SEARCH PROSPECTUS:

Vice President for Institutional Advancement
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Xavier University of Louisiana, the nation’s only Historically Black and Catholic institution, seeks a Vice President for Institutional Advancement (VPIA) to lead the office’s operations to new levels of success at an important time in the university’s history. The ideal candidate for this role will be a proven fundraiser with a comprehensive understanding of, and commitment to, best practices in the profession. She or he will provide leadership to the Office of Institutional Advancement.
There are 106 historically Black colleges and universities (HBCUs) and 262 Catholic colleges and universities in the United States, yet only one is both Black and Catholic. Xavier University of Louisiana holds that distinction. XULA’s mission statement outlines its commitment to enabling students to reach their highest potential while fostering their development into well-rounded citizens:

The ultimate purpose of the university is to contribute to the promotion of a more just and humane society by preparing its students to assume roles of leadership and service in a global society. This preparation takes place in a diverse learning and teaching environment that incorporates all relevant educational means, including research and community service.

XULA was founded by St. Katharine Drexel (1858–1955), who was canonized by Pope John Paul II in 2000. Her love of God and neighbor led her to challenge both nation and church on the marginalization of Native Americans and African Americans. She believed that quality education and learning were the key to justice and self-determination. St. Katharine founded a congregation of religious women, the Sisters of the Blessed Sacrament (SBS), who established and staffed numerous elementary and high schools to educate Native Americans and African Americans. Aware of the profound lack of quality education for young African American minds in the South, St. Katharine founded Xavier University in Louisiana. Her founding vision and purpose for XULA was the formation of students to become servant-leaders in society, government, and the church. St. Katharine chose these words on the cornerstone of XULA's main administration building: “God’s greatest work on earth is man; man’s master art is leading men to God.” She chose St. Francis Xavier as patron and a model for the energy and zeal she hoped for in XULA graduates.

XULA’s immediate past President, Dr. Norman C. Francis, became the first lay president of Xavier in 1968. His tenure of 47 years made him the longest-serving college President in the U.S. During the last half century, XULA saw its enrollment triple, the campus physical plant grow to 16 permanent buildings across 60 acres, and the school’s endowment increase from $2.0 million to approximately $165.0 million. When XULA was devastated by Hurricane Katrina in August 2005, faculty and staff coalesced around a commitment to reopen the campus in January 2006.
Under President Reynold Verret’s leadership, XULA has grown by over 12 percent in 5 years, engaged in a significant partnership with a major healthcare system, increased its partnerships programs, and renewed its curriculum, including starting over 20 new programs. XULA’s brand as the only Catholic HBCU continues to be a source of pride, dignity, and inspiration for the XULA community and beyond. However, in accord with the university’s founding mission and religious grounding, XULA receives qualified students, faculty, and staff of any race or creed. Throughout its existence, the faculty, staff, students, and alumni have demonstrated a keen awareness of and commitment to the university’s foundational identity and an understanding that while the university’s identity is as Catholic and historically Black, XULA has never been exclusionary.

XULA’s cultural and religious roots shape its mission and core values, which are integrated into every part of the university. XULA’s identity as Black and Catholic:

- is reflected in the undergraduate academic offerings, particularly in the required core curriculum that includes a four-hour First Year Experience course sequence emphasizing XULA’s history and mission; courses in Faith and Society, and African American Heritage and Legacy; and junior-level interdisciplinary course work focused on Xavier’s mission and global issues;
- is manifested in the integrity of the actions of the XULA community, which are informed by the knowledge and understanding of the university’s roots, mission, and core values;
- impels the university to seek academic excellence and develop leadership skills;
- propels Xaverites into meaningful service, and seeking unique ways of becoming agents of change in society;
- is nourished through an active campus ministry staff who provide daily Eucharistic liturgy and pastoral care that nurture personal faith life and moral growth of all members of the community; and
- is the source and foundation for the research, teaching, and advocacy of XULA’s Institute for Black Catholic Studies (IBCS).

