Presidential Search Profile
2020–2021
Saint Mary’s College of California (Saint Mary’s) is a Catholic, selective, comprehensive university that engages the intellect and the spirit with exceptional academics. This is an education that changes lives and inspires the desire to find one’s calling in a world in need of transformation.

Saint Mary’s invites students to passionately embrace knowledge, the challenges of scholarship, and the capacity to make lasting change in the world. Saint Mary’s is grounded in the liberal arts and the life and work of Saint John Baptist de La Salle, the 17th century founder of the Christian Brothers and patron saint of teachers.
Our Mission

To probe deeply the mystery of existence by cultivating the ways of knowing and the arts of thinking.

Recognizing that the paths to knowledge are many, Saint Mary’s offers a diverse curriculum that includes the humanities, arts, sciences, social sciences, education, and business administration, serving traditional students and adult learners in both undergraduate and graduate programs.

As an institution where the liberal arts inform and enrich all areas of learning, Saint Mary’s places special importance on fostering the intellectual skills and habits of mind, which liberate persons to probe deeply the mystery of existence and live authentically in response to the truths they discover. This liberation is achieved as faculty and students, led by wonder about the nature of reality, look twice, ask why, seek not merely facts but fundamental principles, strive for an integration of all knowledge, and express themselves precisely and eloquently.

To affirm and foster the Christian understanding of the human person which animates the educational mission of the Catholic Church.

Saint Mary’s holds that the mystery that inspires wonder about the nature of existence is revealed in the person of Jesus Christ, giving a transcendent meaning to creation and human existence. Nourished by its Christian faith, Saint Mary’s understands the intellectual and spiritual journeys of the human person to be inextricably connected. It promotes the dialogue of faith and reason: It builds community among its members through the celebration of the Church’s sacramental life; it defends the goodness, dignity, and freedom of each person, and fosters sensitivity to social and ethical concerns.

Recognizing that all those who sincerely quest for truth contribute to and enhance its stature as a Catholic institution of higher learning, Saint Mary’s welcomes members from its own and other traditions, inviting them to collaborate in fulfilling the spiritual mission of Saint Mary’s.

To create a student-centered educational community whose members support one another with mutual understanding and respect.

As a Lasallian College, Saint Mary’s holds that students are given to its care by God and that teachers grow spiritually and personally when their work is motivated by faith and zeal. Saint Mary’s seeks students, faculty, administrators, and staff from different social, economic, and cultural backgrounds who come together to grow in knowledge, wisdom, and love.

A distinctive mark of a Lasallian school is its awareness of the consequences of economic and social injustice and its commitment to the poor. Its members learn to live “their responsibility to share their goods and their service with those who are in need, a responsibility based on the union of all men and women in the world today and on a clear understanding of the meaning of Christianity.” (From The Brothers of the Christian Schools in the World Today: A Declaration.)
Core Commitments

The Lasallian, Catholic, and liberal arts traditions upon which Saint Mary’s was built inform all the decisions we make. From our curriculum to our student leadership programs to our recycling policy, everything we do as an institution is guided by our College’s core mission.

The core Lasallian principles of faith in the presence of God, social justice, respect for all persons, inclusive community, and quality education are manifested by our College in many ways. But the following commitments are currently the most central to Saint Mary’s, and what we see as our opportunities to do the most good.

Inclusive Excellence

The highest quality of academic achievement can only be realized in communities that are culturally, spiritually, and ethnically diverse—where all voices are heard and all students have equitable opportunities to succeed and to serve.

That’s the kind of community we work to build at Saint Mary’s. We believe that we can reach greater heights of excellence by learning from a wide range of individuals and viewpoints, and by creating a culture in which we are all valued, respected, and supported.

Sustainability

As a liberal arts institution, Saint Mary’s is committed to preparing responsible citizens who contribute to the common good. As a Catholic institution, we affirm the moral obligation to care for God’s creation. And as a Lasallian institution, we recognize that the most devastating impacts of environmental degradation are visited upon the disadvantaged.

For all these reasons, Saint Mary’s has committed to confronting environmental problems—not only in our research and educational programs, but also by reducing the environmental impact of our campus.
Setting and Work Environment

The Campus
Saint Mary’s is a beautiful campus just 23 miles east of San Francisco distinguished by the white walls and red tile roofs of its Spanish Renaissance–California Mission-style architecture, and surrounded by grass-covered hills that are sometimes crowned with fog blown in from the Pacific. We’re accessible by freeway, public transit, and train, and are within easy distance of two major metropolitan airports. The drive to campus will also take you through some truly memorable scenery.

