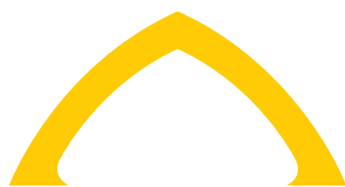


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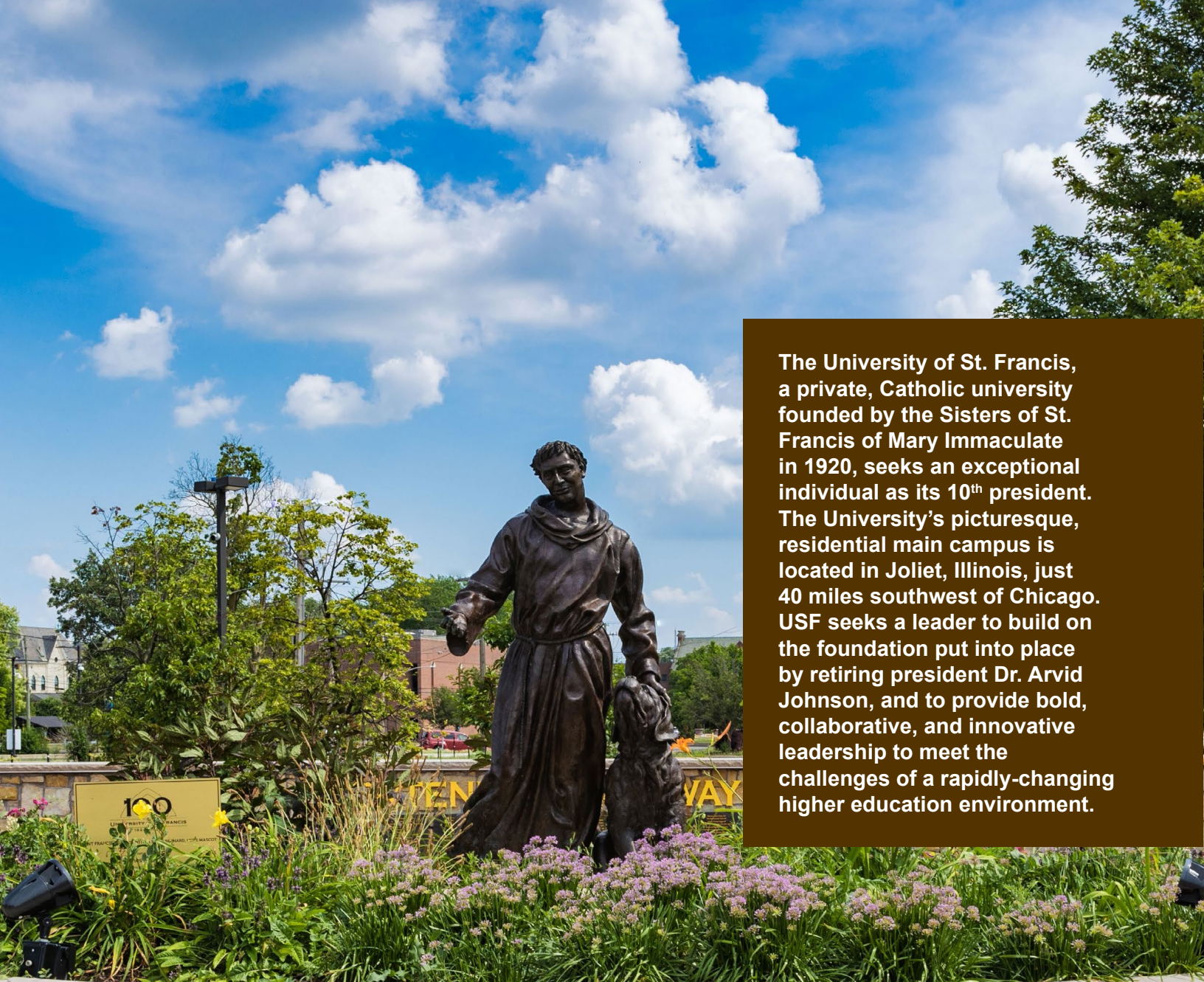
PRESIDENT



