



THE SEARCH FOR THE NEXT
PROVOST
AND
SENIOR
VICE PRESIDENT
OF ACADEMIC
AFFAIRS

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 next Provost and Senior Vice President of Academic Affairs, who will lead the faculty as well as curricular and co-curricular support units in developing and implementing strategic initiatives involving undergraduate, graduate, and certificate programs. The College seeks a visionary leader who promotes excellence, diversity and inclusion, pedagogical innovation, undergraduate research, internationalization, career and internship development, and an entrepreneurial spirit. The ideal candidate will seek opportunities to partner with other institutions and to explore and expand online and adult education. The new Provost and Senior Vice President of Academic Affairs is expected to take office no later than July 1, 2018.



THE COLLEGE

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 a strong grounding in the liberal arts needed to assume leadership roles in the social, economic, and religious 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. Intimate classes averaging 18 students each encourage close, meaningful relationships among students as well as between students and faculty. In addition to offering strong undergraduate programs, in 2015 the College introduced graduate programs, enrolling both men and women in data science, speech language pathology, and nursing practice; pending approval by the Higher Learning Commission and final administrative approval, Saint Mary's will also offer a Master of Autism Studies.

Ranked among the top 100 Best National Liberal Arts Colleges by *U.S. News & World Report* for eight consecutive years, the College offers a wealth of opportunities for real-world experiences through internships, study abroad, and other forms of experiential learning. Saint Mary's 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. The master's program in speech language pathology at Saint Mary's is a candidate for accreditation by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association. This is a pre-accreditation status with the CAA, awarded to developing or emerging programs.

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

CAMPUS AND COMMUNITY

Saint Mary's sits on a beautiful 140-acre campus, along the Saint Joseph River in Notre Dame, Indiana. A drive from the main entrance up The Avenue reveals historic buildings that form the core of the campus. The landmark Le Mans Hall houses both the College's administrative offices and student resident housing. 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 and administrative offices of the Sisters of the Holy Cross, the congregation that founded Saint Mary's. Additionally, the sisters and students worship together at the beautiful Church of Our Lady of Loretto located on campus.

The campus also boasts newly renovated buildings, including Madeleva Hall. The recently constructed Spes Unica Hall is a state-of-the-art center for academic instruction. Saint Mary's recently expanded and upgraded its athletic fields and Science Hall, which has technologically-advanced laboratories and classrooms. Construction is underway on the Angela Athletic & Wellness Complex, demonstrating the College's commitment to women's health and athletic competitions.

The region is rich with public and private education institutions. With 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,

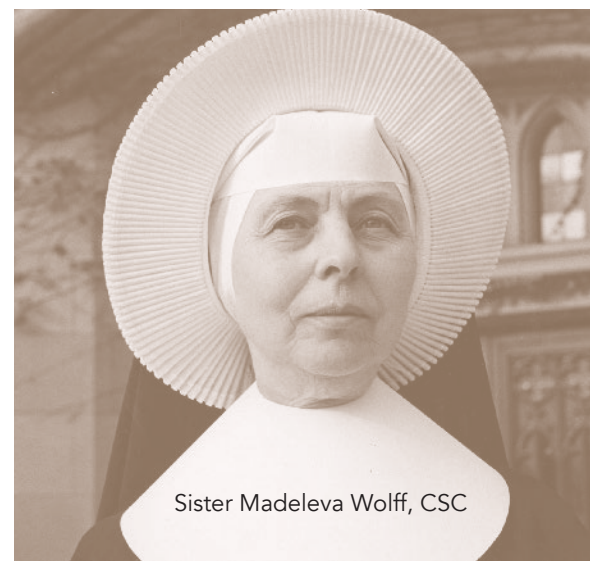
Saint Mary's is nestled within the South Bend-metropolitan area, a multicultural region of 500,000 that is the economic, cultural, and transportation hub of northern Indiana. The College is also in close proximity to Lake Michigan beaches. Chicago and Indianapolis are within driving distance and there is regular train service from South Bend to Chicago. South Bend is also home to South Bend International Airport.