Working at Saint Mary’s College
Working at Saint Mary’s means joining a diverse community of scholars and skilled professionals that value shared inquiry, integrative learning, and student interaction to bring a transformative education to life in the 21st century. We are a mission-based institution based on the teaching of Saint John Baptist de La Salle, founder of the Christian Brothers and the patron saint of teachers.

At Saint Mary’s, we are dedicated to treating all people with dignity and respect in ways that acknowledge and engage diverse backgrounds and ideas. Our policies, practices, and behaviors foster a safe and inclusive community, and promote an environment that is equitable, collaborative, and transformational.
History

For more than 150 years, Saint Mary’s has survived the rugged challenges that closed many other such institutions and remains one of the oldest universities in the West.

In the mid-19th century, Archbishop Joseph Alemany had been dispatched to the West Coast by Pope Pius IX with the words: “You must go to California. Others go there to seek gold; you go there to carry the Cross.”

Alemany soon saw the need for education and religious instruction for the working-class youths of a burgeoning San Francisco. Determined to open a school, he sent the intrepid Irish priest Father James Croke to seek donations from farmers, ranchers, merchants, and the gold miners in the Sierra Nevada. He came back after two years with cash and gold dust to the tune of $37,166.50, a princely sum for the time.

Alemany opened the doors of Saint Mary’s in 1863. After five years of struggle, he made a difficult journey to Rome to ask for help from the Christian Brothers, whose superior sent nine mostly Irish Brothers in 1868 to travel from New York by sea to San Francisco to manage the new school. Soon, the Brothers were able to increase enrollment, stabilize Saint Mary’s finances, and establish Saint Mary’s as the largest institute of higher education in California at the time. The first bachelor’s degrees were awarded in 1872.

Saint Mary’s moved from its cold, windswept campus in San Francisco to Oakland in 1889. Damaged by a devastating fire in 1894 and the famous 1906 earthquake, Saint Mary’s decided to move to the Moraga Valley in 1928, building in the distinctive Spanish Renaissance–California Mission-style of architecture that distinguishes the campus today. Eleven of the original buildings, including the Chapel, Dante, and Galileo Halls, are still in use today.

In 1940, “La Cruz de la Victoria,” the Cross of Victory, was added to the hill overlooking the campus. It is a familiar landmark for the Saint Mary’s community and a popular hiking destination that affords a stunning view of Saint Mary’s nestled below.

Notable events in the ensuing years include a radical curriculum change in the early 1940s: the introduction of “The Great Books of the World.” Philosophy Professor James Hagerty and others led a movement on the West Coast to renew and deepen the focus of higher education from vocational preparation to the liberal arts, the great texts, and important ideas. At the same time, Academic Seminar brought the great literature of Western civilization to the roundtable for shared inquiry, where students, with faculty as peers, asked big questions: What is goodness? What is death? Does evil have to exist?

In 1970, the previously all-male school began admitting women, with the first degrees awarded in 1971. Today, the student population is 58 percent women and 42 percent men.

Saint Mary’s has a strong tradition of service that is built upon the solid rock of Catholic social justice and the pioneering work of Saint John Baptist de La Salle, founder of the Christian Brothers, who insisted on human and Christian education for all, regardless of their ability to pay. From those early days of educating the sons of California’s working class, to engaging in the California labor movement, to guiding students to serve the needy here and abroad, Saint Mary’s has cultivated a distinctive approach to doing good—engaging critical social issues through intellect, spirituality, and action. Saint Mary’s today is a powerhouse of community service, with students logging more than 55,000 hours a year in service to others, while integrating their experiences into their academics.
Students and Faculty

Over 43 Majors. Student Life. January Term. Collegiate Seminar. Retreats. Plus a million other things that make Saint Mary’s special. Bringing it all together is our mantra of inclusive excellence, where every unique and diverse viewpoint has a place to shine. Saint Mary’s, with its Lasallian mission, is a student-focused College.

Our faculty are talented researchers who contribute to scholarship in their disciplines, but also are deeply passionate about teaching. They know their students as individuals, travel the world together, and work side by side with them on research. Some also live on campus as residential directors. Saint Mary’s faculty are mentors and advisors who want their students to succeed.

