The Presidential Search Committee at Newman University, named for the Catholic philosopher and educator Saint John Henry Newman, welcomes inquiries, nominations and applications for the twelfth president of the university. The university is sponsored by the Adorers of the Blood of Christ (ASC) congregation of women religious, with whom the university enjoys a proud and special relationship. Newman University is a private, Catholic, coeducational, comprehensive institution of higher education with its main campus in Wichita, Kansas. We particularly invite applications from candidates who are passionate about leading a Catholic university whose purpose is to empower students to transform society.

The university’s heritage is in the liberal arts tradition and offers a variety of pre-professional and professional programs at the undergraduate and graduate levels. The university seeks candidates who desire a unique leadership opportunity at a values-based, student-focused university in one of the Midwest’s most livable cities.

This prospectus identifies special features and characteristics of the university; key expectations; highly valued qualifications, attributes and experiences; and the leadership agenda of the next president. The process for nomination and application is outlined below. The priority deadline for application is Friday, March 27, 2020. The new president is expected to begin no later than August 1, 2020.
Newman University is a sponsored ministry of the Adorers of the Blood of Christ (ASC) congregation, United States Region, founded in 1834 in Italy by Saint Maria De Mattias, a transformational educator. The university is the only institution of higher education sponsored by the ASC. The community came to the United States in 1870; the first group of sisters arrived in Wichita and established a school for girls in 1902. In 1933, Sacred Heart Junior College was created for both religious and lay women. The college reorganized in 1952 as Sacred Heart College, a four-year liberal arts institution. In 1958, an evening program, open to men, was initiated and then expanded in 1963 to permit degrees for men. In 1965, the college became coeducational with separate residential facilities for men and women. In 1973, the institution changed its name to Kansas Newman College, after John Henry Cardinal Newman, now Saint John Henry Newman (2019), an influential Catholic intellectual and philosopher.

The primary focus of Newman University is education for life. The university seeks to instill knowledge and to develop the skills necessary for its students to succeed personally and professionally while nurturing a moral framework rooted in Judeo-Christian principles. Newman University is committed to the belief that the spiritual nature of all persons can and should influence all aspects of life. Through its curriculum and overall educational environment, the university challenges students to become educated persons who will:

• Respect the dignity of every person
• Engage thoughtfully the values of the Catholic tradition and the mission of the Adorers of the Blood of Christ – developing and empowering people
• Grow holistically, following Saint John Henry Newman’s teaching that full human potential is realized through intellectual, spiritual and practical formation
• Consider the disadvantaged with special regard
• Attain an interdependent global perspective formed by critical consciousness that hungers and thirsts for justice and peace.

The United States Adorers of the Blood of Christ, rooted in the Gospel of Jesus, are ecclesial women, living in community, witnessing God’s love in mission to empower others, foster oneness, celebrate life, form right relationships, and walk as compassionate companions. In addition to Newman University, the Adorers sponsor several health and social service ministries. The sisters serve in approximately 40 dioceses across the country. The U.S. region has approximately 200 sisters; its headquarters are located in St. Louis, Missouri. Internationally, the ASC have approximately 1,200 vowed members with over 2,000 associates.
The university’s 61-acre, park-like main campus is located in Wichita, Kansas with outreach sites in Southeast Kansas, Western Kansas, Colorado Springs, Colorado, Tulsa and Oklahoma City, Oklahoma. Newman currently partners with dioceses in Wichita, Kansas and Arkansas to educate undergraduate students in seminary formation. The beautiful main campus consists of 15 buildings. The newest building is the Bishop Gerber Science Center (2017), a 51,200 square foot state-of-the-art bioscience center that features advanced classrooms, labs and equipment. The science center includes the top teaching anatomy lab in the Midwest where Newman teaches its own undergraduate students along with first-year University of Kansas -Wichita Medical School students through a unique private-public partnership.

In conjunction with the construction of the Bishop Gerber Science Center, Nursing and Allied Health programs benefitted from 2016 renovations to labs in Eck Hall. The upgrades include state-of-the-art equipment, simulation mannequins and teaching technology.

