The Board of Trustees of Ursuline College invites applications from Ursuline Sisters in the United States for the position of President of the College, with the successful candidate to assume office on July 1, 2015. Under the governing documents of the College, first consideration is given to qualified Ursuline Sisters. That is the process in which the Board is currently engaged.

Founded in 1871 as the first Catholic women’s college in Ohio and one of the first in the United States, Ursuline remains a Catholic, liberal arts, women-focused institution. It is located just outside Cleveland, Ohio and is sponsored by the Ursuline Sisters of Cleveland.

The Board seeks an accomplished, energetic and creative executive with substantial experience as an institutional leader, preferably in a higher education setting similar, or readily translatable, to Ursuline. This individual, possessed of a full appreciation of Ursuline values, will eagerly carry on the commitment to advance the identity, vision and mission the College. The role is both internal -- ensuring academic excellence, strong student programs and overall student experiences, with continued fiscal soundness and restraint; and external -- becoming a recognized presence among leaders in the larger Cleveland community and acting as Ursuline’s chief advocate for philanthropic support.

Review of materials will begin immediately. Applications received by November 14, 2014, will be assured full consideration. Ursuline College is being assisted by the partners of Hyatt-Fennell. For questions, please contact Cheryl Hyatt at 724-242-0476. Nominations and applications should be submitted to the Presidential Search Committee at Ursuline@hyatt-fennell.com. Applications will include a focused letter of interest, a current résumé, and complete contact information for five professional references. Calls to references will occur only with prior notification of the candidate. All applications and nominations will be considered highly confidential.
DESIRED ATTRIBUTES OF THE NEXT PRESIDENT

• Unquestioned integrity and authenticity.

• A terminal degree is preferred.

• A senior academic or administrative position at an accredited U.S. institution of higher learning, with substantial involvement in strategic planning, is preferred.

• Exhibit substantial energy and stamina, with anticipated staying power over several intense years of devotion to a demanding job.

• Commitment to furthering the College’s express vision and mission, within the framework of its core values and an environment of diversity and inclusion.

• Commitment to maintaining Ursuline College as an independent, self-sustaining institution.
  
  – Yet, from a position of strength, be capable of engaging with businesses and other educational institutions for potential partnerships and collaborations.

• Be committed to undergraduate women's education, including preserving the integrity of the College's focus on women.
  
  – Recognize that the UCAP and graduate programs, while not explicitly women-focused do serve mainly women, are also critical to Ursuline's mission and health, and must be maintained and expanded.

• Be committed to and capable of furthering Ursuline’s self-perception as a college much along historical lines – an identifiable, relatively small and closely knit collection of scholars gathered for study, instruction and personal reflection and development; that is, a teaching college.

• Understand the rapidly changing nature of higher education -- e.g., competency-based measurement, on-line courses, sharing of programs and facilities, offsite instruction, articulation agreements, and much more -- being pushed by, among other things, government involvement (consistently expanding regulatory requirements, federal/state budget and funding decisions, and the like), technological advances, demographic shifts and ever stronger competition.
  
  – Accept and embrace that the presidency of the College will require a person open to new ideas, with a substantial entrepreneurial spirit and a certain sense of urgency, who appreciates the need for, and is both capable and confident of delivering, a continued imaginative, forward-looking trajectory to the College.
Recognize that enrollment management (recruitment and retention) has been and must remain an area of special focus at Ursuline. Consistent success has been elusive, especially recently, and this circumstance must be addressed effectively and on a sustained basis, in order for Ursuline to thrive. After several years of instability and turnover, portions of a satisfactory administrative foundation appear to be falling into place. The enrollment and retention issue will require early, close and thoughtful attention and guidance by the new President.

- Understand the core “serving-the-underserved” aspect of the College’s raison d’etre, and the importance of its programs and facilities directed to that end. But equally recognize that because the College’s finances are so heavily tuition-driven, it must address the need for more students who are not so dependent on financial aid.

- Recognize the need to sustain and strengthen the College’s historic emphasis on intellectual rigor, challenge and performance as an important component of motivating students to prefer and seek out an Ursuline education.

Have demonstrable experience with and commitment to developing, and then functioning under and within, a realistic but limited and tightly managed operating budget.

- Recognize the need for firm, decisive leadership.

- Embrace working within a collaborative and consultative environment, being approachable by students and faculty, and seeking and evaluating advice, with the understanding that major management/administrative decisions come from the President.

Understand the President’s role as setting a direction and developing strategies, then selecting and motivating the right people to accomplish the objectives, and holding them accountable.

- Have a personality and approach that will inspire loyalty and dedication in the management team, faculty and staff, both inherited and, with passage of time, newly recruited.

- Be able to communicate clearly and effectively to the College community generally, and particularly to senior team members, so they understand their objectives and can be confident of the scope of their discretion.

- Be able to maintain an effective working relationship with the Ursuline Sisters of Cleveland as the College’s sponsoring organization.

Be the public face of the College, becoming well known and recognized in the broader
Cleveland community -- among not just educators, but also business and professional leaders and pertinent political and civic figures.

• Be a willing cultivator of donors, both existing and potentially new, with a justifiable expectation of being able to raise philanthropic funds on an ongoing basis for operations as well as to grow the endowment. Together with community presence, fund raising is a critical "outside" part of the job, and a role in which the new President must be very comfortable.