FALL 2019 ACADEMICS

Saint Mary’s provides a unique (and challenging) undergraduate curriculum that includes our distinctive January Term and Collegiate Seminar, and students can pursue a Bachelor of Arts or Bachelor of Science degree in over 43 majors. While grounded in the liberal arts, all of our programs include experiential learning and practical experiences, such as research or internships, that help prepare students for professional success. Several of our undergraduate programs include a 4+1 option in which students can earn both an undergraduate degree and a graduate degree in five years.

As a comprehensive university, Saint Mary’s also offers a wide array of graduate and professional programs, which include: Master of Arts in Leadership; Master of Arts in Education, Teaching, and Special Education; Master of Arts in Counseling; Doctorate of Education in Educational Leadership; Master of Fine Arts in Dance; Master of Fine Arts in Creative Writing; Master of Arts in Kinesiology; Professional Master of Business Administration; Executive Master of Business Administration; Master of Science in Accounting; Master of Science in Finance; Master of Science in Management; Master of Science in Business Analytics; and Executive Doctorate in Business Administration.

Below Are Saint Mary’s Proud Facts and Figures:

• Undergraduate student-faculty ratio: 10:1
• Undergraduate average class size: 19
• Academic calendar: 4-1-4, two four-month terms and one four-week January Term.
• Number of full-time faculty: 193
• Faculty gender diversity: female 109, male 84
• Faculty ethnic diversity: 59
• Percentage of full-time faculty with doctorates: 99%
Student Profile

- Number of traditional undergraduates: 2,526
- Number of graduate students: 1,046
- Gender distribution of fall 2019 undergraduate first-year students:
  - Female: 55.8%
  - Male: 44.2%

Academic profile of fall 2019 undergraduate first-year students:

- Average entering GPA: 3.52
- Average entering SAT (M+CR): 1158
- Average composite ACT: 25

Ethnic diversity of fall 2019 undergraduate first-year students:

- Under-represented Minority (UREM): 42.1%
- White: 37.5%
- Hispanic/Latino: 29.6%
- Asian: 16.4%
- African American/Black: 7.8%
- Native American: 1.6%
- Hawaiian/Pacific Islander: 3.1%
- International: 2.7%
- Other/not reported: 1.3%

Geographic diversity of fall 2019 undergraduate first-year students:

- Northern California: 74%
- Southern California: 12%
- Out of state: 11%
- International: 3%
- Living on campus pre COVID: first year & upperclassmen: 55%
- Living on campus pre COVID: first year students 97%

Number of fall 2019 transfer students:

- Total transfer students: 156
- Gender distribution: male 79, female 77
Living Lasallian

The College’s commitment to building a just world begins with the work of education as our primary act of social justice. From its beginnings in the ministry of Saint John Baptist de La Salle and the early Brothers, a just education is one that aims at both the temporal and spiritual welfare of students. Saint Mary’s today serves the spiritual needs of students by providing a strong liturgical life in its Chapel services; quiet places for personal prayer and reflection, including an interfaith prayer room; a cycle of annual retreats, training in peer ministry, and many opportunities for faith formation around select topics.

Saint Mary’s offers students, faculty, and staff a wide variety of programs and resources that invite them to live our Lasallian, Catholic mission in their own way. The heart of our mission is a commitment to education, faith, respect, and acceptance that you’ll see all over campus—from a friendly hello from someone you’ve never met, to coursework that explores ethics and global responsibility.

The opportunities to make a difference range far beyond the classroom in our January Term service projects, particularly the Lasallian Service Internship. Our students went to New Orleans after Hurricane Katrina and Haiti after the earthquake not just for the course credit, but because of a commitment to service and the easing of suffering that is built into our institutional DNA.

Students who want to explore Lasallian faith in depth have the option of living in our Lasallian Living Learning Community, where they can build unity in their spiritual and social values. Our goal is to prepare students for living in a contemporary world while providing them with a moral foundation that is rooted in Christian doctrine and service.

The Mission and Ministry Center and the Office of Mission help our community connect to our Lasallian heritage and live out our mission; and many student service projects are coordinated through the Catholic Institute for Lasallian Social Action. You can visit their websites for more information and to find more ways to get involved. Or, if you’re on campus, please stop by and visit!
Academic Profile

Saint Mary’s offers one of the most rigorous, multifaceted, and rewarding programs of academic study in the world.