HISTORY OF SAINT MARY'S COLLEGE

Blessed Basil Moreau, founder of the Holy Cross congregations, inspired 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 Holy Cross sisters from Le Mans, France, answered the call by University of Notre Dame founder Father Edward Sorin to share in the Congregation of Holy Cross's apostolate of education in northern Indiana. The sisters established their school for girls and novitiate in 1844 just north of South Bend, in Bertrand, Michigan. Saint Mary's moved to its present site in 1855.

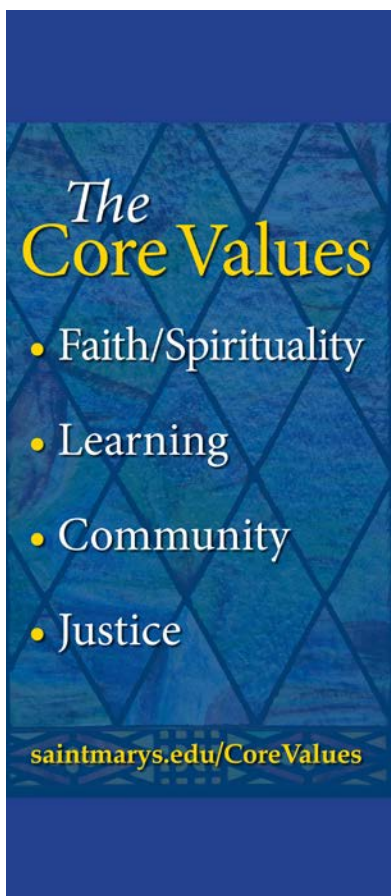
In 1908, the charter for Saint Mary's Academy was amended to authorize the legal existence of a college, and Mother Pauline O'Neill, CSC, then director, became the College's first president. Mother Pauline's most notable accomplishment — Le Mans Hall — remains the most recognizable physical symbol of Saint Mary's. Sister Madeleva Wolff, CSC, whose distinguished 27-year tenure as president began in 1934, reminded



Sister Madeleva Wolff, CSC

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, Madeleva Hall, and the Madeleva Lecture Series.

During the 1970s, Saint Mary’s transitioned to lay leadership. Today, the Board of Trustees provides direct oversight of the College. 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

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 of ongoing education on the mission of Saint Mary's.

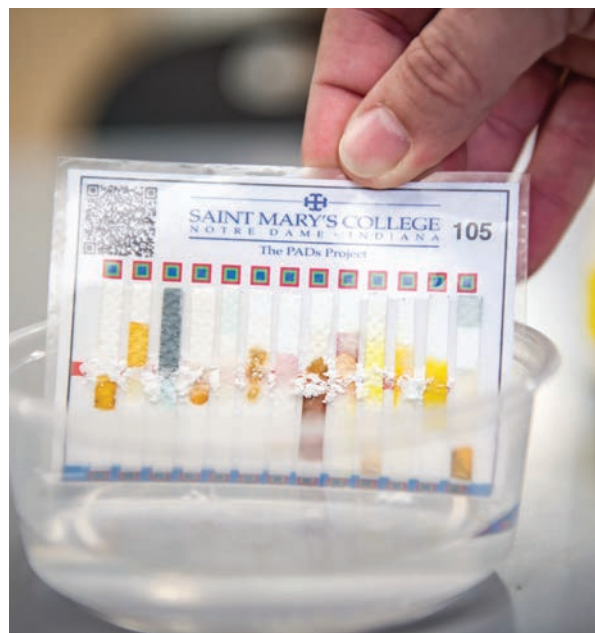
The governance structure of the College helps ensure that Saint Mary's will continue to be identified with excellence in both liberal arts education and professional preparation, demonstrating a commitment to the best expression of the Catholic tradition with a special emphasis on and proficiency in the undergraduate education of women, and in co-educational graduate education.

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. Eighty-four percent of the College's faculty members have terminal degrees in their fields.

A highly favorable student-to-faculty ratio of 10:1 and an average class size of 18 students 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. Members of the faculty actively advise new students beginning in the summer before they arrive on campus. This close collaboration continues with an advising course that 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 enables 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 more than 30 majors in 20 departments. The College also offers interdisciplinary programs, primary and secondary education certification, cooperative programs through the Northern Indiana Consortium for Education (NICE), the Dual Degree in Engineering Program with the University of Notre Dame, and pre-professional studies/advising for law, medical, dental, and other allied health programs.