UNIVERSITY OF
ST FRANCIS

TABLE OF CONTENTS

ABOUT THE UNIVERSITY OF ST. FRANCIS	4
HISTORY	4
MISSION/VISION/VALUES	5
STUDENT SUCCESS	6
ACADEMICS	6
STUDENT LIFE	7
THE COMMUNITY	8
THE CAMPUS	8
ATHLETICS	9
LEADERSHIP AND GOVERNANCE	9
STRATEGIC DIRECTION	11
FINANCES AND ENROLLMENT	11
ABOUT THE POSITION	12
LEADERSHIP AGENDA	12
QUALIFICATIONS	13
APPLICATION AND NOMINATION PROCESS	14



The University of St. Francis, a private, Catholic university founded by the Sisters of St. Francis of Mary Immaculate in 1920, seeks an exceptional individual as its 10th president. The University's picturesque, residential main campus is located in Joliet, Illinois, just 40 miles southwest of Chicago. USF seeks a leader to build on the foundation put into place by retiring president Dr. Arvid Johnson, and to provide bold, collaborative, and innovative leadership to meet the challenges of a rapidly-changing higher education environment.





ABOUT THE UNIVERSITY OF ST. FRANCIS

The University of St. Francis (“USF”) is a Catholic, non-profit university rooted in the liberal arts and founded by the Sisters of St. Francis of Mary Immaculate in 1920. As a member of the Association of Catholic Colleges and Universities, USF integrates four Franciscan values into its life and work: respect, compassion, service, and integrity.

Across its three campuses in Joliet, Illinois, USF strives for academic excellence in all programs, preparing students to contribute to the world through service and leadership. First and foremost, the institution operates as a welcoming community, which is fundamental to the Catholic Gospel tradition.

Being a nonprofit university means that revenue earned by USF is reinvested into programs and services that help students and on initiatives that contribute to the university’s mission. USF also receives support from endowments and annual donations from alumni and other donors. In sum, USF is a vital educational institution preparing its students for a life of service and success locally, nationally and globally.

Due to consistently meeting criteria in areas like mission, integrity, educational quality and resources, the University of St. Francis is fully accredited by the Higher Learning Commission (HLC) and is authorized to operate as a post-secondary institution by the Illinois Board of Higher Education. The most recent comprehensive HLC visit was conducted in 2018, with the four-year assurance review completed in 2022; all

criteria and core components were met, and no further action is required until preparation for the 10-year review.

The University of St. Francis became a Hispanic-Serving Institution in 2023 and is implementing innovative strategies to significantly increase retention and graduation rates.

HISTORY

The University of St. Francis was established by the Congregation of the Third Order of St. Francis of Mary Immaculate for the education of its own members.

The University of St. Francis has come a long way since it was established in 1920. Founded by the Sisters of St. Francis of Mary Immaculate, known as the Joliet Franciscans, the institution was first called “New College,” then “Assisi College,” followed by the “College of St. Francis,” and finally reaching university status in 1998.

The University has a rich history. Over the years, the institution transitioned from exclusively preparing its Sisters to teach, to becoming an all-women’s college, to becoming coeducational in 1971, to affiliating with the Saint Joseph College of Nursing in 1997. Throughout the years, it has maintained its focus on offering a Catholic, comprehensive educational experience, focused on Franciscan values and rooted in the liberal arts, for each and every student.

ABOUT THE UNIVERSITY OF ST. FRANCIS (CONT.)