St. Katharine was clear about the purpose of Xavier. XULA was to provide students with a liberal and practical education that also ingrained in them the importance of giving back to society. Close to 100 years later, these founding principles remain at the core of the institution and a potent reality for its graduates.
XULA has been recognized repeatedly by political leaders, educational experts, and national news outlets for its academic achievements. The university’s Summer Science Academy is a landmark program that offers math, biology, and chemistry courses to high school students and attracts nearly 600 students each summer. According to data compiled by the Association of American Medical Colleges, XULA is the nation’s top producer of African American students who go on to earn medical degrees, outperforming leading national universities such as Harvard, Howard, and Stanford. XULA has also led the nation in preparing students who go on to doctoral studies in the STEM disciplines. The College of Pharmacy is one of the nation’s top four colleges of pharmacy in graduating African Americans with Doctor of Pharmacy degrees. The Department of Physics and Computer Science is number one in the nation for awarding African Americans bachelor degrees in physics, according to the latest report from the American Institute of Physics. Additionally, XULA is consistently ranked by the American Chemical Society as one of the top 25 universities in the nation awarding bachelor degrees in the chemical sciences to African Americans.

Beyond the STEM disciplines, XULA’s students contribute in highly visible ways locally, regionally, and nationally. The Department of Mass Communications prepares flexible and adaptable students for a range of media professions and leadership. Mass Communications students can gain broadcast experience at XULA’s XTV and X Radio or earn valuable print media experience on the Xavier Herald, the only student newspaper from a Historically Black College that is a member of the Associated Collegiate Press Hall of Fame. The Department of Art encourages professional experiences while in school, as art students develop portfolios and learn to market themselves in a global society. Many Art students exhibit work in local galleries and museums, as they prepare for careers as practitioners or academics. XULA’s Education program accepted the sacred privilege and social responsibility of preparing well-qualified teachers for public and private elementary and secondary schools in 1925 at the founding of the institution and has embodied that mission ever since. XULA’s Department of Music has been pivotal in the history of the great musical culture of Louisiana and continues to be a significant force in developing great artists and educators who change lives around the world. Music students participate in special programs such as the University Jazz Festival, Opera Workshop, and performances in various large, chamber, and small ensembles and some students perform with great orchestral, jazz, and operatic institutions around the New Orleans area. Many XULA students move on to law school, and the institution has a robust group of alumni judges.
XAVIER UNIVERSITY OF LOUISIANA TODAY (CONT.)

PRESIDENT
REYNOLD VERRET
In 2015, XULA’s sixth and current President, Dr. Reynold Verret, joined the university from Savannah State University, where he served as Provost and Chief Academic Officer from 2012–2015. In addition to his role at Savannah State, Dr. Verret also served as Provost at Wilkes University in northern Pennsylvania, and as Dean of the Misher College of Arts and Sciences at the University of the Sciences in Philadelphia. Dr. Verret has encouraged development of educational programs for undergraduate and graduate students in the humanities, arts, social sciences, and natural sciences. As an administrator, teacher, scholar, and mentor, he possesses rich experience in and knowledge of higher education.

With a Ph.D. in biochemistry from the Massachusetts Institute of Technology, Dr. Verret is building on XULA’s strong standing in graduating students in the STEM fields and promoting strong programs in the humanities, arts, education, and social sciences. In previous positions, he promoted global initiatives in public health and international science efforts, and as Dean and Provost, he increased research efforts and extramural support. He also served as a faculty member at Tulane University.

Throughout his career, Dr. Verret has worked to build bridges across disciplines, recognizing that the significant questions and societal challenges require knowledge and analysis across many fields. He has promoted interdisciplinary curricula that encompass the liberal arts, humanities, and sciences, addressing the interplay of culture, science, and society and preparing graduates from all disciplines for leadership roles.

For more on Dr. Verret, please see his biography here.

PROVOST
ANNE MCCALL
XULA’s Provost, Dr. Anne E. McCall, was Dean of the Harpur College of Arts and Sciences at Binghamton University before joining Xavier. She is a past President of the George Sand Association and has book and journal publications on nineteenth-century French literature. Born in Washington, D.C. and raised in Cincinnati, Ohio, Dr. McCall holds a B.A. in French and in German from the University of Virginia, and the degree of docteur ès lettres from the Université Strasbourg. After a visiting appointment at Vassar College, Dr. McCall joined the faculty at Tulane University, where she taught from 1991–2008 and served as Director of the Women’s Studies program and Associate Dean of Arts and Sciences. From 2008–2013, Dr. McCall was Dean of Arts, Humanities, and Social Sciences at the University of Denver.

ACADEMICS
XULA offers preparation in over 40 major areas on the undergraduate, graduate, and professional degree level. For more information on Academic Affairs, click here. For a list of programs, click here.

College of Arts and Sciences
The College of Arts and Sciences has an enrollment of 2,717 students and awards baccalaureate degrees as well as master’s degrees in education and counseling. The college includes all of the traditional areas of the Arts and Sciences, as well as the Division of Education and Counseling and the Division of Business. The College of Arts and Sciences includes twenty-one academic departments offering more than forty majors.