Our undergraduate, graduate, and professional programs span many disciplines and areas of academic interest, from astronomy to philosophy to global business, and we serve a wide range of students, from traditional undergraduates to international students to working professionals.

What unites all our programs is the belief at the core of our mission: that education is a vehicle for personal discovery, transformative leadership, and social justice. A Saint Mary’s education will give students the tools to change the world.

Schools of Saint Mary’s

Kalmanovitz School of Education (KSOE)

The Kalmanovitz School of Education is a unique student-centered learning community. We inspire excellence and innovation through the departments of Counseling, Education, and Leadership. Through practice of shared inquiry, collaborative learning, and community engagement, we empower students to lead change according to the principles of social justice and the common good. Our programs include: Bachelor of Arts in Leadership and Organizational Studies, a degree completion program for working professionals from any career field in corporate, nonprofit, or government sectors. Credential programs include: Multiple Student Credential, Single Subject Credential, Education Specialist (Special Education) Credential, Preliminary Administrative Services Credential, Post-Master’s, School Counseling Pupil Personnel Services Credential-Only, and Post-Master’s, School Psychology Pupil Personnel Services Credential-Only. Graduate programs include: Master of Arts in Educational Administration, Master of Arts in Counseling, Master of Arts in Leadership, Master of Arts in Teaching, Master of Arts in Teaching Leadership, Master of Education in Special Education, and a Doctorate in Educational Leadership (EdD).

School of Economics and Business Administration (SEBA)

The School of Economics and Business Administration undergraduate and graduate curriculum encourages students to develop a global and responsible business perspective. We educate students to consider global contexts and ethical, economic, social, and environmental values as they understand, analyze, and decide on business and economic issues. Today’s leaders look at issues from a multitude of perspectives, and communicate with a diverse set of individuals. While business fundamentals go a long way in preparing students to successfully navigate organizational challenges, business skills alone can’t prepare a student for this type of holistic scholarship. A business education must incorporate both liberal arts and business foundations in one comprehensive package. Programs offered include: Bachelor of Science in Accounting, Bachelor of Science in Business Administration, Bachelor of Arts or Bachelor of Science in Economics, Master of Science in Accounting, Master of Science in Business Analytics, Master of Science in Finance, Master of Science in Management, Professional MBA Program, Global Executive MBA Program, Executive MBA Program, and Executive Doctorate in Business Administration.
School of Liberal Arts (SOLA)

The School of Liberal Arts provides an excellent foundation for a life well-lived: It promotes critical thinking, creativity, and a love of and the skills necessary for lifelong learning. Liberal arts instill empathy and imagination, and articulate self-expression. As one recent study has shown, liberally educated graduates are more likely to “be leaders, show interest in arts and culture, be viewed as ethical, and report fulfillment and happiness.” This is because the liberal arts engage, inspire, and challenge our minds, hearts, and souls. They teach us how to embrace and value the arts; understand social, historical, and rhetorical contexts and processes; recognize that all human activity and experience is deeply interconnected; and appreciate that democracy is a practice, not a given. The liberal arts make us more human, and as liberating arts, they make us more free. SOLA’s Liberal Arts Bridge Program (LAB) is an innovative four-year program designed to help liberal arts majors explore professional interests and opportunities, develop skills and networks, prepare materials, and gain the experience and confidence needed for a successful transition to life after graduation. More than 22 Undergraduate Degree Programs are offered in addition to four Graduate and Professional Degree Programs.

School of Science (SOS)

At the Saint Mary’s School of Science, students develop a keen eye, a quick mind, a bold imagination, and a willingness to try, fail, and try again. We believe that science is a human practice, shaped by human values and human history, and conducted in service to humanity. We provide state-of-the-art laboratories and equipment, interdisciplinary classes, close faculty-student interaction, and a global network of researchers and scholars. Students begin with fundamental science principles and liberal arts courses, moving on to intensive lab work, collaborative research with faculty, mastery of current technology, and special features like the 3+2 Engineering Program. SOS hosts a very popular Summer Research Program where students spend 10 weeks in close collaboration with a faculty advisor on a self-designed research project, or join summer research programs at colleges and universities across the country. Students share their research and findings with the College community at the end of the program, and many are also invited to share their research at student-focused conferences and events. Undergraduate programs include: 3+2 Engineering Program, Allied Health Science, Biochemistry, Biology, Chemistry, Environmental & Earth Science, Mathematics & Computer Science, Physics & Astronomy, and Psychology. We’re also excited to announce our new professional science degree program offering a Professional Science Masters in Biotechnology with flexible courses designed for working professionals.
Intercollegiate Athletics

