs
- Vice President of Institutional Development and Partnerships
- Dean of Admissions and Financial Aid
- Assistant Vice President of Human Resources and Employee Engagement

### Other Key Relationships:

- Alumni and Donors
- Faculty and Staff
- Students
- Industry and Corporate Partners

## Key Priorities

- Evaluate and align an innovative academic portfolio against institutional ambitions, resources, and strengths.
- Assess KGI's operating model with an eye to leveraging efficiencies and opportunities for sustainable growth.
- Increase revenue generation through the cultivation of new and existing donors and industry partners.
- Enhance KGI's strong reputation and visibility locally and nationally and expand institutional ties with industry.





# Candidate Profile

## Ideal Experience

### Developing Differentiated Strategies

Substantial experience developing innovative programs that maximize opportunities for education and scholarship at the intersection of higher education, healthcare, and the biomedical sciences.

### Institution Building

Attracting the financial capital commensurate with KGI's ambitions through fundraising and strategic, well-calculated entrepreneurial investing. Collaborative leadership for the fiscal development and growth of the Institute, leveraging previous experience to implement data-based decisions, strategies, and tactics that support growth.

### Leading High Performing Teams

Recruiting and enabling high-performing individuals to work at the top of their skill sets.

### Relationship Building and Involvement of Industry Partners

Track record of involving and maintaining long-term relationships with industry partners, not only as funders and sources of internships, projects, and jobs, but also as meaningful input providers for curriculum, programs, and strategy.

### Institutional Management

Increasing scale of management over operations and financial levers that drive organizational success. A record of strategically balancing, developing, and managing a diversified portfolio to deliver mission-aligned, revenue generating programs.

### Effective Collaboration

A record of accomplishment maximizing the capabilities, feedback, and industry relationships of an engaged leadership team faculty, as well as a Board with demonstrable receptivity to feedback and idea exchange. Transferable skills to generate philanthropic support in concert with the Board and as the principal agent. A relationship-centered approach towards leadership evidenced by visibility and approachability on and off campus.

### Strategic and Technical Industry Knowledge

A strong understanding of or applied industry experience in the life sciences health professions, including biomedical and clinical medicine. A record of linking a biomedical or health sciences field to the broader trends of employers to develop strategic opportunity and commercial value.

### Facility with Shared Governance

A record of working with faculty in a shared governance setting, or evidence of clearly transferable skills.

### Education and Professional Background

Preferably advanced degree(s) in life sciences, healthcare, business, or law.

## Critical leadership capabilities

### Collaborating and Influencing

- Creates and sustains significant, mutually beneficial internal and external partnerships.
- Leverages a wide range of relationships with faculty, staff, students, alumni, corporate partners, and the Board to generate mutually understood priorities and transparent progress monitoring.
- Embraces difference of thought and engages with all stakeholders to ensure sufficient input and buy in.
- Attracts financial capital to the Institute, commensurate with its ambitions and needs.

### Commercial and Entrepreneurial Acumen

- Enables higher profitability, revenue, or market share through calculated evaluation of, and strategic changes in, processes, expanding or reducing the portfolio of businesses, or growing programs organically.
- Identifies and acts on financially viable new programs.
- Evaluate the wider commercial impact of decisions beyond the short term.
- Evaluate financial performance, in partnership with the Board and leadership.

### Acting Strategically

- Creates or evolves a longer-term strategy that connects the Institute to future trends in the biomedical and health sciences fields.
- Articulates a clear and coherent long-term strategy that anticipates future industry trends and aligns KGI's programmatic portfolio in the context of education, industry, and society.
- Engages in scenario planning that incorporates existing and new information, disruptive thinking, and leads to actionable changes across operations to gain significant advantage or impact.





#### ABOUT KECK GRADUATE INSTITUTE (KGI)

KGI, A MEMBER OF THE CLAREMONT COLLEGES, IS A RECOGNIZED LEADER IN BIOTECHNOLOGY AND HEALTHCARE EDUCATION. KGI OFFERS INNOVATIVE POSTGRADUATE DEGREES AND CERTIFICATES THAT INTEGRATE LIFE AND HEALTH SCIENCES, BUSINESS, PHARMACY, ENGINEERING, MEDICINE, AND GENETICS, WITH A FOCUS ON INDUSTRY PROJECTS, HANDS-ON INDUSTRY EXPERIENCES, AND TEAM COLLABORATION.

WITH AN ENTREPRENEURIAL APPROACH AND INDUSTRY CONNECTIONS, KGI PROVIDES PATHWAYS FOR STUDENTS TO BECOME LEADERS WITHIN HEALTHCARE AND THE APPLIED LIFE SCIENCES. KGI CONSISTS OF TWO SCHOOLS: HENRY E. RIGGS SCHOOL OF APPLIED LIFE SCIENCES, AND SCHOOL OF PHARMACY AND HEALTH SCIENCES.

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