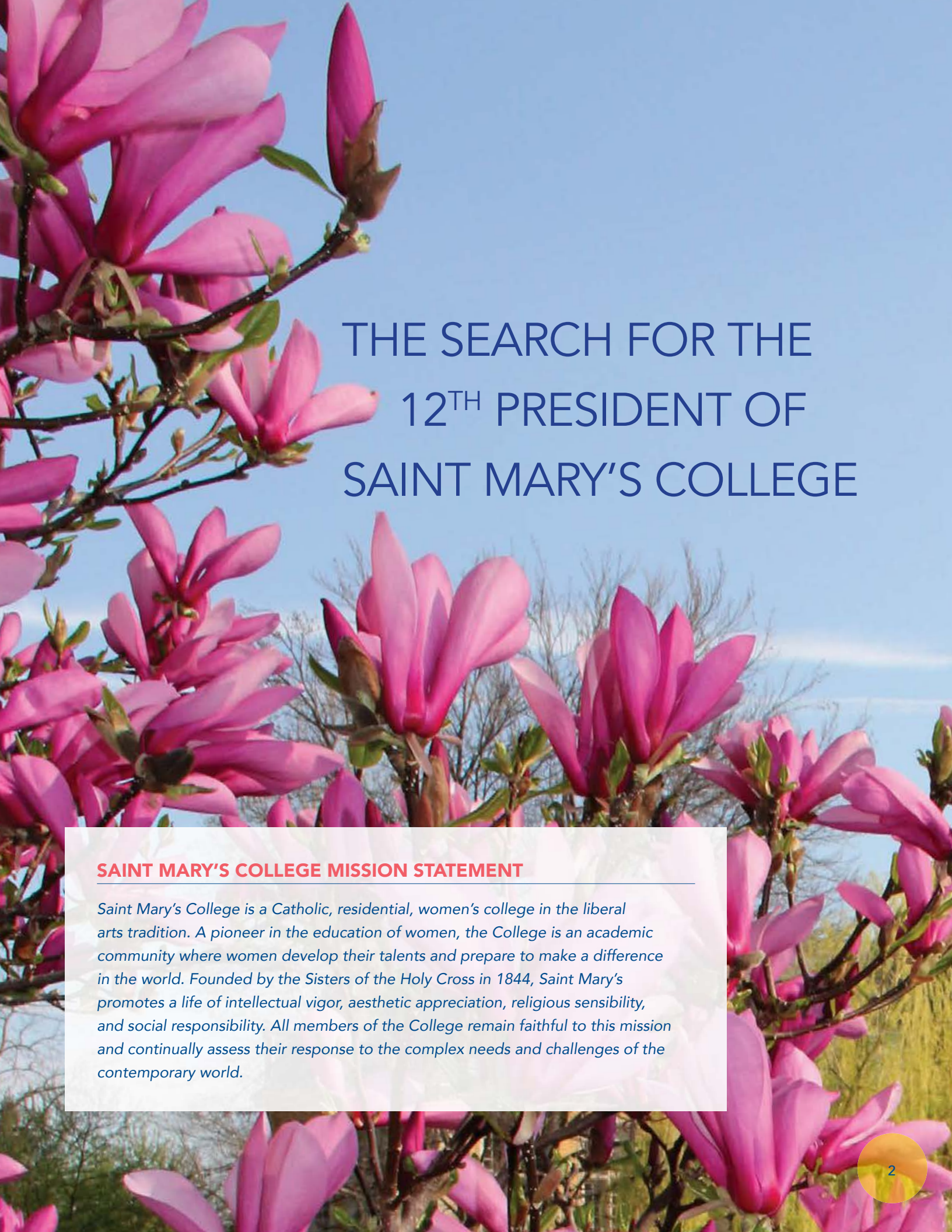




PRESIDENTIAL SEARCH PROFILE

*"We promise you discovery: the discovery of yourselves,
the discovery of the universe, and your place in it."*


— Sister Madeleva Wolff, CSC



THE SEARCH FOR THE 12TH PRESIDENT OF SAINT MARY'S COLLEGE

SAINT MARY'S COLLEGE MISSION STATEMENT

Saint Mary's College is a Catholic, residential, women's college in the liberal arts tradition. A pioneer in the education of women, the College is an academic community where women develop their talents and prepare to make a difference in the world. Founded by the Sisters of the Holy Cross in 1844, Saint Mary's promotes a life of intellectual vigor, aesthetic appreciation, religious sensibility, and social responsibility. All members of the College remain faithful to this mission and continually assess their response to the complex needs and challenges of the contemporary world.