In addition, the College of Arts and Sciences offers a Master of Arts in Educational Leadership, Curriculum and Instruction, and Counseling, as well as the Master of Arts in Teaching. It also offers an Ed.D. degree in Educational Leadership that focuses on preparing leaders for urban schools and communities. The College of Arts and Sciences also awards a Master of Theology through the university’s Institute for Black Catholic Studies.
The College of Pharmacy has 608 students and awards the Doctor of Pharmacy degree. There are two Divisions in the College of Pharmacy: Basic Pharmaceutical Sciences and Clinical and Administrative Sciences.

FULFILLING XULA’S MISSION
XULA continues to address the national under-representation of African Americans with doctoral degrees and other graduate and professional degrees as a strategic goal. The statistics regarding the number of XULA students who attend graduate and professional schools reflect the continued fulfillment of that goal. Thirty-six percent of the College of Arts and Sciences 2017 graduates enrolled in graduate/professional schools for the following fall semester. Within the natural sciences and mathematics disciplines, as well as the social sciences, one of every three students goes on to acquire an advanced degree.

RECOGNITION OF XULA
The 2015 edition of the Fiske Guide to Colleges identified XULA as one of the “Best Buy Schools” for academics and affordability. XULA is the only Louisiana institution and one of only three HBCUs out of the 41 institutions on that list. The Princeton Review also lists XULA as one of the nation’s best institutions for undergraduate education in its 2015 edition of the annual The Best 379 Colleges. A recent article in the New York Times, entitled A Prescription for More Black Doctors, celebrates XULA’s success in education and commitment to its students. XULA was also highlighted as one of the top 10 colleges providing upward mobility to lower-income students in a recent article America’s Great Working-Class Colleges. In 2016, XULA received the highest Wall Street Journal ranking of how students feel their institution is preparing them for their career.

FACULTY AND STAFF
Of the 233 full-time faculty members, 95 percent hold terminal degrees and 52 percent are tenured. Six faculty members hold the honor of endowed chair and 46 are endowed professors. These positions provide additional financial support for faculty research and teaching. XULA faculty members enjoy the support and development activities provided for the last twenty years by the Center for the Advancement of Teaching and Faculty Development – an academic resource for XULA’s faculty and the broader educational community – whose mission is to advance the development of faculty across all career stages and areas of professional responsibility. 479 full-time and 49 part-time staff members provide managerial, administrative, social, spiritual, health, safety, technical, and maintenance responsibilities and services throughout the university.

XULA faculty and staff are committed to XULA’s purpose and have a mission-driven and student-centered approach to their service. An impressive number of faculty and staff say that XULA’s mission drew them to the university and continues to be the reason they remain. XULA’s faculty and staff wholeheartedly believe that the entire community contributes to the academic and personal growth of XULA students.

STUDENTS
From its founding, XULA has educated students of all backgrounds, but embraced a special mission to serve African Americans of all faith traditions. Today, 73 percent of its enrollment is African American and 15.8 percent is Catholic. Almost one-half of XULA students are from Louisiana. Non-local enrollment continues to increase with students coming from 32 other states, most notably...
XAVIER UNIVERSITY OF LOUISIANA TODAY (CONT.)

Texas, Georgia, California, and Illinois. More than a dozen foreign countries are represented on campus. XULA students are unique in their willingness to be cooperative rather than competitive, and they embody an ethos best summed up as “When you succeed, I succeed.”

The Office of Admissions seeks to enroll a student body that is diverse and in keeping with the offerings within the colleges of the university. The mean ACT and SAT (critical reading and math) scores for entering freshmen in Fall 2017 were 22.6 and 1,072, respectively, and the mean un-weighted high school GPA was 3.39. It is important to note that the 2017 average SAT score nationally for African American test takers was 941. In maintaining its historic commitment to academic excellence, the university attracts many students who are high achievers, yet it remains committed to admitting a significant number of “at risk” students, who exhibit the potential and will to succeed. The Student Academic Success Office provides resources and support systems to assist all students to formulate and achieve realistic goals. The retention rate of freshmen to sophomores is 72 percent. XULA’s current total enrollment is 3,325.

Due to the financial constraints of families and students, the university maintains a policy of low tuition, which is $22,503 for the 2019–2020 academic year. XULA also awards some form of need-based financial aid to more than 87 percent of undergraduates. More than 50 percent of College of Arts & Sciences students received Pell grants in Fall 2017.

