

SEARCH PROSPECTUS

PRESIDENT



Saint Xavier
UNIVERSITY

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MISSION STATEMENT

Saint Xavier University, a Catholic institution inspired by the heritage of the Sisters of Mercy, educates persons to search for truth, to think critically, to communicate effectively, and to serve wisely and compassionately in support of human dignity and the common good.





THE OPPORTUNITY

The Board of Trustees at Saint Xavier University (SXU) announces the national search for the 22nd President. Founded by the Sisters of Mercy in 1846, Saint Xavier University is a vibrant, private, Catholic institution located on the scenic southwest side of Chicago. Grounded in Catholic identity, mission, and heritage, SXU serves a diverse learning community; in fact, SXU is known for its diversity, affordability, and support of social mobility.

The Board seeks a relational leader who is passionate about the University's mission and values and committed to an ethos of excellence, accountability, and student success. The successful candidate will be strategic, entrepreneurial, and optimistic about the future. The new president will take office on or before July 1, 2024.



THE UNIVERSITY

Saint Xavier University is a distinguished four-year, comprehensive, private Catholic institution located on the scenic southwest side of Chicago. Founded by the Sisters of Mercy in 1846 and chartered in 1847, Saint Xavier holds the distinctions of being Chicago's oldest Catholic university as well as the first Mercy institution of higher learning in the United States. Initially founded as Saint Francis Xavier Academy for Females, Saint Xavier inaugurated college classes in 1915, became co-educational in 1969 and gained the status of a university in 1992. Saint Xavier was named a Hispanic-Serving Institution (HSI) in 2014.

As a values-based institution of Catholic/Mercy higher education, Saint Xavier aims to transform the lives of a richly diverse student population through student-centered excellence connected to personalized support and co-curricular experiences that are designed to prepare students for productive careers while inviting them to embrace different cultures, viewpoints and ideas that will shape them into prosperous citizens of the world. This challenging educational environment offers the powerful vision of integrating education with compassion and action.

GOVERNANCE

Saint Xavier University's Board of Trustees' focus is to preserve and fulfill the mission and vision of the institution, maintaining its long history of Catholic

education. The Board exercises fiduciary responsibility for creating a financially sustainable institution that educates students for competence, character and career success. The Board of Trustees meets quarterly, with the chair of the board serving a two-year term. University bylaws allow for up to fifteen members of the Board.

The governing board of the institution is autonomous in making decisions in the best interest of the institution, in compliance with board policies and with a commitment to ensure the institution's integrity. The governing board makes informed decisions with respect to the institution's financial and academic policies and practices; exercises deliberations that reflect priorities to preserve and enhance the institution; reviews the reasonable and relevant interests of the institution's internal and external constituencies during its decision-making deliberations; and delegates day-to-day management of the institution to the institution's administration and expects the institution's faculty to oversee academic matters.

SXU's Board is committed to supporting the institution's overall mission through service and fiscal contribution.

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CHARISM AND SPONSORSHIP

Steeped in the rich heritage of the founding Sisters of Mercy, SXU is mission-focused and grounded by the Sisters' fundamental principles and values. For over 175 years, Saint Xavier University has benefited from the continuous support of the Sisters of Mercy. The names of the Chicago Mercy pioneers and the Sister of Mercy presidents are inscribed in the Mercy Heritage Walk leading into McDonough Chapel, which recall the respect, compassion, hospitality, service and excellence with which the Sisters of Mercy have endowed SXU. The University's strategic efforts to ensure ongoing commitment to mission are demonstrated by a number of programs that promote practices of prayer, reflection, and community growth; opportunities for liturgy and reflection; attention to interfaith understanding and sensitivities through book club discussions; weekly student faith-sharing groups; and initiatives and programs that attend to Mercy critical concerns.