Saint Mary's College, a Catholic women's college of national standing in the liberal arts tradition, is seeking its 12th president to succeed Dr. Carol Ann Mooney, who will retire after 12 years of outstanding leadership. Saint Mary's offers an especially compelling opportunity for a leader with passion, vision, and energy who manages in an inclusive style. The new President is expected to take office on or about June 1, 2016.

Founded in 1844 by the Sisters of the Holy Cross, Saint Mary's has a tradition of empowering women to make a difference in the world. Since its earliest days, Saint Mary's has provided women with the strong grounding in the liberal arts needed to assume leadership roles in the religious, social, and economic structures of their day. Today, the College continues to fulfill its ongoing mission as a Catholic women's college dedicated to the education of each student as a whole person.

Saint Mary's is a welcoming community of approximately 1,600 students, talented professors, and dedicated staff. Small classes averaging 15 students encourage close, meaningful relationships among students as well as between students and faculty. In addition to offering a number of strong professional programs, in 2015 the College introduced graduate programs, enrolling both men and women in programs in data science, speech language pathology, and nursing practice.

Ranked among the top 100 Best National Liberal Arts Colleges by *U.S. News* in 2015, the College offers a wealth of opportunities for real-world experiences through internships, study abroad, and hands-on learning. Saint Mary's College is fully accredited through the Higher Learning Commission of the North Central Association and has six nationally accredited academic programs: social work, art, music, teacher education, chemistry, and nursing.

Saint Mary's has practiced the core values of learning, community, faith and spirituality, and justice for more than 170 years. The College continues to grow and prosper, with approximately 20,000 living alumnae.

CAMPUS AND COMMUNITY

Saint Mary's College sits on a beautiful 100-acre campus, rich in gardens and natural beauty along the Saint Joseph River in Notre Dame, Indiana. A drive down "The Avenue" reveals the many historic buildings that form the core of the campus. The landmark Le Mans Hall houses both students and the College's administrative offices. Four additional residence halls, each with its distinct character, along with the student center, form the hub of student life on campus. The College's grounds are adjacent to the convent of the Sisters of the Holy Cross. Additionally, the Sisters and students worship together at the beautiful Church of Loretto, located on campus.

The campus also boasts newly renovated buildings, including the Madevea Memorial Classroom Building. The recently constructed Spes Unica Hall is a state-of-the-art center for academic instruction. A project to expand and upgrade the athletic fields is almost complete. The College is in the construction phase of renovating the Science Hall which will have technologically advanced laboratories and classrooms. Planning is well underway for the construction of the Angela Athletic and Wellness Complex, demonstrating the College's commitment to women's health and athletic competition.

A Master Facility Plan guides the College's physical development. The plan builds on the College's steady progress toward sustainability over the past decade. For more information, see 2009–15 Campus Green Initiatives: saintmarys.edu/Green

With close proximity to the University of Notre Dame, members of the Saint Mary's community have access to the educational, cultural, and athletic resources of a great research university. Located just minutes from historic downtown South Bend, Saint Mary's is nestled within the Michiana metropolitan area, a multi-city region of 500,000 that is the cultural, economic, and transportation hub of northern Indiana. The College is also in close proximity to Lake Michigan beaches and sports; Chicago and Indianapolis are "day-trips" with regular train service from South Bend to Chicago along with air service provided by the South Bend Regional Airport.

HISTORY OF SAINT MARY'S COLLEGE

The leadership of Blessed Basil Moreau, founder of the Congregation of the Holy Cross, inspired the Congregation to establish the tradition of Holy Cross education. Father Moreau proclaimed, "We place education side by side with instruction; the mind will not be cultivated at the expense of the heart." This holistic vision forms the basis for a Saint Mary's education.

The College dates its founding to 1844 when four Sisters of the Holy Cross from Le Mans, France answered the call by University of Notre Dame founder, Father Edward Sorin, C.S.C., to share in the apostolate of education with the Priests and Brothers of the Holy Cross to respond to the emerging needs in northern Indiana. They established the first school and novitiate in 1844 just north of South Bend, Ind., in Bertrand, Mich., and the school moved to its present site in northern Indiana in 1855.