USF TIMELINE:

1925

Assisi Junior College opened its doors to women outside the congregation

1930

Senior college curriculum established; became the **College of St. Francis**

1971

Became coeducational; first off-campus degree programs began

1980

Master's program in health services administration offered followed by expanded graduate offerings

1997

Affiliated with Saint Joseph College of Nursing

1998

Became the **University of St. Francis**

2000

College of Education established; Physician Assistant program added on acquired campus in Albuquerque, New Mexico; Graduate nursing education program begins

2003

Historic Motherhouse building and adjacent land acquired from the Sisters of St. Francis of Mary Immaculate

2009

Doctor of Nursing Practice established; Art & Design Department opened the Center for Art & Design; USF designated as a "Military Friendly School"

2011

Doctor of Education program established

2013

Overseas MBA program established with Brno University of Technology in the Czech Republic; USF Art Gallery opened

2014

St. Bonaventure Campus opened; Business Incubator opened

2016

Leach College of Nursing moved to new St. Clare Campus

2018

LaVerne & Dorothy Brown Science Hall opened

2020

USF celebrates 100 years of Catholic, Franciscan education

2023

USF designated as a Hispanic-Serving Institution (HSI)

MISSION/VISION/VALUES

Mission

As a Catholic university rooted in the liberal arts, USF is a welcoming community of learners challenged by Franciscan values and charism, engaged in a continuous pursuit of knowledge, faith, wisdom, and justice, and ever mindful of a tradition that emphasizes reverence for creation, compassion and peacemaking. USF strives for academic excellence in all programs, preparing students to contribute to the world through service and leadership.

Our Vision Statement

Transform students into leaders inspired by Franciscan values and tradition to serve and shape our world.

Franciscan Values

- **RESPECT:** We are a welcoming community of learners.
- **INTEGRITY:** We manifest an ethic of care.
- **SERVICE:** We are a campus of doers.
- **COMPASSION:** We serve those who serve others.

Sacred the Land

The University of St. Francis acknowledges that the land upon which is located is sacred land held in stewardship as the original home of past indigenous peoples—most recently, the Illini, the Potawatomi, the Ojibwa, the Sauk, the Fox, and the Miami peoples. We acknowledge our Creator God's understanding of and reverence for the land and its resources, and the respect indigenous people have shown towards all life upon it.



STUDENT SUCCESS

The University's focus on student success is evident in the success of its students. Cohort retention rates are typically in the low eighties; this retention rate as well as the graduation rate (nearly 65%) are above the average according to the U.S. Department of Education. In addition, USF alumni do well, with relatively low debt levels and higher-than-average median earnings ten years after graduation, as reported by the College Scorecard.

In 2024, USF was one of 34 Illinois-based institutions included among over 700 four-year colleges and universities in Money's Best Colleges in America ratings report, recognizing schools that successfully combine quality and affordability. USF was also recognized as a top Midwest college for the diversity of its student population according to the 2024 Best Colleges in America rankings by WSJ/College Pulse, and made Princeton Review's 2025 Best Colleges List, 2025 Best 390 Colleges edition and 2024 Guide to Green Colleges edition. USF also appeared in U.S. News & World Report's 2024 Best Colleges rankings and was one of the top 100 universities in the country in its Top Performers on Social Mobility list for a third consecutive year. In 2023, USF was one of 500 U.S. colleges ranked in Forbes' America's Top Colleges listing, using data on student success, return on investment and alumni influence.

ACADEMICS

The University of St. Francis is proud of the academic achievement of its students, and currently offers 52 baccalaureate degree programs, 18 master's degree programs, two doctoral programs, and 28 certificate programs. With 80 full-time and 228 part-time faculty, USF is able to maintain an average class size of 13.1 students. Total enrollment in 2023-2024 was 3,185 students (1,138 Undergraduate, 1,879 Graduate, and 168 Adult Undergraduate).

The University is comprised of four academic units: the [College of Arts & Sciences \(CAS\)](#), the [College of Business & Health Administration \(COBHA\)](#), the [College of Education \(COE\)](#), and the [Leach College of Nursing \(LCON\)](#). In addition to degree/certificate programs, a unit within the COE, the [Regional Education Academy for Leadership](#) or "REAL," provides credit-bearing courses for the professional development of K-12 educators.

A pioneer in online learning, USF offered its first online courses and degree programs in 1998. USF prides itself on delivering its practical, real-world



curriculum and faculty expertise in a medium proven to be conducive to the needs of working adults. USF's competitive online graduate programs in business, education and nursing are consistently recognized by prestigious regional and national ranking organizations for academic excellence.