The 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 consists of original student 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 including 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, and their collaborative work has led to the College's first patent.

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 50 percent of 2016 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 — articulated in the Global Learning outcome for the Sophia Program — to prepare students to lead in a global 21st century. Additionally, the College's focus on hands-on learning takes students into the field for coursework and professional internships, both locally and globally. 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 a Saint Mary's education 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 percent 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 undergraduate students. Developed in a thorough and inclusive process and rooted in the mission of Holy Cross education, the Sophia Program 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 40 years, and adds the

Critical Thinking Seminar program 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 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 elevate students' professional skills and earning potential as well as to prepare students to make a difference in the world. In addition, pending approval by the Higher Learning Commission and final administrative approval, Saint Mary's will offer a Master of Autism Studies.

CENTERS OF DISTINCTION

In addition to its degree programs, Saint Mary's is known for three centers of distinction: the Center for Women's Intercultural Leadership, the Center for Academic Innovation, and the Center for Spirituality.

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

(CFAI) supports the academic excellence of Saint Mary's 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 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 to address contemporary issues of mutual concern.

THE UNDERGRADUATE 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. In the past 10 years, enrollment among domestic students of diverse racial and ethnic background has doubled. 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 fosters 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 for the future.

RESIDENTIAL LIFE

With three-year housing guaranteed for all undergraduate students at Saint Mary's, 84 percent choose to live on campus in one of the College's five beautiful residence halls, two of which are historic. The six-semester residency requirement demonstrates the belief that residential living is a meaningful part of the Saint Mary's experience, and friends are made for life during these formative years.

CLUBS AND ORGANIZATIONS

Leadership opportunities at Saint Mary's give 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 social, educational, spiritual, and service opportunities. Saint Mary's students collaborate with Notre Dame students to produce the daily newspaper *The Observer*, 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 also a member of the Michigan Intercollegiate Athletic Association (MIAA). The new Purcell Athletic Fields provide an excellent outdoor space for athletic competition and practice.

A wide range of club and intramural sports are available through both the College and the University of Notre Dame. The \$25 million Angela Athletic & Wellness Complex, scheduled to open in the spring of 2018, will continue to offer fitness and wellness activities, consistent with the College's conviction that health and well-being are important.

FAITH LIFE

As a Catholic college, Saint Mary's cultivates a community of intellectual inquiry, liturgical prayer, and social action. The College creates an open forum in which students freely and critically study the rich heritage of the Catholic tradition, raising the questions necessary to develop a mature religious life. Students, faculty, and staff from all faith backgrounds engage in moral and ethical discussions in a respectful and supportive atmosphere, whether

in the classroom, participating in a faith-sharing group, or engaging in leadership training. The College nurtures awareness and compassion for a complex world and challenges students to acknowledge human dignity throughout their lives. Social justice projects and life-changing service opportunities locally, nationally, and internationally provide opportunities for students to grow in their faith and their social responsibility.

STUDENT POPULATION:

1,657

UNDERGRADUATES LIVING ON CAMPUS:

84%

AVERAGE UNDERGRADUATE CLASS SIZE:

18

STUDENT-TO-FACULTY RATIO:

10 to 1

FULL-TIME INSTRUCTIONAL FACULTY:

144

MARKET VALUE OF ENDOWMENT:
(AS OF MAY 1, 2016)

\$165,662,259

2016-17 TUITION AND FEES:

\$38,080



LEADERSHIP AGENDA FOR THE NEXT PROVOST AND SENIOR VICE PRESIDENT OF ACADEMIC AFFAIRS

The Provost and Senior Vice President of Academic Affairs is the chief academic officer of Saint Mary's. Reporting directly to President Janice Cervelli, the Provost serves on her Cabinet and as the chief executive officer and spokesperson in the President's absence. The Provost also serves on the College Budget Committee, as liaison to the Board of Trustees Academic Affairs Committee and as secretary of the Academic Affairs Council, which s/he chairs in the President's absence. Direct reports include the Dean of Faculty, Dean of Graduate Studies, Associate Dean for Academics, Chief Information Officer, Registrar, and Directors of Student Success, the Career Crossings Office, Center for Women's Intercultural Leadership, Campus and Community Events, and Cushwa-Leighton Library.