Saint Xavier is one of 17 colleges and universities in the U.S. that are part of the Conference for Mercy Higher Education (CMHE), which preserves and develops the core Catholic identity and Mercy mission of Mercy higher education in accord with the spirit, mission and heritage of the Sisters of Mercy. SXU is considered a leader among peers in the CMHE and has been praised for meeting challenges and enhancing its learning community as a mature Mercy, Catholic institution of higher education. The University's relationship with the CMHE and with the Sisters of Mercy of the Americas is outlined in a Covenant document affirmed in 2022.

STRATEGY

Saint Xavier University's strategic plan, Strive 2025, is focused on facilitating student success for institutional and community transformation. Made up of five strategic pillars focusing on mission integration, educational quality, mission in action, mission-critical resources, and innovation/financial sustainability, the plan is a culmination of thought from stakeholders across the SXU community. As a university on the rise, Saint Xavier is well-positioned to meet the intellectual, social and spiritual needs of the communities it serves,



and the plan focuses on leveraging the University's Mercy mission to serve the needs of its students and the changing world.

FIVE PILLARS

- **Mission Integration:** SXU will foster opportunities for meaningful connection among diverse people and ideas through workshops, selection practices, lectures, seminars, faith opportunities, orientation, and other programs that will demonstrate how academic disciplines correlate to Catholic intellectual tradition.
- **Educational Quality:** SXU will ensure student engagement, satisfaction and success across the academic lifestyle with a focus on improving pedagogies, building strong partnerships across academic and student affairs, and delivering developmentally appropriate, equity-informed, culturally validating educational experiences.
- **Mission in Action:** The SXU community will manifest its Mercy spirit through meaningful local, regional, national and international experiences in service of the common good.
- **Mission-Critical Resources:** SXU will increase the diversity of faculty and staff by race, ethnicity, national origin, gender-identity and other appropriate categories and will recognize and award performance excellence, high-impact practices and collaborative research.
- **Innovation/Financial Sustainability:** SXU will develop and implement a University-wide retention and enrollment management plan focused on student satisfaction, an initiative that will advance mission, improve student outcomes and increase revenue over time.

THE SXU CAMPUS

Nestled in a quiet corner of one of the nation’s biggest, most diverse cities, Saint Xavier University is home to over 3,500 students from 45 states and 13 countries. The University has one of the most diverse student populations among regional universities in the Midwest (U.S. News & World Report, 2023) and is one of the safest college campuses in Illinois (Niche, 2023).

Saint Xavier boasts first-rate facilities. The Warde Academic Center is the campus’s central building with classrooms, computer and science labs, offices, McGuire Hall auditorium, the recently renovated Robert and Mary Rita Murphy Stump Library and modern dining facilities. The campus includes five residence halls, a lovely quad and spring-fed pond – creating an oasis within an urban Chicago community. The Shannon Athletic and Convocation Center, which is open to the community, has an exercise and weight lifting room, two basketball courts and a running track. The McDonough Chapel and Mercy Ministry Center is a free-standing building on campus giving witness to the faith-based values of the University and its traditions.

LOCAL COMMUNITY

Saint Xavier University is an educational anchor for Chicago’s South Side and southwest suburbs, located in the Mount Greenwood neighborhood and ranked No. 6 Safest College in Illinois by Niche. SXU has the unique benefit of being just a short distance from downtown Chicago. Chicago is an exciting, vibrant place to live and learn, and has a number of sites to see, attractions to visit, and places to eat. Saint Xavier is dedicated to providing its students with rich cultural and entertainment opportunities through various student programming efforts. Throughout the year, several events are hosted downtown and include transportation for free or at a very low cost to students. The University offers students resources on using the Metra and CTA and information on getting to various landmarks, theatres and shows, museums, and more. SXU is an even shorter distance to thousands of acres of stunning beauty at the forest preserves of Cook County, where students can hike trails, visit nature centers, learn about history, and get involved in volunteer opportunities.