The University has also forged partnerships with several universities in countries including China, the Czech Republic and Vietnam to offer art instruction and business degrees. These unique programs are substantial, with over 500 students in Vietnam representing the largest.

USF's academic programs continue to earn national and regional recognition by prestigious ranking organizations. USF's online education programs in business, education and nursing and nursing programs were recognized in Princeton Review's 2024 Best Online Programs rankings, and U.S. News & World Report's Best Online Programs and Best Graduate Schools listings, in which two programs were honored: Education – one of 11 Illinois schools recognized, and Nursing (Master's) – also one of 11 Illinois schools recognized.

Most first-year students take a Foundations 1 Course, designed to prepare students for success by acclimating them to the institution's culture and academic expectations. Throughout the semester, there are lessons focused on diversity, healthy relationships, and career management and many courses include a faculty-led service-learning activity. To support workplace success, students are required to connect with a professional person or faculty in their chosen field, interview them, and present the information they find. The Academic Center for Excellence (ACE) provides wraparound student support services including advising, tutoring, and registrar operations. The University has plans to construct an addition to its Tower Hall and relocate ACE in this new space.



STUDENT SUCCESS (CONT.)

STUDENT LIFE

Student life at the University of St. Francis is robust and inclusive, with more than 38 student clubs/organizations and 19 academic honor societies. The “Saints Central” mobile student engagement app allows students to connect with peers and explore new interests by tracking their engagement with clubs, organizations, social gatherings and University events.

36% of first year students, and 25% of all undergraduate students live on campus in residence halls and eat at one of the five on-campus dining outlets. USF has capacity for approximately 450 resident students.

USF is a diverse institution where 52% of the student body are first generation college students and 54% of first year students identify as a minority. 38% of the student body are Catholic. In early 2023, USF earned the Hispanic-Serving Institution (HSI) designation by the U.S. Department of Education for having an undergraduate full-time equivalent student population that is comprised of at least 25 percent Hispanic students. There are numerous clubs and groups that support and celebrate the diversity of the USF community.

Supporting its vision statement to “transform students into leaders inspired by Franciscan values and tradition to serve and shape our world,” USF offers

a wide variety of curricular or co-curricular activities that prepare students for informed citizenship and workplace success. All student clubs are encouraged to engage in at least one service event per year, which encourages leaders on campus to engage with the Joliet community. USF is a “Campus of Doers,” where students learn by doing – whether through student teaching, practicing in skills labs, presenting in mock trials, or creating a business plan for a local non-profit organization.

USF’s 3,185 students benefit from the University being a small, high-touch institution, able to give students one-on-one attention. The [Career Success Center](#), [Counseling and Wellness Center](#), and [University Ministry](#) are available to students at any time throughout their college career. At USF, student physical and mental health are of paramount importance.

The vast majority of students are earning degrees that focus on helping people, such as nursing, health care, business, and education, and the University believes that the best way to model compassion is by modeling service and putting others’ needs first. Additionally, the campus works to ensure these experiences are not limited to traditional undergraduate students, but felt by commuter students, online students, and graduate students as well. Even employees are encouraged to engage in service throughout the year.

ABOUT THE UNIVERSITY OF ST. FRANCIS (CONT.)

THE COMMUNITY

Joliet is a thriving suburban city easily reachable from Chicago by car or train. As the third-largest city in Illinois, with a population of 150,362, the City of Joliet is located in Will and Kendall counties in Illinois but serves as the county seat of Will County.

The community has experienced strong growth since the 1990s, nearly doubling in population and adding much in the way of business opportunity, residential amenities and avenues for exciting entertainment and culture. The Downtown City Center has been transformed into an urban hub for entertainment, shopping, dining, working and living. This central district is home to the widely popular Bicentennial Park, the Will County Courthouse and many local historical landmarks, including the Rialto Square Theatre, the Joliet Public Library and the Joliet Area Historical Museum. With such communitywide attractions including two casinos, a professional independent baseball team and much more, Joliet has developed into a flourishing tourist destination.