***“We place education side by side with instruction;
the mind will not be cultivated
at the expense of the heart.”***

– Blessed Basil Anthony Moreau

In 1908, the charter for Saint Mary’s Academy was amended to authorize the legal existence of a college, and Mother Pauline O’Neill, CSC, then director, became the College’s first president. Mother Pauline’s most notable accomplishment—Le Mans Hall—still stands as the most recognizable physical symbol of Saint Mary’s. Sister Madeleva Wolff, CSC, whose distinguished tenure as president began in 1934, reminded leaders that “the essence of our college is not its buildings, its endowment fund, its enrollment, or even its faculty; the essence is the teaching of truth.” In 1943, Sister Madeleva helped define Saint Mary’s as a leader in Catholic women’s education when she established the School of Sacred Theology, the first Catholic institution in which women could earn advanced degrees in theology. Her visionary leadership is commemorated at the College through the Madeleva Society, composed of special benefactors of the College, the Madeleva Memorial Classroom Building and the Madeleva Lecture Series.

During the 1970’s, Saint Mary’s transitioned to lay leadership. A Board of Regents was established that subsequently became the Board of Trustees in 1994 to succeed the Sisters of the Holy Cross in direct oversight of the College.

COLLEGE GOVERNANCE

The College is currently led by a Board of Trustees, which is composed of not less than 26 nor more than 35 trustees. According to the College bylaws, ten of the trustees must be Religious (either male or female). Saint Mary’s has a two-tiered board structure.

The Class 1 trustees consist of three Sisters of the Holy Cross, including a member of their leadership team, currently, the President of the Congregation, who focus on the mission and canonical responsibility of the Sisters.

Class 1 trustees also have a special role in three areas: the appointment of the president, the sale of land, and changes in the bylaws. The bylaws include protected covenants

SAINT MARY’S COLLEGE PRESIDENTS

Mother M. Pauline O’Neill, CSC
1895–1931

Sister Irma Burns, CSC
1931–1934

Sister M. Madeleva Wolff, CSC
1934–1961

Sister Maria Renata Daily, CSC
1961–1965

Sister Mary Grace Kos, CSC
1965–1967

Monsignor John J. McGrath
1968–1970

Sister Alma Peter, CSC (acting)
1970–1972

Dr. Edward L. Henry
1972–1974

Dr. William A. Hickey (acting)
1974–1975

Dr. John M. Duggan
1975–1985

Dr. William A. Hickey (acting)
1985–1986

Dr. William A. Hickey
1986–1997

Dr. Marilou Eldred
1997–2004

Dr. Carol Ann Mooney
2004–2016

designed to ensure that the College retains its grounding in the Congregation's philosophy of education. As the governance of the College has evolved, two things have remained constant: the commitment of the Congregation to the advancement of the best interests of the College, and the College's commitment to the Congregation's core values.

CORE VALUES

Through more than 170 years and 11 presidents, Saint Mary's College has promoted its core values of learning, community, faith and spirituality, and justice.

The College is committed to academic excellence and fostering an environment where all members of the community learn with and from each other. The liberal arts form the foundation for learning. Saint Mary's sustains a vital **COMMUNITY** where each member is valued and where all are bound by a common purpose. In an atmosphere of mutual respect, members of the Saint Mary's community are called to share responsibility for the success of the College's mission.

The College is committed to meeting the **SPIRITUAL** needs of members of all faith traditions, encouraging and supporting members as they grow spiritually and as they lead lives of **FAITH**. The College advocates social action and practices principles of **JUSTICE** and compassion.

The College community also recognizes the critical importance to all constituencies of ongoing education on the mission of Saint Mary's College.

The governance structure of the College helps assure that the College will continue to be identified with excellence in both liberal education and professional preparation, demonstrating a commitment to the best expression of the Catholic tradition with a special emphasis on and proficiency in the education of women.



The Core Values

- Faith/Spirituality
- Learning
- Community
- Justice

saintmarys.edu/CoreValues



THE ACADEMIC PROGRAM

Through its care for the value of community in higher education, Saint Mary's fosters teaching of the highest quality in an academic environment characterized by close interaction between students and faculty with synergy between scholarship, teaching, and learning. All classes are taught by faculty who are active scholars recognized in their fields of study. Their love of teaching is a hallmark of Saint Mary's College. (Eighty-four percent of Saint Mary's faculty have terminal degrees in their fields.) A highly favorable student to faculty ratio and an average class size of 15 create a personal atmosphere. Professors are accessible to students and work with them individually, challenging them to expand their horizons and supporting them in their intellectual pursuits.