POINTS OF PRIDE

- Most affordable Catholic university in Illinois for net price of attendance. (CollegeNavigator.gov)
- One of the most diverse student populations among universities in the Midwest. (U.S. News & World Report, 2023)
- SXU's MSN program ranks No. 5 as "Best Online Graduate Nursing Programs." (U.S. News & World Report, 2023)
- Graham School of Management fosters more than 150 business relationships to provide students with experiential learning opportunities.
- SXU has been ranked a College of Distinction for seven consecutive years, recognized in the areas of nursing, education, business, equity and inclusion, military support, and career development.
- SXU has been awarded \$15 million in federal grants since 2017 to support student success, including three major grants from the U.S. Department of Education's Hispanic-Serving Institutions programs.
- SXU is a top performer in social mobility, leveraging every available resource to provide transformative educational opportunities to improve students' lives and help them soar higher. (U.S. News & World Report, 2023)

FAST FACTS 2022-23

TOTAL ENROLLMENT: 3,764

Male: 1,274 (34%)

Female: 2,490 (66%)

BY LEVEL

Undergraduate: 3,080 (93.4% FULL TIME)

Graduate: 684

OUR STUDENTS

Latinx: 49.4%

White: 32.2%

Black: 11.8%

Asian: 2.2%

Multiracial: 2.4%

Unknown: 2%

AVERAGE AGE OF STUDENTS

Undergraduate: 20.7

Graduate: 32.1

Undergraduate with Financial Aid: 97%

OUR FACULTY (2021-22)

Faculty with Terminal Degree: 70%

Full-Time: 125

Adjunct: 294

NUMBER OF GRADUATES (2021-22): 1,011



SXU CORE VALUES

RESPECT

EXCELLENCE

COMPASSION

SERVICE

HOSPITALITY

INTEGRITY

DIVERSITY

LEARNING FOR LIFE

ACADEMICS

Saint Xavier University is a 2023-2024 College of Distinction that offers an outstanding educational experience with a well-rounded curriculum accredited by the Higher Learning Commission/North Central Association of Colleges and Schools. Entering the 177th year of providing innovative academic programs, Saint Xavier offers a variety of undergraduate and graduate degree programs, as well as degree completion programs, taught by more than 125 full-time faculty and 294 adjunct faculty members within its two colleges: the College of Liberal Arts and Education and the College of Nursing, Health Sciences and Business. Additionally, Saint Xavier offers an Honors Program, student-faculty collaborative research opportunities and a range of service and leadership programs that provide students with enriched educational experiences to build upon their talent and motivation for learning.

COLLEGE OF LIBERAL ARTS AND EDUCATION

The College of Liberal Arts and Education is dedicated to providing Saint Xavier students with a challenging general education program that cultivates critical thinking, effective communication and collaboration as students explore arts and sciences disciplines. The college also provides students with focus, depth and specificity in its disciplinary undergraduate and graduate programs. The college provides a variety of undergraduate, graduate and continuing education majors, minors and programs, which engage students in the pursuit of knowledge in the discipline and cultivate facility with disciplinary modes of thought, research and practice, enabling graduates to pursue advanced study, service in the professions and the path of lifelong learning. The curricula incorporate critical inquiry into the assumptions and practices of the various disciplines, preparing students for responsible citizenship and conscientious practice in the professions.

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Academics, continued.

**COLLEGE OF NURSING,
HEALTH SCIENCES AND BUSINESS**

The Graham School of Management, part of SXU's College of Nursing, Health Sciences and Business, is accredited by the Association to Advance Collegiate Schools of Business (AACSB), one of the highest standards for business schools worldwide. GSM provides a comprehensive, innovative curriculum matched with experiential learning opportunities that thoroughly prepare students to serve as leaders in the business industry and to meet the needs of the 21st century workforce.

The BBA offers undergraduate students the opportunity to obtain specializations in accounting, finance, management, hospitality and digital marketing. GSM is dedicated to preparing students to be career ready. GSM works with leading employers to ensure programming is relevant and helps students find employment opportunities. Additionally, GSM offers a BBA Fast-Track degree for adult transfer students.