Wichita is the largest city in Kansas (metro area population approximately 600,000), named All-American City four times since 1962 and consistently ranked among the top cities nationally for quality of life. It is a fun, safe place that boasts affordability, short and easy commutes to work and support of a diverse business community. Wichita is known for its aircraft industries (54% of general aviation aircraft produced in the U.S. is manufactured in Kansas), strong healthcare and encouraging entrepreneurship and innovation - values confirmed by companies such as Spirit
AeroSystems, Pizza Hut, Koch Industries, and Coleman Companies, which were established in Wichita.

Recent accolades Wichita has garnered include: “Top 10 City for First-Time Homebuyers” (2018), “Top City for Work-Life Balance” (Gallup-2019) and “Number 10 Best City for New College Graduates” (2016). With nearly 3,000 acres of playgrounds, bike trails and parks, along with a revitalized and growing downtown, the city offers something for everyone. Wichita’s family-friendly community is enhanced by a highly regarded symphony, opera, national caliber summer music theatre, vibrant fine arts, numerous museums, outstanding restaurants and local brewpubs, arenas and venues which host front line entertainment and professional sports teams (Triple-A baseball, hockey, soccer and indoor football). Newman’s main campus is located less than 10 minutes from the newly constructed Dwight D. Eisenhower National Airport.

Newman University finds a strong base of support in the Catholic Diocese of Wichita, a pioneer in making stewardship a central part of Catholic life. Approaching stewardship as a way of life has enabled the Diocese and its parishes to support a robust system of Catholic elementary and secondary schools, at which active parishioners pay no tuition charges. Bishop Carl Kemme was installed as Bishop of the Diocese in 2014. The Bishop and his staff are staunch supporters of Newman University, the only Catholic university in the Diocese. The Diocese recently developed its St. Joseph House of Formation whose undergraduate pre-seminarians attend the university on a full-time basis.

Newman University has established lasting partnerships with many of the city’s largest employers such as Ascension Via Christi, Koch Industries, Spirit AeroSystems Inc., Textron Aviation, McConnell Air Force Base and the Wichita public and private school systems. Many of these organizations, among others, support Newman’s cooperative education program and/or offer students internships, mentoring opportunities, or part-time and full-time jobs. In a recent Wichita Business Journal survey, local companies ranked Newman students as highly desirable candidates for employment. Area hospitals and clinics often offer students full-time positions in their organizations prior to graduation.
Newman University features small class sizes (average 18 students) with personalized instruction (11:1 student to faculty ratio). The university meets the needs of traditional undergraduates as well as nontraditional and returning adults, graduate students and students taking concurrent college credit while in high school through a variety of day, evening, weekend and online class formats. The following degree programs are offered through five schools – School of Arts and Sciences, School of Business, School of Catholic Studies, School of Nursing, and School of Education and Social Work:

- Bachelor (B.A., B.B.A, B.S., B.S.N.): accounting, art, biochemistry, biology, biomedical science, business and strategic intelligence, business data analytics, chemistry, communication, criminal justice, education-early childhood unified, education-elementary, education-secondary, English, finance, healthcare science, history, information technology, interdisciplinary studies, international studies, liberal studies, management, management information systems, marketing, mathematics, mathematics applied, nursing, organizational leadership, pastoral ministry, philosophy, philosophy for theological studies, psychology, social work, sociology, sonography, sports communications, theatre, theology.

The majority of Newman’s traditional undergraduate students major in a professional discipline. Additionally, all undergraduates are required to complete the core curriculum – the Newman Studies Program (NSP), an innovative educational experience that prepares students to adapt to a rapidly changing world. The curriculum is based on Saint John Henry Newman’s vision for a Catholic university education, which extolls the value of all disciplines, from literature to science to business, and values a deeply rooted liberal arts experience ultimately brought together in the pursuit of truth and goodness. NSP’s four pillars, based on Saint John Henry Newman’s educational philosophy, include active learning, critical thinking, interdisciplinary and connectivity. A culture of service permeates the campus. From 2014-2018, Newman University students, faculty and staff averaged more than 260,000 hours of community service a year.
The Faculty at Newman University are mission driven and innovative, as well as renowned for their personal attention and mentoring relationships with students. The full-time faculty number about 85, the majority of whom hold terminal degrees. Approximately one-third of the full-time faculty are tenured. They are collaborative and enjoy team teaching in the innovative Newman Studies Program. The Faculty Senate is the governing body of the faculty; its standing committees include Faculty Evaluation, Salary and Benefits, and Professional Development.