XULA faces increased competition for students from predominantly white institutions as they strive to improve diversity on their campuses through aggressive recruitment of top-tier students.

XULA AND NEW ORLEANS

New Orleans is the largest city in Louisiana and is characterized by a diverse population, distinctive art and architecture, and vibrant culinary traditions. Founded in 1718 as a French settlement, later controlled by Spain, and linked economically and culturally to the Caribbean, New Orleans is a cosmopolitan urban environment that is known as the most unique city in the United States, due to its rich cross-cultural tapestry. This legacy is particularly visible in the French and Spanish Creole architecture of the French Quarter, which is the city’s historic center. As a port city, its food is heavily influenced by a rich history of diverse ethnic groups including Creoles and Cajuns and is known as having one of the best culinary scenes in the nation.

New Orleans possesses a unique musical sound and residents and visitors experience signature sounds like jazz, blues, zydeco, R&B, and bounce. From Southern Art to World War II to Mardi Gras Indian Culture, New Orleans has some of the most unique museums in the country. The intricate urban fabric of New Orleans makes it a dynamic city in which to live and work, and artists of every genre – including Tennessee Williams – have found profound inspiration for their creativity. That creativity is evidenced by the exciting performing and visual arts which are alive and flourishing today.

Just two examples are the New Orleans Jazz Festival held every spring and the numerous art galleries that thrive in various parts of the city.

With a population of over 390,000 and over 1.2 million in its broader metropolitan area, New Orleans is the 46th largest city in the country and its port makes it a critical economic and commercial hub in the Gulf Coast region. Key industries in New Orleans and its region include the pharmaceutical, health, maritime, energy, and banking sectors, all of which provide a range of opportunities for XULA students and alumni.

XULA is located near the heart of New Orleans in a quiet neighborhood dotted with traditional Louisiana bungalows. The campus green and newer yellow brick buildings are nestled among the older historical limestone structures. XULA and the city of New Orleans have a mutually beneficial relationship that has weathered hurricanes, recessions, world wars, and helped usher in advances in civil rights, economic development, poverty mitigation, employment opportunities, environmental sustainability, community engagement, collaborative research, and educational advancement in arts, sciences, biomedical research, humanities, social sciences, pharmacy and pre-medical training.
The Office of Institutional Advancement (IA) serves as a gateway to the university: to inform, connect, and inspire potential donors to engage in extraordinary levels of involvement, advocacy, and financial support for sustaining XULA and its legacy of faith, academic excellence, and service. The VPIA will lead a growing team of over 20 professionals as Xavier seeks to increase annual fundraising and deepen its engagement with the alumni body. Xavier enjoys strong foundation support, an energetic alumni base with impressive gift retention rates, and an increasingly committed and involved Board of Trustees. Supervising five or more direct reports – including the Assistant Vice President for Development – the VPIA will report to the President of the university.

**MISSION STATEMENT**

The mission of the Office of Institutional Advancement at XULA focuses on shaping the future of the university and its students by providing leadership, expertise, and support in the areas of fundraising, development, donor relations, and communications. To that end, the Institutional Advancement team is committed to: securing private financial resources in support of the larger mission of the university; the creation and management of comprehensive solicitation and stewardship efforts; providing attentive and responsive alumni initiatives that foster mutually beneficial relationships and lifelong support; a commitment and insistence on accurate and timely donor information; an aggressive and responsive campaign strategy focused on growth and program enhancement; a thorough and inclusive marketing, publications, and public affairs effort that seeks to strengthen the unique brand of the university as well as to ensure the distribution of clear, consistent, and informative messages. Institutional Advancement team members remain fully committed to providing responsive, professional, and timely service to both the internal as well as external constituencies served by the university.
A key member in advancing Xavier University's strategic vision, the VPIA will work closely with the President, senior administrators, trustees, alumni, and other external constituencies to achieve ambitious growth in fundraising and to build momentum in anticipation of a large-scale campaign in celebration of the university’s centennial in 2025.

This is an extraordinary time to be at Xavier. With thought leadership from the President and senior leaders, new institutional priorities have been defined and the university will soon commence with a strategic planning process that will inform the university’s development efforts in the next decade. The Office of Institutional Advancement has recently undertaken an assessment and Xavier is eager to leverage its findings and capitalize on uncovered potential as it looks to position its fundraising operations for growth.