The city offers robust sectors such as industry, logistics, transportation and distribution centers led by major employers like Ikea, Lion Electric, ExxonMobil Corporation, Amazon and CenterPoint. In addition, residents take pleasure in the community's outstanding schools and higher learning facilities, two award-winning hospitals, affordable real estate and excellent public services, which all come together to provide a high quality of life that is truly second-to-none in the Chicagoland area.

USF is committed to serving as an active partner of the Joliet community. As a reflection of its commitment to identifying, cultivating, and maintaining partnerships with the various community stakeholder groups and organizations that share residence in the Joliet area, USF employs a Director of Community and Employee Relations, who serves as the conduit between the University and the community. USF also actively invites community members to participate in a variety of events to experience the many components of higher education. Some of these events allow the community to explore the arts either by attending musical performances and art exhibitions, while other events provide community members with educational opportunities to learn more about current topics of interest.

THE USF CAMPUS

The Main Campus of the University of St. Francis maintains a safe, welcoming feel in a historic residential neighborhood called the "Cathedral Area" amidst some of Joliet's most elegant and historic homes, and within easy walking distance of the Cathedral of St. Raymond. Situated around a picturesque quad and multiple outdoor green spaces are academic and administrative buildings, a residence hall, the library, the recreation center, performing arts center, and the St. Joseph Chapel. Main campus houses multiple dining venues, the campus bookstore, the career success center, and the Regional Education Academy for Leadership (REAL) professional development. USF operates two additional campuses within a three-mile radius— all connected by a convenient shuttle service.



ABOUT THE UNIVERSITY OF ST. FRANCIS (CONT.)

The St. Bonaventure Campus is home to the Robert W. Plaster Free Enterprise Center, the Center for Art & Design, and the USF Art Gallery. The Plaster Center features classrooms, a courtroom for mock trial activities, a business incubator, student study and leisure space, computer labs and offices. The art facilities down the street offer urban workspaces for budding creators to make and exhibit their work. This campus opened in 2014 and supports programs in both the College of Business & Health Administration and the College of Arts & Sciences.

The St. Clare Campus offers simulation spaces, classrooms and labs, and other stellar, state-of-the-art learning facilities for the Leach College of Nursing. The historic building, Guardian Angel Hall, was built by the Sisters of St. Francis of Mary Immaculate in 1925 to help and house orphaned, abused or troubled children. The University purchased, renovated, and opened the building in 2016.

ATHLETICS

The Fighting Saints compete in twenty sports, with 425 student-athletes participating in at least one sport. USF is a member of the NAIA and competes in the Chicagoland Collegiate Athletic Conference for most sports, with the exception of the Wolverine-Hoosier Athletic Conference for bowling, the Mid-States Football Conference, and the American Midwest Conference for competitive dance.

Student-athletes have a strong record of success in the classroom and in competition, recognized by

USF being ranked in the top 15 percent of the NAIA Learfield Cup. Each of the 20 squads posted a 3.00 or higher GPA during the 2023-24 academic year. During that same year, four teams won conference championships and nearly half (eleven) advanced to NAIA National Tournament competition. Individual success is similarly high, with sixteen NAIA All-Americans, 70 all-conference performers, and 100 NAIA Scholar-Athletes. Additional programs are under consideration to expand opportunities for student-athletes.

LEADERSHIP AND GOVERNANCE

The next president at USF will follow the successful 12-year presidency of Dr. Arvid Johnson. During Dr. Johnson's tenure, the University's profile increased locally, nationally, and globally. Campus improvements included renovations to the Plaster Center (Mode Theater) and Guardian Angel Hall, improved the quality of learning spaces for programs like the University's Business Incubator and the Leach College of Nursing, and the construction of a Science Building created space for students and faculty to engage in collaborative research. A student success center currently under development will bring together a variety of student services at the main campus. In addition to these facilities improvements, the University established international partnerships with leading universities in the Czech Republic, China, and Vietnam allowing hundreds of additional students to pursue USF undergraduate and graduate degree programs. With his team, Dr. Johnson has substantially