The Saint Mary’s Department of Intercollegiate Athletics sponsors 16 NCAA Division I championship sports with nearly 300 student-athletes that compete in the West Coast Conference. The Gaels boast 22 combined WCC championships and 34 NCAA Tournament appearances in their history. The men’s basketball program is the winningest program in California over the last decade, and has won or shared four of the last seven WCC titles, and advanced to the first round of the NCAA Tournament in 2019. The women’s basketball team has won 20 games for seven straight years, and the College annually ranks among the leaders in the WCC Commissioner’s Cup, including a second-place finish a year ago, and a third-place finish this year.

Former Saint Mary’s basketball student-athletes Matthew Dellavedova and Patrick Mills professionally compete in the National Basketball Association (NBA), and comprise the starting backcourt for the Australian Olympic Team.

Saint Mary’s student-athletes graduate at the third highest rate among all NCAA Division I institutions in the state of California, and more than 150 Gaels student-athletes annually earn recognition. The College’s overall student-athlete GPA this past year was at an all-time high of 3.3 overall.
Gael student-athletes receive guidance and counseling to meet their needs from their first day on campus until they graduate. Our staff is committed to ensuring each student-athlete has a successful experience at Saint Mary’s. To further assist our student-athletes in their academic endeavors, our student-athlete academic center provides a plethora of resources:

- Time Management
- Academic, Athletic, and Personal Goal Setting
- Collegiate Study Skills
- Support Skills for Student-Athletes (study hall, tutors, learning disabilities)
- Life Skills and Personal Development
- NCAA, WCC, PCSC, and MPSF Academic Requirements
- Balancing Academic and Athletic Expectations
- Student-Athlete Study Hall
- Preparation and Application for NCAA Postgraduate Scholarships
- Dropping/Adding Courses
- Adjustment to Saint Mary’s College
- Personal Issues that Affect Academic Performance
- Campus Resources
- Maximizing the College Experience, Including Exploration of Opportunities Beyond Athletics
- Career Planning and Development
- Preparation for Graduate Programs

Recreation, Club, and Intramural Teams

At Saint Mary’s College, Campus Recreation is the heart of the campus, offering fitness classes, intramural leagues, outdoor adventures, and special events to engage the students. Whether it’s staying active in the weight room or relaxing by the pool, the Joseph L. Alioto Recreation Center has something for every student.

Campus Recreation strives to meet the dynamic needs and interests of students by providing programs and services that promote positive physical and mental health; encourage lifetime interest in active, healthy lifestyles; and provide student leadership opportunities that complement the academic experience. We promote an environment that values, embraces, and enriches individual differences by providing students with programs that reflect the diversity of Saint Mary’s College.
Club Sports

The Club Sports Program is managed by Campus Recreation and offers students a highly competitive program including Women’s Lacrosse, Men’s Club Soccer, and Men’s Rugby. Led by students, each team is registered and competes with local or national league affiliations.

Intramural Leagues & Tournaments

The Intramural program at Saint Mary’s College provides a variety of recreational activities to students. It is the goal of these programs to develop teamwork, leadership, sportsmanship, and relationships that embrace our Lasallian values. The program includes Intramural Basketball, Outdoor Soccer, and Flag Football.

Recreation Center

The Joseph L. Alioto Recreation center is a key component of the campus, striving to create an inclusive environment that engages all students. All Saint Mary’s students who are currently enrolled in classes have access to the facility, which includes:

- 60,000-square-foot recreation facility
- 13,800-square-foot fitness area with state-of-the-art equipment
- Double gymnasium and single gymnasium (basketball, volleyball, indoor soccer and badminton)
- Functional training room
- Group exercise room
- Spin room
- Swimming pool
- Hydrotherapy spa
- Day-use locker room (designated locker rooms for staff and faculty)
- Climbing wall
- Central location of club sports and intramural sports
Everyone’s Talking About Saint Mary’s College

Saint Mary’s consistently rates high in awards of distinction by prestigious publications, including the Wall Street Journal, U.S. News and World Report, Princeton Review, Forbes, Payscale and others. Recently, the College was awarded a Gold Star Sustainability Rating by the Association for the Advancement of Sustainability in Higher Education. The infographic displays some of the high rankings the College received in 2019 and 2020.