The College's values-centered education emphasizes the student's total development—intellectual, professional, social, and spiritual. Faculty actively advise new students beginning in the summer before they arrive on campus. This close collaboration continues with an advising course which orients students to the College's distinctive general education program, the Sophia Program in Liberal Learning, and the process of selecting a major. This advising program inculcates a reflective, self-aware approach to learning that will enable students to integrate a broad-based course of study with mastery in a chosen discipline.

The entrepreneurial spirit of the Saint Mary's community has been effective in meeting the needs of students through its innovative programs. Students at Saint Mary's can select from over 30 majors in 19 departments. The College also offers interdisciplinary programs, primary and secondary education certification, cooperative programs through the Northern Indiana Consortium for Education (NICE), a dual degree program in Engineering with the University of Notre Dame, and pre-professional studies/advising for law, medical, dental, and other allied health programs.

Saint Mary's academic program is complemented by the co-exchange program with the University of Notre Dame. This relationship provides Notre Dame students the opportunity to share the small class atmosphere at Saint Mary's while Saint Mary's students benefit from the expanded course offerings at Notre Dame.



A Saint Mary's education also reaches far outside the traditional classroom. Saint Mary's is strongly committed to undergraduate research. The Senior Comprehensive project in most majors is original research or creative projects. The College also offers many opportunities for summer research, from grants that fund student-faculty collaborative research projects to placements for biological fieldwork at the University of Notre Dame Environmental Research Station in northern Wisconsin. Saint Mary's faculty and students often co-present their research at academic conferences.

Students also have the opportunity to participate in award-winning global study programs under the guidance of faculty mentors as well as service learning. The study abroad program at Saint Mary's is one of the most active in the nation. Approximately 51 percent of 2014 graduates studied abroad in Australia, South America, Europe, Africa, and Asia. Study abroad complements the work of the Center for Women's Intercultural Leadership and academic programs in advancing the College's commitment to preparing students to lead in a global 21st century. Saint Mary's focus on hands-on learning takes students into the field for course work and professional internships. A strong internship program provides students opportunities to test different areas of interest, gain valuable

experience, and make important contacts in the professional world. Service learning is an integral part of the education program and calls for building inclusive communities, engaging in service to others, and promoting social responsibility. Service-learning projects within courses enable students to work directly with local organizations, using their knowledge and skills while assisting worthwhile programs. Approximately 80% of graduates have participated in service work during their time at Saint Mary's.

THE SOPHIA PROGRAM IN LIBERAL LEARNING

Acknowledging the need to prepare women for an array of careers, the College insists on a liberal arts foundation for all its students. The **SOPHIA PROGRAM** represents the education that is common for all Saint Mary's students.



Developed in a thorough and inclusive process initiated by President Mooney soon after her arrival on campus, the Sophia Program is rooted in the mission of Holy Cross education. Sophia includes traditional general education

distribution requirements in academic disciplines. It goes beyond a menu of courses, however, to promote the integration of the student's whole education through coordination of students' growth in knowledge, skills, and engagement with the world. It incorporates the interdisciplinary Writing Proficiency Program, a pillar of a Saint Mary's education for the last forty years, into its framework and adds a Critical Thinking Seminar to ground students in crucial



academic skills in their first semesters at the College. It uses required learning outcomes in Women's Voices, Intercultural Competence, Social Responsibility, Global Learning, and Experiential Learning found in courses throughout the curriculum to create bridges between general education and students' major programs. Other distinguishing features include requirements in the professional arts and in the creative or performing arts, and an emphasis on citizenship in the teaching of natural and social science. The Sophia Program was fully implemented in the 2015-16 academic year.

GRADUATE PROGRAMS

In 2015, Saint Mary's introduced three graduate programs: the Doctorate of Nursing Practice, the Master of Science in Data Science, and the Master of Science in Speech Language Pathology. The graduate programs combine top-level academics, a commitment to ethics, and an eye toward innovation. These three programs were developed to meet the high national demand for professionals in these fields. Each program is designed to not only elevate students' professional skills and earning potential but also to prepare students to make a difference in the world. The graduate programs enroll both female and male students.