The rich traditions of Saint Xavier University's School of Nursing evolved from the commitment of the Sisters of Mercy to serve the city of Chicago. The School of Nursing was the first baccalaureate-nursing program in Illinois, established in 1935. SXU's nursing programs have been continuously accredited since 1940. Recently, the college began offering programs in gerontology, exercise science, and sports and fitness administration.

Since 1992, the SON has offered master's degrees in nursing and a Master of Science in Nursing (MSN) as well as Communication Sciences and Disorders (CSD), leading to a Master of Science in Speech-Language Pathology. The MSN program offers the following tracks: family nurse practitioner, clinical nurse leader and nurse educator.

In addition to the three other nursing master's tracks, CSD offers a Master in Speech-Language Pathology. SON has attained accreditation by the Commission on Collegiate Nursing Education since 2002, and the Council on Academic Accreditation accredits the CSD program.

SON students are taught by experienced health care professionals, including nurses actively involved in clinical and advanced practice and research and faculty specializing in communication science and speech disorders. Students receive a quality education with a solid scientific foundation and practical application that prepares them for professional nursing roles in various practice settings.

SON has the only nursing program that the National League for Nursing has designated as a Center of Excellence in Nursing Education since 2007 for creating and sustaining an environment that enhances student learning and professional development within a culture of intentional care. SON is one of 95 institutions nationwide to receive the designation for a fourth consecutive term. SON ranks No. 5 for "Best Online Graduate Nursing Programs" by U.S. News & World Report.



STUDENT LIFE AND STUDENT SUPPORT SERVICES

SXU is deeply committed to student success. The University offers academic resources and support services that encourage achievement academically, personally and professionally. Academic services, such as the Office of Accessibility Resources, the Center for Learning and Student Support, and the Student Success Academy, are designed to facilitate the mastery of study strategies and learning skills to improve overall academic performance. Through services such as the Counseling Center and the Health Center, students can maintain their mental and physical health and personal growth. More than 40 registered student organizations (RSOs) are available to allow students to connect with likeminded individuals in academic, cultural, service, spiritual and special interest organizations.

The Center for SUCCESS team prepares, educates and empowers students and alumni to explore opportunities, develop skills and make the connections necessary for lifelong career success. From first year through graduate school and beyond, the Center offers a holistic approach to student, leadership and career development, as well as academic support, workshops, internships and job fairs, networking events and alumni career panels designed to assist in every step of the journey. The Center helps students cross the bridge from academic to professional life, equipped with the tools needed to reach their fullest potential.

ATHLETICS

The Athletics department at SXU is made up of 20 varsity teams competing in the National Association for Intercollegiate Athletics (NAIA) and affiliated with the Chicagoland Collegiate Athletic Conference (CCAC) and Mid-States Football Association (MFSA).

Cougar Athletics has a history of success. In the last three years, the program has won seven regular season conference championships and four tournament championships. The Cougars have also made eleven post-season appearances. Individually, student-athletes have been recognized for their on-field performance with 10 NAIA All-Americans, 147 All-Conference Awards, seven Player of the Year awards, and four Freshman of the Year awards. Cougar athletes also excel in the classroom, boasting 70 NAIA scholar-athletes and 171 CCAC All-Academic selections. Athletics is an integral part of the educational and community environment of the University.

MEN'S TEAMS

- Baseball
- Basketball
- Bowling
- Cross Country
- Football
- Golf
- Soccer
- Track and Field
- Volleyball

WOMEN'S TEAMS

- Basketball
- Bowling
- Cross Country
- Golf
- Softball
- Track and Field
- Volleyball

COED TEAMS

- Cheerleading
- Dance (Paw Prints)
- Esports

FINANCIAL AND ADMINISTRATIVE INFORMATION

In 2017, President Laurie Joyner was brought on board to establish the financial sustainability of the University. Through the strategic leadership of its Board, management team and campus community, SXU has improved its operating performance, paid down its debt and more than tripled its endowment during the last five years, positioning SXU well in its efforts to create a sustainable financial model moving forward.