**Western Regional Universities**

—*U.S. News & World Report: Best Colleges*

**TOP 5**

#15

**NEW:** No. 15 of Top 25 Colleges With Bachelor’s in Liberal Arts Programs—GradReports

**BEST COLLEGES**

SAINT MARY’S AMONG BEST 385 COLLEGES IN U.S.

—*PRINCETON REVIEW*

**TOP 8%**

in the United States for highest earning potential in 2019—payscale.com

**COLLEGES THAT CHANGE LIVES**

DISTINCTION IN 2020—CTCL.org

**TOP 25%**

of U.S. Colleges and Universities—Wall Street Journal/Times Higher Education

**TOP 25**

Best Value in the Western Regional Universities

—*U.S. News & World Report: Best Colleges*
Finance and Saint Mary’s Future

Two years ago, Saint Mary’s launched the public phase of Defining the Future: The Campaign for Saint Mary’s with an audacious goal: to raise $125 million to invest in academic excellence, support student scholarships, strengthen our Lasallian, Catholic mission, and fund operations. This goal far exceeded that of any previous fundraising campaign at the College. By the Campaign’s end on Dec. 31, 2019, nearly 30,000 donors—a participation record—had contributed almost $11 million more than the original goal. This historic accomplishment positions Saint Mary’s College for a bright future and reaffirms its core values and traditions as a Lasallian, Catholic, and liberal arts institution.

Saint Mary’s is unwavering in its commitment to maintaining a strong financial foundation. As a result of a vigilant focus on the management of Saint Mary’s resources, the College continues to make progress on this journey.

The fiscal year ending June 30, 2020, was challenging for many institutions, including Saint Mary’s. Through a laser focus on operations and leveraging governmental financial resources, the College was able to minimize the financial impact of the COVID-19 pandemic. Saint Mary’s total net assets are approximately $250 million for the fiscal year ended June 30, 2020.

Saint Mary’s devotes the majority of its resources to providing a holistic education for its students. Thirty-nine percent of our budget is spent on direct instruction, with another 26 percent allocated for direct academic and student services.

These resources enable students to learn and explore in small classes, and to receive appropriate support outside the classroom. Additionally, these resources provide entertaining and fulfilling extracurricular events and activities such as helping to support opportunities for students to live our Lasallian mission by working with social justice and service programs in our surrounding communities.

Ensuring Saint Mary’s financial sustainability is fundamental to the pursuit of its academic and faith mission. We expect Saint Mary’s to thrive in the coming years, and we’ll continue to provide a distinctive academic experience for our students.
The Leadership Opportunity

Saint Mary’s College has experienced remarkable success as a Lasallian, Catholic, and liberal arts institution for over 150 years. As a result, it is well-positioned to address the challenges facing Catholic Higher Education today, and offers a remarkable leadership opportunity for the next president. In faithfulness to its mission, institutional values, and Lasallian charism and traditions, the next president will be responsible for executing the following leadership priorities:

Advance and Promote the Mission
As a Lasallian, Catholic, and liberal arts institution, Saint Mary’s next president will lead by emphasizing the spiritual, moral, and intellectual tenants of Saint Mary’s mission and its place in contemporary society. More specifically, the president will further Lasallian values of building community, maintaining solidarity with the poor, educating for the common good, promoting social justice, and respecting the dignity of all people.

Achieve Long-Term and Comprehensive Financial Sustainability
Although fiscally stable, Saint Mary’s is experiencing the financial challenges that are common in today’s higher education, tuition-dependent landscape. This includes costs associated with the COVID-19 crisis, increased competition for students, a need for higher tuition discount rates, etc. To assure greater financial stability, the next president will develop a long-term financial strategy to insure the College’s growth and longevity, and will increase the College endowment. This includes assessing, strengthening, and expanding the financial resources of the College, and having the resolve and courage to make difficult decisions in order to control expenses (i.e., personnel, capital, technology, etc.), improve financial resources, and create new revenue initiatives.

Build the College Community by Articulating a Bold and Unifying Vision
The next president will build community on the Saint Mary’s campus among faculty, staff, students, trustees, and other members by inspiring trust and articulating a bold and unifying long-term vision for the College. The vision will provide direction, inspiration, and enthusiasm for a promising future in the ever-changing and uncertain educational landscape. It also will position Saint Mary’s to embrace change and further shape its national reputation for touching hearts, stimulating minds, and cultivating leadership in order to prepare students for life, work, and service to society and the Church.

