



Position Specifications

President

Northwest Nazarene University

Nampa, Idaho

Prepared by:

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Title: President
Organization: Northwest Nazarene University
Location: Nampa, Idaho
Website: nnu.edu

ORGANIZATION

Northwest Nazarene University is a Christian institution providing a comprehensive education rooted in the liberal arts tradition nestled in the awe-inspiring landscapes of the Boise Valley founded in 1913. With dedicated faculty, innovative research initiatives and a tight-knit community, fostering academic excellence and a commitment to service that lead to a transformative educational journey.

The University is grounded in the Wesleyan-Holiness tradition and is in partnership with the Church of the Nazarene, which emphasizes the biblical doctrines of perfect love and Christian holiness. Northwest Nazarene University began as Idaho Holiness School in a Mennonite church in Nampa, Idaho. Since then, NNU has grown to serve over 2,000 undergraduate and graduate students, more than 6,000 continuing education students, and over 10,000 high school students through the concurrent credit program.

Situated in the Boise Valley surrounded by a breathtaking wilderness of forests, rivers and miles of mountains, Northwest Nazarene University is a comprehensive liberal arts university preparing students for a life of service through rigorous academics. Northwest Nazarene University faculty serve with passion, energy and focus in classes that offer personal attention, innovative research and hands-on internships. NNU is an institution that does life together in a close-knit, supportive community guided by Christian values.

Mission

The mission of Northwest Nazarene University is the transformation of the whole person. Centered in Jesus Christ, the NNU education instills habits of heart, soul, mind and strength to enable each student to become God's creative and redemptive agent in the world.

Vision

Northwest Nazarene University strives to be a vibrant educational community that integrates and reflects Christian faith in all that it does. The University seeks to provide nationally-recognized programs distinguished by graduates who are academically prepared, spiritually grounded, service-minded, globally engaged and vocationally successful.

Values

- **Transformation** - We believe education fosters transformation. NNU engages and affects all domains of life—intellectual, social, physical and spiritual—thereby advancing the transformation of the individual, the Church and the world.
- **Truth** - We believe education pursues truth. NNU explores knowledge, the wonder of God’s creative activity, the story of human civilization and the achievements in the arts, sciences and professions. Ultimately, we believe Jesus is the Truth Incarnate; therefore, we pursue Christ.
- **Community** - We believe education flourishes in community. NNU provides a learning and faith community that teaches, challenges and encourages each other through intellectual and spiritual practices. Within covenantal relationships, we express our love for God and others.
- **Service** - We believe education cultivates service. NNU teaches the importance of a life of servanthood as modeled by Jesus Christ. We learn to lead by giving of ourselves to God and humankind.

Agreed Statement of Belief

(As taken from the 2023 Manual of the Church of the Nazarene)

We believe:

- In one God—the Father, Son, and Holy Spirit.
- The Old and New Testament Scriptures, given by plenary inspiration, contain all truth necessary to faith and Christian living.
- Human beings are born with a fallen nature, and are, therefore, inclined to evil, and that continually.
- The finally impenitent are hopelessly and eternally lost.
- The atonement through Jesus Christ is for the whole human race; and that whosoever repents and believes on the Lord Jesus Christ is justified and regenerated and saved from the dominion of sin.
- That believers are to be sanctified wholly, subsequent to regeneration, through faith in the Lord Jesus Christ.
- The Holy Spirit bears witness to the new birth, and also to the entire sanctification of believers.
- Our Lord will return, the dead will be raised, and the final judgment will take place.

ABOUT NAMPA, IDAHO

Nampa, Idaho, is a vibrant city nestled in the heart of the Treasure Valley. Known for its rich agricultural heritage and thriving community, Nampa offers a unique blend of small-town charm and modern amenities. The city is surrounded by stunning natural beauty, with the Boise River and the Boise foothills providing breathtaking backdrops for outdoor activities.

The City of Nampa and the Treasure Valley has a thriving economy, driven by industries such as agriculture, manufacturing, and healthcare. The Treasure Valley is also home to a vibrant arts and culture scene, with a variety of museums, theaters, and community events. Whether you're interested in exploring the city's history, enjoying outdoor recreation, or simply experiencing the warm hospitality of its residents, Nampa has something to offer everyone.

REPORTING RELATIONSHIPS

The President:

Reports to: Board of Trustees

Supervises: Assistant to the President for Congregational Engagement
Vice President, Academic Affairs
Vice President, Enrollment Management
Vice President, Finance & Operations
Vice President, External Relations
Vice President, Student Life
University Chaplain
Administrative Assistant to the President

Relates to: Employees
Faculty
Students
Church of the Nazarene denomination
Alumni and other significant friends of the University
City, County, State, and Federal legislators and officials
Greater NNU community

GENERAL INFORMATION

The President of Northwest Nazarene University serves as a pivotal and highly visible figure, providing strategic leadership to the institution and ensuring that its goals are fully realized within the parameters of its human and material resources. The President acts as the public face of the University, representing its interests to a wide constituency and fostering positive relationships with the campus, the local community, and the Church of the Nazarene.