CENTERS OF DISTINCTION

In addition to its degree programs, Saint Mary's is known for three Centers of Distinction. The Centers fund visiting lecturers, travel and research grants,

and campus initiatives in which all of Saint Mary's as well as the general public can gather for dialogue and learning.

THE CENTER FOR WOMEN'S INTERCULTURAL LEADERSHIP (CWIL)

was established in 2000 with the generous support of the Lilly Endowment, Inc. to advance the College's commitment to "preparing students to make a difference in the world" by empowering women to realize their call to leadership and to develop the intercultural knowledge and competence critical in today's increasingly interdependent world.

THE CENTER FOR ACADEMIC INNOVATION (CAI)

supports the academic excellence of Saint Mary's College through programs and grants for faculty development, faculty-student collaboration in research and creative work, and curricular innovation.

THE CENTER FOR SPIRITUALITY (CFS)

was the first center of its kind established in the United States. CFS advances the spirituality component of the mission of Saint Mary's College with particular attention to spirituality considered as both academic discipline and a way of life. The Center works closely with many other units and departments of the College community, addressing contemporary issues of mutual concern.



THE STUDENT EXPERIENCE

Dedicated to the personal and social growth of its students, Saint Mary's cultivates a community of students, faculty, and staff that responds to the needs of women. In order to offer the richest educational experience possible, the College strives to increase international enrollment as part of the commitment to bring together women of different nations, cultures, and races. Saint Mary's provides a residential environment where undergraduate women grow in their appreciation of the strengths and needs of others.

Through a host of co-curricular programs on campus and in the local community, the College initiates students in the habits of civic responsibility. The College is committed to having students engage in all aspects of the college experience. While at Saint Mary's, students acquire the hallmarks of a liberally educated woman: keen self-knowledge, lively imagination, lifelong intellectual and cultural interests, and the ability to make socially responsible choices about the future.

RESIDENTIAL LIFE

Saint Mary's boasts five beautiful and historic residence halls on campus. Eighty-four percent of Saint Mary's undergraduate students choose to live on campus, with four year housing guaranteed for all. Residential hall living is a big part of the Saint Mary's experience and friends are made for life during these important formative years.

CLUBS AND ORGANIZATIONS

Leadership opportunities abound at Saint Mary's, giving women many and varied chances to develop their leadership skills. Students lead more than 60 organizations on campus, including campus publications, fine arts clubs, community service groups, and social and professional organizations. Students are empowered to make key decisions regarding Saint Mary's social, educational, spiritual, and service opportunities. Saint Mary's students team up with Notre Dame students to produce the Observer, the Notre Dame/Saint Mary's daily newspaper, and they participate in many other student organizations at Notre Dame, such as the Irish Dance team and the University of Notre Dame Marching Band.

ATHLETICS

Saint Mary's has eight NCAA Division III varsity athletic teams. The teams are basketball, cross-country, golf, lacrosse, soccer, softball, tennis, and volleyball. Saint Mary's is a member of the Michigan InterCollegiate Athletic Association. The newly refurbished Purcell Athletic Fields provide an excellent outdoor physical space for athletic competition. Beyond this, a wide range of club and intramural sports are available to Saint Mary's students through both Saint Mary's College and the University of Notre Dame. Additionally, a range of fitness and wellness activities from yoga to a rock-climbing wall are available to all students, consistent with the College's conviction that health and overall well-being are important factors in campus life.



SPIRITUAL LIFE

As a Catholic women's college interested in contemporary religious concerns, Saint Mary's offers students a vital spiritual life on campus and a great tradition of celebrating Catholic liturgy. Students, faculty, and staff from all faith backgrounds engage in moral and ethical discussions in a respectful and supportive atmosphere, whether they are part of a religious studies class or a faith-sharing group. Social justice projects and life-changing service opportunities locally, nationally, and internationally provide opportunities for students to challenge their beliefs and grow in their faith.

The many outreach programs and events of Campus Ministry, including Bible studies, peer ministry, retreats, small faith groups, and Christian Initiation, seek to promote a life of religious sensibility and responsibility. They help connect members of the Saint Mary's College community and celebrate ways to grow together as a community of believers.