Commit to Diversity, Equity, and Inclusion
Saint Mary’s is a diverse community guided by long-standing principles of social justice, and genuinely welcomes all individuals. The next president will be charged with further building diversity and strengthening inclusion by promoting community-wide initiatives to enhance an environment that celebrates and supports a more diverse and inclusive student body, faculty, administration, and staff.
Lead a Courageous New Strategic Plan

Using a highly collaborative equity-centered design process that involves broad engagement and input from different campus stakeholders, the Strategic Plan Steering Committee is creating a bold vision and strategic goals for Strategic Plan 2020–2025 (the Plan), which is expected to be finalized in January 2021. Ultimately responsible for the successful promotion and implementation of the courageous new Plan, the next president will work with the campus community to further develop strategic objectives, implementation plans, and metrics to set in motion the future strategic direction of Saint Mary’s. This includes ensuring that the Plan anticipates and addresses future changes in the educational landscape so the College can act quickly, outpace competitors, and maintain its unique place in the higher education market by touching hearts, stimulating minds, and cultivating leadership to make the world a better place.

Strengthen and Renew a Commitment to Academic Excellence

Saint Mary’s aims to reach a higher level of academic distinction. To achieve this goal, the next president, College leadership, and faculty will imagine and embrace a shared academic vision committed to excellence. The vision will encourage faculty scholarship, innovation in programming to respond to regional educational needs, greater effectiveness in instructional strategies, and an increase in technological resources, faculty development, and delivery modalities. The president will dialog with the provost and collaborate with College leadership and faculty to articulate a common understanding of what distinguishes a Saint Mary’s education, and how it provides an exceptional, relevant, and student-centered transformational experience.

Stimulate a Culture of Philanthropy Among Internal and External Constituencies

In partnership with Saint Mary’s advancement team and others, fundraising will be an important priority for the next president, who will stimulate philanthropic initiatives across the College and create a culture of giving among trustees, parents, alumni, the president’s cabinet, deans, faculty, staff, and external stakeholders. Driving advancement to raise significant funds through donations, grants, the annual fund, and capital campaigns is essential. The president will also establish corporate and nonprofit partnerships in the Bay Area and ensure growth in the endowment.

Strengthen Student Enrollment, Retention, Outcomes, and Success

The next president will ensure the College is positioned to reach necessary enrollment goals to sustain its financial vitality. This includes promoting the mission as that which differentiates Saint Mary’s from peer institutions. Saint Mary’s establishes authentic relationships with students and meets them where they are for their own transformation. It also includes encouraging College-wide responsibility for recruitment and retention, intentionally attracting a diverse student population, and developing initiatives to monitor and improve student success, retention, and graduation rates.
Desired Presidential Attributes

The next president of Saint Mary’s will be a practicing Catholic who demonstrates a genuine desire for a deep commitment to Lasallian, Catholic, and liberal arts education. The president will model servant leadership reflective of the charism of the Lasallian Brothers and the Catholic intellectual tradition. Financial acumen, a terminal degree, and distinction as an institutional leader with a record of progressive responsibility are also required. The president will possess an astute understanding of the challenges facing 21st century Catholic higher education, and will be an inspiring, collaborative, and visionary leader. Being a dynamic role model with an uncompromising work ethic, strong professional presence, and emotional intelligence who engages others with integrity, humility, diplomacy, transparency, and a sense of humor is also essential.

The next president also will be:

• MISSION-DRIVEN: A proven and mission-driven servant leader who will understand, embrace, and be energized by the ideals of Saint John Baptist de La Salle, and will be capable of effectively communicating the mission both within and beyond the College community.

• A THOUGHT LEADER: A thought leader with a contemporary understanding of trends and issues impacting Catholic higher education, and a deep appreciation and understanding of the liberal arts tradition, graduate programs, and various modes of instructional delivery.

• A LEADER WITH FINANCIAL ACUMEN: A leader who understands the fiscal complexities of a comprehensive academic institution, including the careful management of annual operations, oversight of endowment and treasury functions, experience working successfully with college budgets comparable in size and complexity to that of the College, and long-term financial planning.