Newman University serves nearly 3,200 students from 36 states and 25 countries. The Fall 2019 breakdown of the overall student body is: 1,057 undergraduates, 500 graduate and 1,636 Advanced Standing Program (for high school students to receive college credit). The average ACT score for incoming first-year students is 22.4. The student-to-faculty ratio is 11:1. About 200 students live in campus residence facilities.

In Newman’s most recent (2018) National Survey of Student Engagement (NSSE), 98% of first-time students rated their education experience as excellent or good. In addition, 96% of seniors reported taking part in one or more high-impact practices, including service-learning, research with faculty, culminating senior experiences, internships and study abroad.

Outside the classroom students are supported, nurtured and challenged by opportunities for personal growth and development through such programs as: residence life; academic support services; tutoring services; career services; international student services; service learning (including mission trips in the U.S. and around the world in ASC mission locations in South America, Africa and India); campus ministry; intramural and wellness activities; student government; student newspaper; interest-based student and service clubs; student life activities and academic arts.

Newman is proud of the success of its graduates with 94% of alumni reported being employed or attending their desired graduate schools within a year of completing their undergraduate degrees. In 2018, 71% of alumni reported employment in their fields of study vs. the national average of 27%. In recent decades, between 90–95% of those Newman students “recommended with enthusiasm” by the premedical committee have gained admissions to medical school.

Newman ranks behind only the University of Kansas and Kansas State University in the number of its graduates admitted to the University of Kansas School of Medicine. Undergraduate and graduate nursing and allied health graduates consistently pass licensure tests at a high rate, positioning these programs near the top of state, regional and national rankings.
ATHLETICS

Newman is the only private NCAA Division II athletic program in Kansas and is an associate member of the Mid-America Intercollegiate Athletics Association (MIAA) conference, one of the nation’s top DII conferences. The Newman University “Jets” compete in women’s and men’s basketball, bowling, cheer and dance, cross country, golf, soccer, tennis and triathlon. Varsity teams also include men’s baseball and wrestling, and women’s softball and volleyball.

Approximately one-third of undergraduates participate in varsity athletics. Women’s and men’s bowling teams have been consistently recognized in national polls and are both currently ranked. Newman University has the only collegiate triathlon teams in the state of Kansas.

GOVERNANCE AND LEADERSHIP

Newman University is separately incorporated and governed by an independent Board of Trustees with a maximum of 30 members. Eight trustees must be members of the Adorers Congregation or their designees. Two seats on the board are considered “diocesan representatives” chosen from among the Catholic dioceses of Wichita, Dodge City and Salina, Kansas, and the archdiocese of Oklahoma City, Oklahoma, collectively. The Chairperson of the Newman University National Alumni Board (or designee) also serves as an ex officio voting member. The president serves as ex officio voting member of the Board. Trustees serve a three-year term and are eligible for three terms. Eight Standing Committees of the Board of Trustees include: Executive, Trustees and Bylaws, Finance, Audit, Academic and Student Affairs, Enrollment Management, Advancement, and Operations.

The University has a two-tiered governance model, similar to many Catholic colleges and universities founded by religious communities. The ASC congregation (U.S. region) is the “corporate member” of the university with certain “reserved powers” (e.g., reversion rights to real property, approval required for changes in institutional mission, incurrence of debt of $1 million or more, approval of trustees and the appointment of the president).

Dr. Noreen Carrocci was appointed president in 2007 and retired December 31, 2019. During President Carrocci’s 12 ½ year tenure, the first-time student population grew 67%, the 4-year graduation rate improved by 30%, and the university completed its most successful fundraising campaign, “Facing Forward,” raising more than $28 million, primarily for capital and scholarships.

Teresa Hall Bartels is serving as Interim President. She served on the Newman Board of Trustees from 2011-2019; two of those years, 2017-2019, she served as board chair. She served as officer in charge at Newman from July 2019 through December 2019. The interim president has substantial executive experience and is working closely with the board, cabinet, faculty, staff and students to prepare for a smooth transition for the next president.
Newman University's new president will inherit an institutional circumstance characterized by notable strengths, opportunities, and operating challenges.