FIGHTING SAINTS TEAMS:

- Baseball
- Men's & Women's Basketball
- Men's & Women's Bowling
- Men's & Women's Cross Country
- Competitive Dance
- Football,
- Men's Golf
- Men's & Women's Soccer,
- Softball
- Men's & Women's Tennis
- Men's & Women's Indoor Track & Field
- Men's & Women's Outdoor Track & Field
- Women's Volleyball



ABOUT THE UNIVERSITY OF ST. FRANCIS (CONT.)

improved USF's financial position and fiscal viability including building cash reserves, increasing net assets to an all-time high, more than doubling the University's endowment, and raising over \$50 million, including state and federal grants.

The President's Cabinet consists of the President as well as six Vice Presidents: Provost/Academic VP, VP for Finance & Administration, VP for Admissions & Enrollment Services, VP for Mission Integration, VP for Information Technology and Planning, and VP for University Advancement. The Executive Council is comprised of President's Cabinet members along with other key campus leaders, including Deans of the four colleges (arts & science, business & health administration, education, Leach College of Nursing) as well as the Diversity Director/Title IX Coordinator and the Dean of Student Life. In addition to the Vice Presidents and the Executive Assistant to the President, the Director of Athletics reports directly to the president.

The Board of Trustees has a set of governance duties consistent with standard practice in higher education. According to University bylaws, the Board may have 16-40 members; currently there are 24. Trustee standing committees include the Executive Committee, Compensation Committee, Investment Committee, Audit, Risk Management, and Compliance Committee, Mission Fulfillment Committee, Finance and Infrastructure Committee, and the Committee on Trusteeship; other ad hoc committees may be formed as needed. Committees typically meet three times per year, as does the Board.

The Sisters of St. Francis of Mary Immaculate appoint members of the Congregation to the board (currently six). Three of those individuals, designated as Sponsorship Trustees, must approve (by a majority vote) actions for which sponsoring orders frequently retain reserved powers, including change of mission, acquisition or disposition of real estate, change of corporate structure (i.e. merger, acquisition, dissolution, etc.), and hiring of the president. In consideration of the future of Franciscan sponsorship, the University is moving toward enacting a Public Juridic Person for Franciscan higher education in conjunction with other Franciscan religious congregations.

The USF Academic Assembly provides the direct faculty voice into academic affairs; all faculty members, as well as deans and the director of the library, are members. The Assembly serves as a consultant to the Provost/VPAA and President in policy matters

pertaining to the faculty, proposes policy changes, and engages in policy-making in areas directly related to faculty and academic affairs (including curriculum, retention, grading, honors, dismissal, teaching standards). The Executive Committee, consisting of the chair and vice-chair as well as chairs of five of its committees (University Curriculum, Faculty Affairs, Teaching and Professional Growth, Educational Standards, and Assessment) and one elected representative from each College, provides leadership for the Assembly. In addition, each college operates under a governance structure that appropriately balances autonomy for each and uniformity and cohesion among the four colleges.

Similar structures exist for Administrators and Staff (the Administrator and Staff Council, or ASC), Alumni (Alumni Association), and Student Government (Student Government Association) to engage meaningfully in matters that have impact upon their respective constituencies as well as the University as a whole.



ABOUT THE UNIVERSITY OF ST. FRANCIS (CONT.)

STRATEGIC DIRECTION

The University is operating under a strategic plan approved in 2024 to run through 2029. The plan outlines five key objectives, with specific goals, strategies, and milestones articulated for each:

- Leverage its Catholic heritage and Franciscan identity (of a values-oriented institutional culture) to create an intentionally diverse and welcoming community—so that its students lead, succeed, and graduate to positively contribute to their communities.
- Enhance the reputation and awareness of USF as a leading Catholic, Franciscan university with excellent student educational outcomes to increase the size of the student population
- Increase the quality of USF's academic and co-curricular programs—so that graduates of USF are prepared to contribute to the world through service and leadership.
- Strengthen the financial capacity and long-term sustainability of USF through enrollment growth, strategic investments, securing major grants and donations, and effective stewardship of resources.
- Cultivate an environment that attracts, develops, and retains faculty, staff, and administrators, who embrace a culture of continuous improvement along with USF's mission and values.