The next Provost and Senior Vice President of Academic Affairs will foster and inspire the academic enterprise and student success by providing visionary leadership that promotes academic excellence, innovation, and diversity for the College community.

ACADEMIC ENTREPRENEURSHIP AND STRATEGIC PLANNING

As the chief academic officer, the Provost and Senior Vice President of Academic Affairs will provide vision and leadership for the College's academic programs, advocating for academic innovation related to new

and emerging trends in higher education and market demand, including discerning use of technology in online, hybrid, and traditional courses. This includes support for the development of faculty and staff scholarship, research, and pedagogical innovations. The ideal candidate will also seek opportunities to partner with other institutions and to explore and expand online and adult education.

The College recently kicked off a Continuous Unified Strategic Planning (CUSP), an ongoing collaborative process that examines and responds to the College's changing needs. Over 50 innovative ideas received from faculty, administrators, staff, and students are expected to advance mission, curriculum, scholarship, extracurricular, student life, and career development. Recurring themes identified include: Women's Leadership, Health and Sciences, and Environmental Studies. Innovation Teams will be established to focus on these and other ideas starting in 2018 and are interdisciplinary and interdivisional, comprised of faculty, administrators, staff, students, and, where appropriate, alumnae and leaders in the community, business, and industry.

With undergraduate liberal arts education of women at the heart of the College's mission, the successful candidate will play an essential role in the continued formation of graduate degree programs, as well as new undergraduate degrees and certificate programs.



Saint Mary's College recently earned reaffirmation of its accredited status by the Higher Learning Commission of the North Central Association of Colleges and Schools. It also enjoys program accreditation or approval for undergraduate programs in Art, Chemistry, Education, Music, Nursing, and Social Work. In graduate programs, it holds accreditation in Nursing, Data Science as a Professional Science Master Degree, and is a candidate for accreditation for Speech Pathology. The Master of Autism Studies is pending approval by the Higher Learning Commission.



FISCAL MANAGEMENT AND SUSTAINABILITY

The Provost will contribute to the establishment of new revenue streams while managing resources to sustain academic excellence and support interdisciplinary collaboration. As the chief representative of the academic area of the College on the Budget Committee, the Provost oversees and monitors the budgets and allocation of funds of reporting units, including the budgeting and monitoring of faculty and administrative salaries. The Provost also manages the fiscal resources, including space allocation to support teaching and maximize research efficiency within academic units.

DIVERSITY AND INCLUSION

The Provost will mobilize, guide, and collaborate with constituencies across campus and with the community to build, foster, and support an inclusive and diverse campus environment for staff, faculty, and students; s/he will oversee, set, and ensure ongoing assessment of institutional goals relative to diversity and inclusion in academic affairs. The President's Council on Inclusivity and Multicultural Diversity is one example of the College's commitment to diversity. Made up of faculty, staff, and students from across the College community, the Council is responsible for developing, overseeing, and monitoring College-wide efforts to achieve the College's commitment to inclusivity and multicultural diversity as core institutional and educational values. The Council's overarching focus is to enhance and maintain the College's efforts to ensure that all students graduate with knowledge, skills, and habits of mind necessary for making thoughtful, responsible contributions in a diverse, globally-integrated world.

SHARED GOVERNANCE

With an appreciation for the value of shared governance, the Provost will facilitate and advance shared responsibility, cooperative action, and information sharing among the various academic units of the College, the faculty, and senior leadership. Saint Mary's endorses the fundamental concept of shared governance through the inclusion of faculty and student participation in the Board of Trustees, the committees of the Board of Trustees, and the councils and committees of the College administration. The faculty endorse this concept and participate fully in the shared governance of the College. In recognition of their special responsibilities as officers of instruction, however, the faculty of the College have established their own governance body: the Faculty Assembly. One of the essential functions of the Assembly is to articulate, augment, and coordinate the faculty's participation in the governance of the College.