The annual budget of the University is approximately \$66 million of which salaries and fringe benefits comprise 62 percent. Institutional debt is approximately \$18.5 million, and the endowment is approximately \$43 million. The Board of Trustees is committed to further paying down debt and increasing the endowment.

In 2023, SXU has more than 830 employees: 121 full-time faculty members, 364 part-time faculty members, 264 full-time staff, and 62 part-time staff.

ENROLLMENT MANAGEMENT

Saint Xavier University has not been immune from demographic shifts or the increased price sensitivity of families. Its modest endowment has necessitated positive operating performance.

Despite its location in the hyper-competitive Midwest market, SXU has been able to maintain full-time undergraduate enrollment and maximize net tuition fee revenue (NTFR) over time. In four of the six years from 2018 to 2023, SXU had record-breaking numbers of new first-year freshmen students, with the highest-ever record occurring in fall 2023, enrolling 763 new freshmen at 10th day term. SXU falls in the top quartile nationally for annual growth in fall student enrollment with a positive compound annual growth rate.

The undergraduate enrollment team has executed several actions to further enhance performance, including implementing a new tuition and financial aid regimen, restructuring Admission, investing in new recruiting positions, expanding program marketing, executing a digital media strategy, using retention resources strategically, and implementing a series of summer yield strategies. Further, SXU has initiated the Strategic Planning Action Committee (SPAC), composed of stakeholders throughout the SXU community, to carry out the University's strategic plan, STRIVE 2025.



ADVANCEMENT

Celebrating almost 40,000 active Saint Xavier University undergraduate and graduate alumni from across the globe, University Advancement strives to build and sustain an advancement program that promotes and secures financial support for the University's talented students, dedicated faculty and staff, and institutional priorities and innovations.

With a clear vision of the University mission and purpose, SXU has raised \$3.5 million in FY22, \$3.1 million in FY21, \$2.6 million in FY20, all while continuously increasing operational efficiency resulting in a marked decrease in the cost to raise a dollar each year since 2018.

In line with strategic priorities to further advance student learning and success, the University has received more than \$10 million in Department of Education Title V grant funding and was among the first institutions to receive the inaugural National Science Foundation HSI STEM grant, totaling more than \$1.4M in additional support for high-impact practices to improve retention of Hispanic students in STEM.

FACILITIES

SXU has invested approximately \$2 million each year in capital projects and has also received generous allocations from the State of Illinois to facilitate a number of extensive renovation projects including the Science Wing renovation. Other significant capital projects have involved the library, athletic facilities and residence hall restoration. The institution estimates its capital needs in the range of \$15-20 million.





CURRENT LEADERSHIP

Saint Xavier University has offered a transformative educational experience for over 175 years, grounded by the fundamental principles and values of our founding Sisters of Mercy. In recent years, the University has evolved tremendously and is positioned for a bright future with greater financial stability, shared governance, increased enrollment and improved retention, an investment in its equity and inclusion agenda, expanded academic and athletics offerings, and more. The University is eager to welcome a president who can build on that foundation and who values the Mercy mission; understands the problems higher education has long evaded and can offer a compelling, innovative vision for navigating the changing landscape; and who will, with urgency and steadfastness, work to bring the strategic plan to life to advance the University's tradition of excellence and service. Interim President

Rebecca Sherrick, a successful long-serving president in the Chicagoland area, is continuing to lay the groundwork for the next president.

The University embraces a shared leadership of faculty and staff empowerment. A 12-member senior leadership team meets weekly and features key leaders from across the University, including representatives from Campus Ministry, University Advancement, University Relations, Athletics, Inclusive Excellence, Student Life, Admission/ Enrollment, Information Technology, Institutional Research, Academic Affairs, and Finance and Administration. The University also has a 13-member extended leadership team made up of constituents from departments across the University, including members of Staff Council, Faculty Senate leadership, academic deans, and more.