FINANCES AND ENROLLMENT

USF has a relatively stable net asset base at nearly \$60 million, with nearly half of that amount either restricted to or designated for endowment purposes. The University holds approximately \$30 million in long-term debt; this debt is held at a very favorable interest rate and is being reduced by approximately \$1.5 million each year. Operating expenses are just below \$50 million (not including institutional financial aid of nearly \$25 million). Net tuition and fees accounts for over 70% of operating revenues, with auxiliary enterprises accounting for approximately 10%; the balance is generated through contributions and investment returns/distributions. In nine of the past eleven years, USF has generated an operating surplus; enrollment declines in recent years have had an impact on the ability to sustain this trend.

The University is in the quiet phase of a comprehensive campaign, entitled “A Shared Tomorrow.” Primary areas of focus are aligned with the strategic priorities and include student support, capital projects, endowment, academic programs, sustainability initiatives, and the annual fund. The next president will have the opportunity to influence the priorities. With its designation as a Hispanic Serving Institution (HSI), USF was able to apply for and has since been awarded Title V Developing HSIs (DHSI) funding in the form of a grant worth close to \$3M over five years. Ninety percent of DHSI program costs are being financed with Federal funds from the U.S. Department of Education, while 10% of DHSI program are financed by USF.





ABOUT THE POSITION

LEADERSHIP AGENDA

After over a decade of service, Dr. Arvid Johnson has announced his retirement as president of the University of Saint Francis. With the announcement of Dr. Johnson's retirement, the USF community is seeking a leader to build on a strong foundation and to provide bold, collaborative, and innovative leadership to advance the University's pursuit of an even brighter future.

Top priorities for the next president include the following:

Drive strategic innovation and visionary planning

The presidential transition provides an opportunity for a fresh and inclusive approach to strategy, vision, and innovation. Engaging effectively with a variety of stakeholders, the next president will develop a clear, bold, inspiring shared vision for the future—a vision that utilizes USF's mission and identity as a point of departure for imagining a new future. The successful candidate will cultivate an environment that generates creative, forward-looking ideas to actualize that vision. Further, this leader will work with the USF community to align efforts (systems, practices, relationships, resources, etc.) in pursuit of that future. Such a process is inherently challenging; therefore, the next president must be willing and able to make difficult decisions in pursuit of that vision and to empower others to do the same. In addition, the successful candidate will build a culture of excellence, execution, and accountability, ensuring that plans and ideas result in purposeful and timely actions.

Ensuring financial stability

USF is heavily tuition dependent, and enrollment declines in recent years have placed stress on the annual operating model. The next president will take a strategic approach to financial success, including the ideal enrollment size and mix within current conditions, investment in recruitment and retention, actions to ensure that academic and co-curricular offerings are appropriate to achieve that ideal composition, strategic deployment (or potentially redeployment) of resources, and the use of data to inform decision-making. This approach will require the ability to move quickly to

address short-term constraints while adopting and working toward a stronger financial equilibrium in the future. In addition, the successful candidate will build effective relationships with the philanthropic community to secure financial support for initiatives that will strengthen the University while sustaining recent successes in increasing grant support.

Strengthen Catholic and Franciscan identity

The USF community demonstrates a remarkably high level of commitment to its Catholic and Franciscan identity. The next leader will embrace this commitment, uphold the ideals it represents across campus and the community, and continue to utilize the University's mission and values as the foundational cornerstone for all decision-making processes. In addition, this leader will advance the University's distinctiveness through ensuring that its efforts resonate with those values. Further, the next president will strengthen efforts to effectively communicate that distinctiveness to members of the campus community as well as external groups such as prospective students, families, community partners, philanthropic partners, and other stakeholder groups.