The VPIA will possess a collaborative leadership style, an optimistic outlook, and a global perspective. The successful candidate will display a deep commitment to diversity and inclusion and will be a strong advocate for higher education, particularly for minority-serving institutions.

The VPIA will be responsible for designing and implementing comprehensive institutional advancement programs. The advancement function includes responsibility for an annual fund, major gifts and gift planning, endowment growth, and comprehensive campaigns, as well as alumni and constituent relations efforts, stewardship, and advancement services.

Xavier University seeks a vice president who will mentor the team and raise it to a new level of quality and effectiveness. She or he will recruit and develop talented team members who are focused on the goal of significantly increasing stakeholder involvement and fundraising outcomes. Strong leadership skills are imperative as this staff responds to increasing expectations for philanthropy. The new VPIA will have broad authority to shape and build a development program.

The VPIA will serve as frontline fundraiser, managing a portfolio of six- and seven-figure prospects and donors. Further, the VPIA will provide oversight to the Director for Strategic Giving who liaises directly with the Office of the President supporting top-level gift requests.
THE VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT (CONT.)

KEY RESPONSIBILITIES
The Vice President for Institutional Advancement:

• Designs, implements, and manages the university’s fundraising plans, strategies, events, and activities to achieve fiscal objectives. This includes, but is not limited to, enhancing the university’s alumni relations and giving, annual giving, corporate and foundation giving and outreach, major and planned giving, capital campaigns, and other special projects and initiatives.

• Conceptualizes, creates, and articulates a strategic plan for Xavier’s advancement program, including leadership in preparing the institution for and carrying out an anticipated comprehensive campaign in celebration of the institution’s 100th anniversary.

• Contributes to and drives a positive culture, exemplifying an approach that is defined by strong communication and follow-through. Will be a champion for Xavier’s Diversity, Equity, and Inclusion initiatives and practices.

• Develops positive, collaborative working relationships. Works closely with the President, the Board of Trustees, senior leadership, and high-level volunteers on all aspects of their involvement in advancement and philanthropic efforts.

• Recruits, professionally develops, motivates, and reviews advancement team members to develop a strong culture of collaboration, participation, and high morale. Manages a staff of 20+ with five or more direct reports.

• Identifies, cultivates, solicits, and stewards a portfolio of prospects with the capacity to make six- and seven-figure gifts. Ensuring consistent and appropriate contact, facilitating or making solicitations, and practicing effective stewardship is expected. This will include frequent cultivation and solicitation visits with the President.

• Prepares and administers all departmental budgets, management controls, policies, and procedures related to Xavier’s advancement functions.

• Undertakes other duties as assigned.

QUALITIES AND QUALIFICATIONS
The ideal candidate will possess:

• A minimum of five years of successful, frontline fundraising experience

• Unquestioned integrity, impeccable judgment, and a commitment to diversity, equity, and inclusion

• Superb communication skills, including the stature and demeanor to represent the university to diverse stakeholder groups

• Ability to work effectively and proactively in a complex organization and political environment

• Willingness to serve as a motivator and mentor to staff while increasing the level of performance and accountability and building team culture

• Demonstrated ability to develop strategic plans, implement programs, manage and implement change, organize, initiate, and motivate staff, high-level volunteers, and interact successfully with faculty and academic leaders

• A strong grasp of, and commitment to, best practices in all areas of advancement; experience in the leadership and management of a department budget

• Successful comprehensive campaign experience

• Ability for regional, national, and international travel

• Bachelor’s degree required; advanced degree preferred

• Experience with minority-serving institutions preferred

• A sense of humor
The University is being assisted by Academic Search. Applications should consist of a substantive cover letter, curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence to:

XavierVPIA@academicsearch.org

Applications received by July 13, 2020 can be assured full consideration. Confidential discussions may be arranged by contacting consultants Ann Die Hasselmo or Chris Butler.

Further information about Xavier University of Louisiana is available at www.xula.edu.

Xavier University of Louisiana is an Equal Opportunity Employer. The objective of Xavier’s employment practices is to recruit, hire, train, and promote into all job levels, the most qualified applicants without regard to race, color, creed, religion, gender, national origin, age, disability, veteran’s status or sexual orientation. All decisions regarding employment are based on an individual’s qualifications as they relate to a specific job vacancy.

All Human Resources actions regarding compensation, benefits, transfers, layoffs, recall, university sponsored training, education, tuition assistance, social and recreation programs are executed without regard to race, religion, color, creed, gender, national origin, age, disability or veteran’s status.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Xavier University of Louisiana 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 www.academicsearch.org/.

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