LEADERSHIP AGENDA

Saint Xavier University has achieved significantly strengthened financial health and enrollment success. While it enters this presidential search with positive institutional momentum, the bold changes enacted to ensure the institution's viability resulted in relationship challenges within the campus community. The next president will have the opportunity to build from a position of relative financial stability, strengthen the sense of community, and explore a long-term vision for the University. The next president will focus on the following key priorities.

Develop and pursue a compelling vision of a thriving Saint Xavier University. The values articulated by the Sisters of Mercy are evident on campus and serve as a point of differentiation for Saint Xavier University in a crowded marketplace. In fact, it is those values—lived in service to SXU's unique student population and the neighborhoods near the University's South Side campus—that resonate deeply with many members of the campus community as a purpose that animates their work. The current strategic plan, STRIVE 2025, was established in 2019 and is nearing its completion. As a result, the next leader will have the opportunity to engage with the campus community to identify a next-generation vision and identify the path toward realizing that vision. There is no shortage of ideas around which vision might galvanize, including but certainly not limited to academic excellence, a commitment to student access and success, and a unique and strong tie to the University's neighborhood and local churches on the South Side of Chicago. The next leader will engage with the campus community to coalesce around which of these—individually or in combination—will constitute the next level of success for SXU and will be a champion for that vision internally and externally.

Continue to strengthen the University's financial and operating models. As indicated earlier, Saint Xavier has experienced increasing success in enrollment and financial health. Recognizing that neither of those achievements is ever permanent, particularly in light of anticipated demographic challenges, the next president will be expected to build upon and advance this work. In particular, it will be essential to continue diversifying revenue streams through enrollment offerings that generate net revenue by meeting community needs as well as a greater emphasis on fundraising that builds on recent success in grant writing. In addition, the next president will be a diligent steward of the Mercy, Catholic mission and existing resources and will seek opportunities to improve operating efficiencies (i.e., process improvements) that hold the potential to realize savings in time and money while improving the quality of the student experience.

Explore and pursue structures to advance the vision and ensure long-term vitality. Over the past several years, the University has successfully negotiated through several challenging major reconfigurations and focused on strengthening efficiencies, streamlining costs, right-sizing the University, and recognizing and honoring high-performing employees. In addition to articulating a shared vision, the next president will have the opportunity to build organizational structures and practices to advance it—as one member of the campus community described it, “to finish the reconfiguration of Saint Xavier University for a new time.”

This work exists at a number of levels. One level is internal to the campus community, such as defining roles and responsibilities of shared governance as they apply at Saint Xavier. Another is at the Board level, working to ensure that the role of Trustees is

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Leadership Agenda, continued.

clear, that the structure of the Board provides the level and type of oversight consistent with the Mercy Higher Education Covenant and with the fiduciary responsibilities they uniquely hold, and that the size and composition of the Board is sufficient to carry out that work. In addition, the next president will actively explore opportunities for different types of partnerships with other institutions that may further the University's mission, advance student success, and ensure long-term viability.

Advance student success. Like financial health, student success is not something that is ever permanently achieved—rather, it is earned through consistent attention and action over time. As a teaching institution, Saint Xavier has a long-standing commitment to serving its local community, helping students realize their educational dreams, and changing the trajectory of the lives of those students and their families; the next president will be an enthusiastic advocate for this unique mission. The next leader will ensure that assessment of student outcomes continues and that changes are made as needed to either address trends needing attention or to accelerate those heading in a positive direction. This leader will be mindful of the impact of the

pandemic in areas such as academic preparation and mental health. In addition, they will pursue systems that facilitate greater ability to recruit, retain, and develop the high-quality faculty and staff required to carry out this important work.

Strengthen the sense of community in Saint Xavier. Saint Xavier University seeks an engaging leader who will deepen the sense of community and shared purpose across the University. Generating such engagement will require establishing healthy relationships—particularly among the president, the Board, and the faculty, as well as staff, students, and alumni. SXU is poised for a leader who, working with these different stakeholder groups, can cultivate an environment of civility, respect, accountability, and trust across the organization. SXU has made remarkable progress in enrollment and financial stability and performs an exceedingly important role in the local community. The successful candidate will celebrate these accomplishments while building upon them for the next level of institutional success.