ALUMNAE FACTS

MORE THAN

95%

ARE SATISFIED WITH THEIR EXPERIENCE
AT SAINT MARY'S

SAINT MARY'S
RANKS IN THE TOP

35%

OF BACCALAUREATE OFFERING INSTITUTIONS
IN THE PERCENTAGE OF RECENT GRADUATES WHO
WENT ON TO COMPLETE RESEARCH DOCTORATES

95%

ARE EMPLOYED FULLTIME OR ENROLLED
IN GRADUATE/PROFESSIONAL SCHOOL ONE
YEAR AFTER GRADUATION

SAINT MARY'S
ALUMNAE EARN

\$12,000

MORE
ANNUALLY

10 YEARS AFTER GRADUATION THAN
FEMALES WHO GRADUATED FROM INDIANA
PUBLIC, FOUR-YEAR INSTITUTIONS

50%

ARE ENROLLED IN OR COMPLETED GRADUATE/
PROFESSIONAL SCHOOL FIVE YEARS
AFTER GRADUATION



THE LEADERSHIP AGENDA FOR THE NEXT PRESIDENT

As the College's chief executive officer, the President has responsibility for all College educational and managerial affairs and serves as the College's key spokesperson.

The President is supported in this work by a Cabinet comprised of the Provost and Senior Vice President for Academic Affairs, Vice President for Mission, Vice President for College Relations, Vice President for Enrollment Management, Vice President for Finance and Administration, Vice President for Student Affairs, College Counsel, and Special Assistant to the President.

The next President of Saint Mary's College will be forward-thinking, with a demonstrated ability to advance innovation while embracing the rich

heritage of the institution and the values of the sponsoring congregation, the Sisters of the Holy Cross. S/he will be a visionary who can position Saint Mary's as a Catholic women's college for the future and build consensus, communicating effectively and engaging broadly and authentically with diverse College constituencies. The shared governance model that the College uses must be embraced and used to build consensus as we move forward.

As the key spokesperson for the College, the President will articulate the mission and values that drive a Saint Mary's education in particular and the education of women more generally. S/he will work with admissions, alumnae, and current students to strengthen recruitment initiatives.



STEWARDSHIP OF THE FINANCIAL SUSTAINABILITY OF THE COLLEGE

Working with members of the Cabinet and the Board of Trustees, and building on the success of the recently completed capital campaign, the President will further develop the donor base and diversify revenue streams in order to

- 1) enable continued development of the academic program;
 - 2) continue to improve the physical plant;
 - 3) attract and retain highly qualified faculty, administration, and staff; and
 - 4) support financial aid and improve student retention.
- In addition, s/he will possess an understanding of enrollment management for a tuition driven institution in order to ensure that a Saint Mary's education is accessible.

Building on the 2012 strategic plan (<https://www.saintmarys.edu/files/Boldly-Forward-2012-2017.pdf>) and on the recently completed *Faith Always, Action Now* campaign that raised \$105 million, the President will engage the community broadly in the development of the College's next strategic plan and lay the foundation for the next capital campaign.

An academic institution in the 21st century must hold a conception of sustainability that integrates financial and environmental stewardship. The President will build on the commitment to sustainability signaled by President Carol Ann Mooney's signing of the Declaration of Commitment to the vision of Pope Francis in *Laudato Si* (<http://ignatiansolidarity.net/catholic-higher-ed-encyclical-sign-on/>), working with the community to make the College's environmental health a strong component of its fiscal health.

ADVANCING THE REPUTATION OF THE COLLEGE

The President will continue to engage the local community and play an active role in national conversations about higher education, particularly as it relates to the education of women. S/he will advance program innovation to develop nationally recognized programs, strengthen program quality, and continue to grow graduate programs that are mission relevant and complementary to the core undergraduate curriculum. The President will enhance the College's diversity and global engagement, and determine the role that hybrid learning and other online technologies should play in a Saint Mary's education.

EMBRACING AND ENHANCING COMMUNITY

The President will provide a leadership presence that offers accessibility and encourages respect and open communication throughout the institution. This will necessarily include appropriate recognition of all programs and services and continued vigilance in encouraging integration, collaboration, and consensus throughout the campus community. The President must provide balance in protecting tradition, values, and commitment to the liberal arts, while ensuring outward visibility and forward movement for the institution.