• A PROVEN FUNDRAISER: A proven and eager fundraiser who will partner well with the Saint Mary’s advancement team to energize future capital campaigns, build new relationships, represent Saint Mary’s in the community, motivate a diverse group of stakeholders, and stimulate a robust culture of philanthropy at the College and in the Bay Area.

• STUDENT FOCUSED: An individual with a student-centered focus who genuinely enjoys campus life; welcomes engaging with a diverse population of students; and is committed to student success and providing a transformative, values-centered academic experience that creates lifelong learners and prepares students for life, work, and service to society and the Church.

• PASSIONATE ABOUT THE WORK OF FACULTY AND THE LIBERAL ARTS: A lifelong learner who will engage with faculty, value faculty scholarship, and is intrinsically interested in liberal arts education.

• A LEADER IN DIVERSITY, EQUITY, AND INCLUSION: A progressive and culturally aware leader with a track record of welcoming and working effectively with diverse groups of people by successfully building widespread trust, understanding, diversity, and inclusivity among every community member.
• **A STRATEGIC THINKER AND PLANNER:** A goal-focused strategic thinker and planner capable of effectively leading community-engaged initiatives to advance Strategic Plan 2020, and be responsible for defining incremental deliverables and establishing accountability for the plan’s overall timely implementation.

• **A SKILLED DECISION MAKER:** A skilled and analytical decision maker capable of assessing the strengths and challenges of the College, prioritizing competing needs, and envisioning new opportunities; and prepared to make strategically sound and difficult mission-aligned decisions consistent with strategic priorities and available financial resources.

• **EXPERIENCED IN SHARED GOVERNANCE:** As the leader of the College, possess demonstrated experience leading in an environment of shared governance, and have an authentic appreciation for the value it brings to decision making.

• **A VISIONARY:** A goal-focused and direction-setting visionary leader capable of encouraging diverse groups of Saint Mary’s stakeholders in new directions by promoting widespread support and excitement around a compelling and inspiring vision for the College’s future.

• **AN INNOVATIVE THINKER:** An innovative thinker capable of exploring entrepreneurial ideas and envisioning new models of higher education while working with the College and Bay Area communities to implement new mission-aligned, strategic opportunities for building enrollment, revenue, and partnerships consistent with the College’s goal of achieving long-term financial sustainability.

• **A SKILLED ADMINISTRATOR:** A skilled administrator with the knowledge, experience, and insight needed to effectively lead the College by supporting faculty and staff, hiring well, developing talent, building and empowering successful teams, and incorporating administrative “best practices” (e.g., data-informed decision making, transparent processes, accountability for performance, etc.).

• **AN EXCEPTIONAL COMMUNICATOR:** An exceptional listener and outstanding communicator with a comfortable public presence; and excellent written, oral, and interpersonal communication skills, who is energized by serving as chief spokesperson for the College.

• **A COMMUNITY LEADER:** In addition to a strong internal presence, the next president will be motivated by the public role of the presidency, and seek to become actively involved as a leader in the Bay Area to further meaningful relationships and opportunities with the community (e.g., student internships, partnerships with businesses and nonprofit organizations, service opportunities, etc.).
Applications and Nominations

To ensure review, complete applications should be received by **October 12, 2020**, and must include the following documents:

- A letter of interest that aligns the candidate’s interest, experience, and skills with the requirements set forth in the presidential profile;

- A curriculum vitae; and

- A list of five professional references with current email addresses, telephone numbers, and your professional relationship with each individual. (Note: The listed references will not be contacted without prior authorization from the applicant.)

Application materials should be sent electronically (MS Word or PDF format) to: 

smcpresident@agbsearch.com

Please direct nominations and inquiries to: smcpresident@agbsearch.com

The presidential search is being assisted by AGB Search:

Shannon McCambridge, JD, LLM  
AGB Search  
Mobile: (206) 310-7560

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Saint Mary’s College of California is an EQUAL OPPORTUNITY EMPLOYER. In compliance with applicable law and its own policy, Saint Mary’s College of California is committed to recruiting and retaining a diverse faculty, staff and student population and does not discriminate in its admission of students, hiring of faculty and staff, or in the provision of its employment benefits to its faculty and staff and its educational programs, activities, benefits and services to its students, including but not limited to scholarship and loan programs, on the basis of race, color, religion, national origin, age, sex/ gender, marital status, ancestry, sexual orientation, medical condition or physical or mental disability.