REQUIRED AND DESIRED ATTRIBUTES

It is preferred that the next president at Saint Xavier University hold a terminal degree and must have a demonstrated track record of successful organizational leadership at the senior level. While it is not required that the president be Catholic,



the successful candidate must embrace the Mercy charism, the University's values, and the University's Catholic identity. The next president is expected to sign and uphold the accountabilities of the Mercy Higher Education Covenant. The University's relationship with the Sisters of Mercy of the Americas calls for, among other characteristics, a president who will "affirm the Catholic, Mercy identity and mission of the institution as a key priority, in both word and deeds." In addition to those requirements, the successful candidate will bring a combination of many of the following desired attributes:

- A unifying, relational leadership style marked by transparency, frequent and effective communication, visible presence, genuine engagement, and effective conflict management.
- The ability to recognize academic accomplishment in scholarly achievement and encourage and guide others toward that same success.

- Enthusiasm for and experience in working with the uniquely diverse (racial/ethnic diversity, first-generation, socioeconomic status) population Saint Xavier is proud to serve.
- Experience in building student-centered learning environments, with teaching experience preferred.
- Strong financial acumen.
- Experience in shared governance, particularly building structures with faculty and the Board (respectively) that uphold the governance responsibilities each holds and allow the institution to successfully pursue its future.
- Successful fundraising experience, including building a culture of philanthropy and the systems and relationships (with alumni, local community leaders, and others) that support successful advancement efforts.
- A track record of innovation, creativity, and change leadership.
- A systems approach, with the ability to anticipate the ways in which changes may have impact across the institution.
- The ability to craft and articulate an inspirational strategic vision and to define and execute the steps needed to achieve that vision.
- Familiarity with various types of institutional partnerships (articulation agreements, corporate and community partnerships, consortia, etc.) and the willingness to explore such relationships to pursue mutual benefit.
- The ability to demonstrate the Mercy, Catholic mission in both word and deed.



THE APPLICATION AND NOMINATION PROCESS

Inquiries, nominations, and applications are invited. SXU is firmly committed to creating an inclusive and just community that embraces diversity; therefore, persons from historically underrepresented groups are encouraged to apply.

Saint Xavier University is being assisted by Academic Search. Conversations are encouraged as our consultants want to get to know you, to share information that might be helpful in discerning your interest and preparing application materials, and to assist as you navigate every step of the application and interview process. If you are interested in the position, please arrange a confidential discussion by contacting:

Dr. Scott Flanagan

Senior Consultant and Senior Executive Coach

scott.flanagan@academicsearch.org

Direct booking link: <https://tinyurl.com/2z9s5m6y>

or

Ms. Disa Mason

Consultant

disa.mason@academicsearch.org

Applications must include a cover letter that addresses the leadership agenda, responsibilities, and qualifications described in this position prospectus; a curriculum vita; and a list of at least five professional

references with contact information, including telephone and email, and a note indicated the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate. Applications and nominations should be sent electronically (PDF preferred) to [SXUpresident@academicsearch.org](mailto: SXUpresident@academicsearch.org). This position is open until filled, but only applications received by November 6, 2023 can be assured full consideration. For additional information about Saint Xavier University, please visit www.sxu.edu.

Saint Xavier University is an Equal Opportunity Employer that makes all decisions regarding recruitment, hiring, promotions and all other terms and conditions of employment without discrimination on the grounds of race, color, creed, sex, religion, national or ethnic origin, age, physical or mental disability, veteran status or other factors protected by law. Hiring decisions will be based on the bona fide occupational qualifications of each applicant. The University is committed to diversity and encourages applications from individuals with a wide variety of backgrounds and experiences. Saint Xavier University affirms its position as a Catholic institution, inspired by the heritage of the Sisters of Mercy, and asserts its rights to employ persons who subscribe to the mission, vision, and core values of the University.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Saint Xavier University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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