**Among the strengths and opportunities are the following:**

- A distinctive mission reflecting the social and spiritual values of the ASC and rooted in the deep traditions of Catholic higher education
- A generous sponsor (ASC), committed to enhancing and preserving the vitality and social contributions of its only university
- A quality student body which responds to rigorous expectations and students who are committed to a culture of service
- A dedicated and talented faculty and staff committed deeply to their students and who are ready to rally behind the new president
- A location that is highly desirable, affordable, family friendly, vibrant and growing
- A long-standing reputation in the Wichita community for medical school acceptance, licensure pass rates for allied health graduates and placement rates for graduates
- Effective partnerships and collaborative relationships with educational, corporate, church, non-profit and cultural partners in the Wichita community
- A generous and dedicated Board of Trustees

**Some of the challenges awaiting the new president include:**

- Responding to the enrollment challenges (e.g., demographics, cost, value proposition) affecting higher education, especially private colleges and universities
- Assessing opportunities and implementing change to optimize operating budgets that align with enrollment, resources and constraints
- Developing advancement opportunities, driving a cultural vision of stewardship and realizing the generosity of Newman University stakeholders
- Engendering a culture of personal responsibility, accountability and trust
- Recruiting and retaining faculty, administration and staff with constrained resources

Newman is accredited by The Higher Learning Commission of the North Central Association of Colleges and Schools. The university’s next reaffirmation of accreditation is 2026-2027. Other accreditations are held from the Kansas State Department of Education, The Commission on Collegiate Nursing Education, the Kansas State Board of Nursing, the Accreditation Council for Occupational Therapy Education, the Joint Review Committee on Education in Radiology Technology, the Committee on Accreditation for Respiratory Care, the International Assembly for Business Education, the Council on Social Work Education, and the Council on Accreditation of Nurse Anesthesia Education Programs.
PRESIDENTIAL PROFILE

MAJOR RESPONSIBILITIES
As stated in the Bylaws, “The President shall be the chief executive officer of the corporation and the University with general executive powers and duties of supervision and management as are usually vested in the office of the chief executive officer of a corporation and shall carry into effect all directions and resolutions of the board.”

In particular, the Presidential Search Committee seeks qualified candidates who have the skills and experiences to fulfill these specific responsibilities:

• Build authentic and effective relationships, especially with students, faculty, and staff
• Assure a harmonious relationship with Newman University’s sponsor - the Adorers of the Blood of Christ, and with the Bishop of the Catholic Diocese of Wichita
• Communicate to and from the Board of Trustees on a timely and regular basis
• Formulate and recommend a comprehensive strategic plan, monitoring the plan and managing the key performance indicators to support the plan
• Maintain an effective administrative organization, including all members of the President’s cabinet and senior leadership team
• Prepare and present annual operating and capital budgets to the Board, and assure adherence to these budgets
• Serve as the chief spokesperson for and the public face of the university
• Take a leadership role in securing financial and other support for Newman University
• Participate in the internal life of the university community, the external life of the local, civic and corporate community, and the local, regional and broader Catholic community

KEY EXPECTATIONS
It is expected the next president of Newman University will be Catholic and a staunch advocate for advancing the Catholic identity of the university. As the leader of an academic enterprise, we expect our president will have impressive academic credentials, including our preference for the terminal degree. In lieu of a terminal degree, the successful candidate should have evidence of extraordinary success in executive leadership positions. It is expected the next president will have a demonstrated record of professional achievement, preferably in senior leadership positions in higher education. Candidates should be fluent in the contemporary challenges facing American higher education, especially independent liberal arts colleges, and
provide evidence of success in responding to such challenges. We expect our next president to embrace with conviction the mission of Newman University, to model with consistency the university’s core values, to engage our students with enthusiasm, and to lead us with authenticity, inspiration and integrity.