Ultimately, the President is accountable to the Board of Trustees, reporting on the institution's progress and strategic direction.

Known for his warmth and care amongst the campus community, Joel Pearsall has served as the 13th President for Northwest Nazarene University since 2015. In June of 2024 he announced his intention to retire following the end of the 2024-25 academic year. During his years of service as Vice President and President, beginning in 1999, Joel was active in a number of improvements at NNU, including the building of the Helstrom Business Center, the Thomas Health and Science Center, the Johnson Sports Center, redesigning the sports complex, the expansion of the Kirkeide Apartment Complex and acquiring what is now the Admissions Welcome Center. Joel helped to develop the university's *Campus Master Plan* and contributed to the receipt of major gifts from the Peterson family and the Albertson's Foundation to build the Leah Peterson Learning Commons. The Howard and Mary Conrad Student Commons, NNU's newest building on campus, which opened in 2019, was also completed under Joel's leadership.

GOALS & EXPECTATIONS

During the first year, the new President will need to establish credibility as a strategic servant leader, gaining in-depth insights into Northwest Nazarene University, and establishing a direction for the institution. In addition, specific goals that have been identified as measures of success for the first three years include:

- Promptly cultivate a sense of trust and reliability within the NNU community, demonstrating a deep understanding of the institution's unique culture and building strong relationships with students, faculty, and staff. This will specifically include fostering a strong senior leadership team that operates collaboratively with deep trust.
- Carefully examine the institution's present state, including a comprehensive review of enrollment figures, financial performance, and the campus culture, to identify opportunities for growth and address any challenges.
- Create a preliminary roadmap to address critical challenges, such as declining enrollment, by conducting a comprehensive assessment, identifying innovative solutions, and developing a strategic plan to energize the institution and achieve its goals.
- Position NNU as a premier Christian university by investing in academic excellence, nurturing a vibrant spiritual community, and promoting the institution's distinctive Christian worldview and commitment to serving others.
- Strengthen financial stability and sustainability by increasing fundraising, refining operational efficiency, and enhancing financial management practices to secure the institution's future and support its mission.
- Deepen NNU's engagement with the broader community, by establishing meaningful partnerships, participating in community events, and promoting the institution's mission and values to a wider audience. Cultivate meaningful connections with Church of the

Nazarene leaders and members on the Northwest Field Districts.

CANDIDATE PROFILE

The following describes many characteristics of the ideal President candidate at Northwest Nazarene University:

Education/Credentials

- Demonstrated background or understanding to provide effective and inspiring leadership for a higher education setting, with an earned terminal degree from an accredited university preferred. University-level teaching and/or leadership experience is considered a helpful attribute.

Experience/Skills

- Dynamic visionary with a clear line of sight for NNU's future. Ability to inspire and rally the community around a compelling vision.
- Ability to establish a deep connection to the Nazarene denomination and heritage. Articulate and uphold Nazarene values while also fostering an environment of belonging.
- Proven track record of working with students and understanding their needs and experiences. Passionate about building upon student engagement, success, and retention through on-campus and off-campus initiatives.
- Ability to understand financial management, fundraising, and strategic planning is essential. Proven ability to navigate the complexities of higher education finances and make informed business decisions.
- Ability to lead through transformation and improvement. Demonstrated ability to navigate challenges and make difficult decisions when necessary.
- Dynamic communicator who can foster strong connections, build trust, and inspire the community. Able to effectively convey complex ideas and inspire action through clear and persuasive communication.
- Visible to, approachable, and engaged with students, genuinely enjoying student relationships.
- Experienced in cultivating a positive campus culture through effective leadership and strong relationships with faculty and staff.
- Demonstrable management style which is spiritually driven, consistent, open, and engages in shared governance, emphasizing accountability and measured results.

- Impeccable integrity, guided by a carefully considered understanding of ethical principles and an innate understanding of communicating with accuracy and candor.
- Ability to promote the Christian mission and values of NNU as well as work collaboratively with various stakeholders and government and civic leaders.
- Exceptional relationship-building abilities that cultivate trust, teamwork, and a shared commitment to excellence in all endeavors.
- Proven ability or understanding to leverage accreditation knowledge to drive excellence within an institution.
- Demonstrated ability to drive sustained organizational growth by identifying and capitalizing on opportunities.

Personal Characteristics

- A mature Christian faith evidenced by a servant's heart, a contagious passion for Christ, and a sense of calling to the presidency.
- Heartfelt and clear alignment with the Church of the Nazarene, a vibrant understanding of the Wesleyan Holiness tradition, and agreement with Nazarene essentials of Christian faith. The new president will be expected to become a member of the Church of the Nazarene prior to assuming office.
- Complete alignment with Northwest Nazarene University's mission, purposes, policies and objectives.
- Ability to manage, to make difficult decisions, and to place principles of integrity over expedience.
- A strong spiritual character that is evidenced by authenticity, transparency, and respect for others.
- Highly relational, exhibiting the heart of a shepherd.
- Emotionally and spiritually mature with the capacity to deal with conflict and challenging issues.
- A peacemaker who listens empathetically, understands diverse perspectives, and finds common ground.

For more information, please contact:

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