The President will embrace and foster the existing strong sense of community, demonstrating understanding of, and appreciation for, the work of faculty and staff, who are devoted to a transformative experience for Saint Mary's students. S/he will engage authentically with students, faculty, and staff as well as alumnae and external constituencies, celebrating the unique contributions of each. S/he will cultivate discussion on what it means to be a diverse and inclusive institution as a Catholic women's college in the liberal arts tradition. While looking to enhance strategic partnerships and collaborative relationships with the University of Notre Dame and Holy Cross College, the President

will also appreciate the complexity of these relationships and articulate the uniqueness of Saint Mary's among these neighboring institutions.

REQUIRED QUALIFICATIONS FOR THE NEXT PRESIDENT OF SAINT MARY'S COLLEGE

The Presidential Search Committee seeks a Catholic leader who embraces and fosters the identity of the institution, as well as the charisma, values, and educational vision of the Sisters of the Holy Cross, and brings a demonstrated passion for women's education. S/he will:

- hold an earned terminal degree;
- demonstrate understanding of academic culture and its centrality to the mission of the College;
- fully embrace the Catholic tradition and the mission and heritage of the Sisters of the Holy Cross;
- understand the complexities of the financial pressures of higher education as it relates to revenues and expenses;
- bring senior-level administrative experience and data driven decision making capability;
- bring financial knowledge and a record of effective budget management, hiring, and delegation;
- demonstrate fundraising and development experience;
- possess effective communication skills and the commitment to engage authentically and build relationships with students, faculty, and staff as well as with external constituencies; and
- be a person of high integrity and intellectual honesty, and exhibit transparency in decision making.

DESIRED QUALITIES

S/he will:

- develop and champion a compelling vision for the College;
- retain, advance, and recruit an accountable, high performance team that provides energetic and innovative leadership;
- balance presidential duties while maintaining a visible and accessible presence both on and off campus;
- model and promote an entrepreneurial, innovative spirit that will continue to position the College effectively as a recognized leader in women's higher education both nationally and internationally;
- demonstrate a commitment to diversity, global learning, instructional technology, sustainability, and other dimensions of a 21st century liberal education;
- act decisively to solve problems, implement plans, and capture opportunities to move the College forward with energy and a contagious enthusiasm;
- be knowledgeable about and work to enhance the College's offerings in graduate and online programs;
- actively foster racial and ethnic inclusiveness and diversity across all dimensions of the College;
- inspire and motivate all College constituents (students, faculty, administrators, staff, alumnae, trustees, donors) to embrace and support the vision, values, and goals of the College and to actively work to ensure the long term strength of the institution and the value it delivers to the world;
- provide inspiration and vision reaching out to alumnae to continue or renew their engagement with the College through reunion attendance, alumnae events, and other like activities;





- have experience as a faculty member and be willing to teach a course; and
- develop strong relationships and work effectively with the Board of Trustees, the Sisters of the Holy Cross, the local Bishop, and the presidents and senior leadership at the University of Notre Dame and Holy Cross College.

APPLICATION INSTRUCTIONS

Maya Ranchod Kirkhope and Andrea Warren Hamos of Academic Search, Inc., Washington, D.C., are assisting Saint Mary's College with this search. Nominations and expressions of interest may be submitted electronically to **SaintMarysPresident@academic-search.com**. Nominators or prospective candidates may direct inquiries or questions to Maya Kirkhope at (703) 380-9195 or mrk@academic-search.com or Andrea Warren Hamos at (202) 263-7477 or awh@academic-search.com. For more information about Saint Mary's College, please visit the College's website.

Nominations and applications will be accepted until the position is filled, but only materials received by **November 10, 2015** are ensured full consideration. Application materials must be submitted electronically to **SaintMarysPresident@academic-search.com**. The packet should consist of a substantive cover letter addressing the leadership characteristics noted above, a *curriculum vitae*, and full contact information for five professional references, none of whom will be contacted without the explicit permission of the candidate.

The successful candidate is expected to assume office on or about June 1, 2016. All nominations, applications, and inquiries will be held in full confidence until finalists are identified for on-campus interviews.

All College policies, practices, and procedures are administered in a manner consistent with our Catholic identity. With the foregoing understanding, Saint Mary's College will not engage in discrimination based on sex, race, color, national origin, religion (except where religion is a bona fide occupational qualification), age, disability, citizenship status, genetic information, veteran status, or any other characteristic protected by law. Based on our Catholic values, the College also prohibits discrimination based on sexual or political orientation.



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