HIGHLY VALUED QUALIFICATIONS, ATTRIBUTES AND EXPERIENCES
We expect to select a person who is well aligned with these qualifications, who possesses these attributes, and who can confirm these experiences:

- A seasoned leader whose experiences demonstrate success in leading organizational change, especially in higher education, that has positively impacted resource development and the student experience
- A person of vision, wisdom and humility who thinks strategically, plans collaboratively and acts decisively
- An experienced executive with financial acumen who is able to manage the financial stability of the university
- An excellent communicator who builds trusting relationships with internal and external constituents
- A successful fund raiser who will increase annual support and build the endowment for long-term viability
- A person of indefatigable energy and unwavering optimism who is undaunted by the demands of the presidency
- An empowering servant leader who delegates appropriately, builds effective teams and holds people accountable
- An advocate for diversity and inclusion
- A leader who actively listens, whose decision making relies on data, and who approaches life and relationships with a welcoming spirit
- A person comfortable with Midwest sensibilities and lifestyle
THE LEADERSHIP AGENDA FOR THE NEXT PRESIDENT

The Presidential Search Committee believes serious candidates expect and deserve an unvarnished, accurate set of priorities that will guide the agenda and subsequent goals for the first 12-18 months of their presidency. The leadership agenda below reflects issues the Newman University community consider to be urgent AND important. To be sure, the next president’s agenda has timely opportunities as well as significant challenges. The president will not undertake these alone. The Presidential Search Committee pledges the new president’s transition will be accompanied by unwavering confidence from the Board of Trustees, prayerful intentions from the sponsors, and a willing and able collective of faculty, staff, students and alumni to support your success.

1. Restore financial stability and confidence while leading the university through its present challenges and set priorities for investments that promise future growth of the university and success for our students.

2. Deliver recruitment and enrollment management practices that meet the changing student market(s) and continue retention strategies to grow Newman’s enrollment of undergraduate, graduate and working adults.

3. In consultation with the Board of Trustees, the new president must shape, share, and guide the implementation of a new strategic plan that is both aspirational and operational.

4. Re-build the senior leadership team; develop and empower the team to address systemic problems within their scope of responsibilities that lead to quality improvements and that will enhance the vitality of the university.

5. Address the human resource needs of the university, including salaries and benefits, workloads, filling key vacancies, and raising the spirits of faculty and staff.

6. Embrace and fuel the implementation of the new Navigator program, an innovative, interdisciplinary faculty designed 4-year student success model.
For more information about Newman University, please visit http://www.newmanu.edu. A site dedicated to the presidential search can be found at http://newmanu.edu/president-search. A link to this profile may also be found on the Academic Search website.

Academic Search is assisting the university with this search. Nominators and prospective candidates may direct inquiries to Senior Consultant Dr. Rick Artman at rick.artman@academicsearch.org or (608) 385-6781 or to Associate Consultant Ms. Penny Gibbons at penny.gibbons@academicsearch.org.

To ensure full consideration, applications should be submitted by Friday, March 27, 2020. Application materials must be submitted electronically to NewmanPresident@academicsearch.org. The packet of materials, in three separate documents, should consist of: 1) a substantive cover letter addressing the leadership profile noted above, 2) a full Curriculum Vitae (CV), and 3) contact information for five professional references. References will not be contacted without the explicit permission of the candidate and at a later stage of the search. Candidates who advance as semifinalists and finalists are expected to be available for initial airport interviews April 14 or April 15, and for campus interviews during several days between May 12 and 15.

Newman University is an Equal Opportunity Employer. The equal employment opportunity (EEO) policy of Newman University provides for a fair and equal employment opportunity for all employees and applicants regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age, disability or status as a protected veteran.

In compliance with the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973 and the ADA Amendments Act of 2008, Newman University will provide reasonable accommodation to applicants with a disability in completing the application form or in the interview process. Please notify the Human Resources Office at (316) 942-4291, ext. 2202 or email hr@newmanu.edu in advance so necessary arrangements can be made.
ABOUT ACADEMIC SEARCH

Academic Search, Inc. is assisting Newman University in this work. For more than four decades, Academic Search has offered executive search services exclusively to institutions of higher education. Academic Search was founded on the principle of strengthening higher education leadership through professional search services. We are the only search firm in the nation with a formal relationship to a premier leadership development program. As the subsidiary of the American Academic Leadership Institute (AALI), Academic Search provides substantial financial support to a number of leadership identification, development, and support programs across all sectors of public and private higher education. For more information, visit http://www.academicsearch.org/.

Committed to identifying and DEVELOPING LEADERSHIP by providing the highest level of search to our clients and assisting in ENRICHING THE PIPELINE of potential leaders in higher education.