COLLABORATION AND COOPERATION

The Provost and Senior Vice President of Academic Affairs will foster, create, and sustain dynamic partnerships between and among members of the internal College community and with external constituencies to advance the College's commitment to providing a rigorous, cutting-edge academic experience that prepares students to make a difference in the world. As north central Indiana is a hub for innovation, opportunities abound for the Provost to work collaboratively with other institutions in the region.

As a member of the President's Cabinet, the Provost will work closely with Cabinet colleagues to ensure timely and transparent communication and cooperation among and between the administrative divisions of the College, including coordination of recruitment and retention strategies with the Divisions of Enrollment Management and Student Affairs and collaboration with the President and the Vice President for College Relations to secure philanthropic support for the College.

ACCREDITATION, ASSESSMENT AND ACADEMIC PROGRAM QUALITY

The Provost, in collaboration with the Office of Institutional Research and other units of the College, has oversight for institutional assessment, ensuring strategic and systematic ongoing evaluation and assessment of curricula, student learning, academic administrative policies, and all academic programs; this includes the recently implemented comprehensive Sophia Program in Liberal Learning, as well as working with the professional programs to comply with relevant program accreditation agency requirements.

In order to invigorate and continuously improve the College's overall academic program, the Provost will develop a process of internal program review as a means of identifying and fostering academic synergies. S/he will also promote an academic structure that maximizes potential and advances an integrated vision for liberal arts and professional programs.

REQUIRED QUALIFICATIONS

The successful candidate will possess an earned doctorate or terminal degree, a record of scholarship and teaching commensurate with appointment at the rank of professor at Saint Mary's, and significant and progressively responsible experience in academic administration.

DESIRED EXPERIENCE AND ATTRIBUTES

- Experience in academic leadership at a faith-based institution.
- Demonstrated commitment to student-centered liberal arts education.
- Demonstrated capacity to embrace and advance the Catholic mission and core values of the College.
- Demonstrated understanding of and support for the College's commitment to women's undergraduate and co-educational graduate education.
- Robust knowledge and understanding of current issues facing higher education, including the importance of leveraging technology.
- Ability to articulate a vision, build an effective team, and listen to and engage diverse constituencies in working toward shared goals.
- Ability to make detail-oriented, informed decisions and to communicate decisions in a transparent manner.
- Experience working with a diverse range of faculty, staff, and students, and contributing to a climate of inclusivity.
- Ability to develop new and creative ways to continue to attract, support, and retain high-quality, diverse faculty and academic staff.
- Experience building partnerships and promoting collegiality and collaboration amongst internal and external constituencies, and with professional organizations.
- Demonstrated commitment to shared governance.

Continued

- Exemplary interpersonal skills including the ability to listen, communicate, and collaborate effectively with the College's multiple constituencies, including faculty, students, staff, alumnae, and donors.
- Proven budget experience and the ability to manage resources wisely.
- Experience playing a successful role in student recruitment and retention.
- Demonstrated commitment to internationalization, including engaging in partnership agreements with international colleges and universities.
- Experience contributing to and implementing a strategic plan.
- Entrepreneurial, innovative leadership style.
- Experience interacting with a Board of Trustees to ensure the College's overall success.

APPLICATION AND NOMINATION PROCESS

The College is being assisted by Academic Search, Inc. Applications should consist of the following:

- Substantive cover letter addressing the qualifications and attributes listed above;
- Curriculum vitae;
- 500-word statement articulating the candidate's capacity to support the College's commitment to a diverse and inclusive community working together to fulfill the mission of the College, which promotes a life of intellectual vigor, aesthetic appreciation, religious sensibility, and social responsibility;
- List of five professional references with full contact information and a note indicating the nature of your working relationship with each. References will not be contacted without the explicit permission of the candidate.

Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to SaintMarysProvost@academic-search.com.

The position is open until filled but only applications received by September 20, 2017, can be assured full consideration. Confidential discussions about this opportunity may be arranged by contacting Andrea Warren Hamos at awh@academic-search.com or Andrea Cowser at abc@academic-search.com.



All College policies, practices, and procedures are administered in a manner consistent with our Catholic identity. With the foregoing understanding, Saint Mary's 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.

ACADEMIC SEARCH

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.academic-search.com.