Build a culture of trust and collaboration

Like many institutions in the post-COVID era, bonds of trust and collaboration have been stressed in recent years. The incoming president will engage effectively with a variety of stakeholder groups to restore and renew a sense of shared purpose rooted in the institution's mission and values. The ideal candidate will purposefully foster a sense of community across the different stakeholder groups and will lead with a focus on listening, consultation, decisiveness, effective communication, and transparency. This leader will be a strong advocate for USF within the University and beyond, serving as a passionate and enthusiastic ambassador who cultivates confidence in the University's ability to thrive in the short- and long-term. Supporting underrepresented groups and encouraging open dialogue, the president will cultivate a culture of empathy and understanding.

QUALIFICATIONS

REQUIRED CHARACTERISTICS

The next president at the University of Saint Francis must meet three criteria:

- A practicing Catholic in good standing who embraces the spirit of Vatican II and the papacy of Pope Francis
- A demonstrated track record of significant leadership experience, with higher education experience strongly preferred
- An earned terminal degree from a regionally accredited college or university (or the equivalent for a degree earned outside the United States)

In addition, the ideal candidate would also possess and successfully demonstrate the characteristics, skills, and experiences listed below. While it is unlikely for one person to have all these traits, the successful candidate will have many of them:

- Bold, collaborative, and visionary leadership, including the ability to think strategically, engage stakeholder groups meaningfully, take calculated risks, foster innovation, ensure implementation, and build a culture of accountability and collaboration within the senior team and at every level of the University.
- A commitment to Franciscan values and an understanding of the significance of Catholic identity, and a deep appreciation for the unique challenges and opportunities of a tuition-dependent Catholic university.
- Strong financial acumen, including an understanding of financial management at the institutional level, the ability to make and execute sound financial decisions, a track record of aligning resources to reach strategic priorities, and the ability to achieve financial health in the unique context of a mission-driven higher education institution.
- Effective communication skills, including the ability to communicate clearly and concisely verbally and in writing, strong listening skills, and the ability and willingness to foster a dynamic exchange of ideas and perspectives.
- Experience in building a welcoming community consistent with the University's mission, values, and commitment to justice, including advancing diversity, equity, and inclusion and ensuring that every member of the community feels welcomed, valued and respected.
- A demonstrated history of successful fundraising, including individual and organizational philanthropy, as well as successful securing of grants. An ability to strategically use resources to build lasting relationships with donors and stakeholders.
- Experience in developing partnerships within the local community, the business community, and other local educational institutions (K-12, community colleges, other local universities and/or Franciscan universities).
- Appreciation and understanding of the unique challenges and opportunities of higher education, with leadership experience in a shared governance setting preferred.
- Exceptional skills in networking and community engagement, along with the ability to collaborate effectively with a variety of stakeholder groups to promote the University in ways that are mutually advantageous to all involved.
- Exemplary personal characteristics, including honesty, transparency, integrity, courage, a strong work ethic, resiliency, and a positive and energetic demeanor.





APPLICATION AND NOMINATION PROCESS

The University of St. Francis is committed to building an inclusive community that inspires acceptance, compassion, respect, and wisdom in understanding the multicultural richness of our society. We value the role of pursuing diversity through achieving flexibility of thinking, respect for differences, moral courage, and appreciation for common ground.

The University of St. Francis is being assisted by Academic Search. Inquiries, nominations, and applications are invited and a conversation with the consultants is encouraged before the submission of an application, so they can share information that might be helpful in discerning your interest and preparing materials. 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 to schedule a call: <https://tinyurl.com/2z9s5m6y>

or

Ms. Disa Mason

Consultant
disa.mason@academicsearch.org
Direct booking link to schedule a call: https://bit.ly/Mason_Bookings

The search committee will begin reviewing applications in October. Though applications will continue to be accepted until the position is filled, only those materials received by November 4, 2024 are assured full consideration.

Applications and nominations should be sent electronically (PDF preferred) to StFrancisPresident@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 an email address and a note indicating the candidate's working relationship with each. References will not be contacted without the explicit permission of the candidate.

ABOUT ACADEMIC SEARCH

Academic Search is assisting University of St. Francis 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.

