PRESIDENT

POSITION SPECIFICATION

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THE OPPORTUNITY

Saint Mary’s College of California seeks a dynamic leader to serve as its 29th President.

Celebrating 150 years of education in the tradition of the De La Salle Christian Brothers, Saint Mary’s College of California is a Catholic, liberal arts, residential college serving approximately 4000 students, promoting rigorous critical thinking, shared inquiry, and social justice. Located on a beautiful 420 acre campus in the Moraga Hills east of San Francisco, Saint Mary’s is known for its liberal arts undergraduate education, including its Collegiate Seminar and January Term programs; high quality graduate and professional programs, including business, education, leadership and fine arts; and award-winning, internationally recognized faculty and students. Saint Mary’s students rate their college experience as academically challenging and engaging, with a supportive learning community that provides a transformative education to a vibrant and diverse student body.

Consistent with the College’s Catholic mission, approximately a third of Saint Mary’s undergraduate students are Pell-eligible, and half are ethnic minorities. Student life is marked by the Lasallian tradition of service; Saint Mary’s is a member of the President’s Higher Education Community Service Honor Roll with Distinction, with students providing nearly 40,000 hours of service to communities in the U.S. and abroad. Saint Mary’s Division I sports programs are nationally known; in 2012, Saint Mary’s fielded three West Coast Conference (WCC) championship teams and sent four teams to NCAA championship play. Saint Mary’s is also one of the 40 distinguished institutions included in the most recent edition of Colleges That Change Lives and is the first Catholic, California or NCAA Division I institution so honored.

Under its new President, Saint Mary’s will increase recognition for its compelling approach to education and enhance its financial sustainability. The President will personify the College’s liberal arts, Catholic and Lasallian identity, and as a committed Roman Catholic, he or she will advance Catholic intellectual thought and Saint Mary’s distinctive model of shared inquiry in inclusive community. The President will be an exceptional communicator who respects shared governance and will advocate the College’s cause in building its profile and seeking philanthropic support. As the academic leader of the College and the faculty, the President ideally possesses a distinguished record of teaching, evidence of scholarship and service in higher education, and an earned terminal degree from an accredited institution. For information regarding how to make a nomination or to express personal interest in the presidency of Saint Mary’s College of California, please see the section titled “Procedure for Candidacy” below.

THE PRESIDENT

As the chief executive and administrative officer of Saint Mary’s College, the President is responsible for the supervision, management and governance of the College. He or she serves at the pleasure of the Brother Visitor under the direction of the Board of Trustees and is an ex-
officio member of all standing committees of the Board. The President of Saint Mary’s has responsibility for the academic, strategic, and financial leadership of the College.

**Academic Leadership.** The President understands that the heart of the College's mission is the education of the students. As the leader of a liberal arts and Lasallian college, the President is committed to an education which fosters "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" (SMC Mission statement). The President champions the role of shared inquiry and integration of knowledge, and speaks precisely and eloquently. Shared inquiry, while exemplified in the four Collegiate Seminar courses required by all undergraduate students, is also a defining experience throughout graduate and undergraduate programs. As such, the President values the critical roles of small class sizes in a Saint Mary's education, personal engagement with faculty, diverse learning styles of students, residential learning communities, and the human and Christian education of the whole person. The President works closely with the Provost to develop a faculty which embodies the student-centered tradition of Saint Mary's Lasallian, liberal arts education. The President is committed to academic freedom and shared governance, and the President understands that strong positive relationships with the faculty are essential to a well functioning educational institution.

The President, with the Provost, promotes programs that actively recruit excellent teachers and scholars who are willing to support the liberal arts, Catholic and Lasallian character of the College. Ensuring a student- and teaching-centric focus, the President maintains Saint Mary College as a special, life-affirming educational institution where timeless questions and challenging issues are explored by students and faculty. Consistent with the mission of the College, the President promotes policies, practices and behaviors that foster a safe and inclusive community and promote learning that is equitable, collaborative and inspired by the presence of God. The President champions the Saint Mary’s education for those in greatest need emotionally, financially and intellectually.

**Strategic Leadership.** The President articulates and advances a vision of Saint Mary’s future which embodies the mission of the College and which guides the college in a challenging and changing world. Given the tradition of shared inquiry at the College, strategic planning is most successful when developed in concert with the faculty, Christian Brothers, the administrative officers, the staff, the alumni, and the current student body. The President therefore unites the College community through communication and collaboration, brings together diverse constituencies and perspectives, and articulates the manner in which the College will address challenges consistent with its central values.

Strategic leadership also requires the President to marshal the resources of the College to achieve its goals, strategies, and objectives. While coordinating and engaging with all appropriate constituencies (e.g., Board of Trustees, administration, faculty and staff) to provide systematic integration of assessment, planning and budgeting processes, the President promotes effective institutional planning and decision-making processes. The President
develops the Boards of Trustees and Regents membership to include persons with recognized experience and accomplishment in educational, financial, and management fields. The President also seeks out and appoints qualified Christian Brothers to various campus positions, committees, boards, and advisory bodies, thereby ensuring representation of Brothers in the planning, programming, and decision-making processes of the College.

**Financial Leadership.** As the financial leader of the College, the President works to assure the College’s financial sustainability and address the central issue of the affordability of college tuition. The President, in consultation with the Provost and Chief Financial Officer, coordinates and engages all appropriate constituencies to provide systematic integration of assessment, planning and budgeting processes.

The President ensures the fiscal integrity of the College and operates in a prudent, but financially forward-thinking manner. Where appropriate, the President delegates responsibility and authority to administrators, holds them accountable, and implements structures and processes to evaluate their performance.

**OPPORTUNITIES AND EXPECTATIONS FOR LEADERSHIP**

As the leader of the College, the President holds a position from which to observe and anticipate relevant trends in higher education; engage in strategic planning, particularly in facilities, enrollment and finances; build regional, national and international partnerships; lead substantial growth in endowment and external funding; leverage technology in instruction, administration and communication; and enhance the College’s unique academic reputation as a liberal arts, Catholic and Lasallian college.

**Articulate a Vision and Develop a Strategy**

The President will take the lead in working with the Saint Mary’s community to articulate a compelling vision of the intellectual and academic future of Saint Mary’s that inspires and motivates all constituencies and engages them to invest in College’s future and mission. The College’s strategic plan, “Building on Strengths,” spanned the years 2007-2012. The more recent academic strategic plan, or Academic Blueprint, enjoys considerable momentum in promoting ethical and effective engagement in diverse and global environments, learning and teaching for innovation, creativity and collaboration, and leadership for social justice. In the coming year, the College will begin a process to update the 1991 campus master plan; the President will have the opportunity to work with Saint Mary’s key constituencies in envisioning a new plan to achieve the goals of the College and fulfill its mission.

**Promote Catholic and Lasallian Values**

The President embraces, embodies, and promotes the Catholic, Lasallian identity of the College in deepening understanding of Catholic intellectual heritage and the dialogue between faith and reason, and in working to make the Catholic character of the College a living part of the lives of the students, faculty and staff. The President supports an active campus ministry, retreat programs, and service activities that promote ongoing Catholic spirituality and Lasallian educational principles for all faculty, staff and students. The President affirms the Lasallian core principles and promotes programs that actively recruit excellent
staff, teachers and scholars who are willing to support the liberal arts, Catholic and Lasallian character of the College.

The President is also expected to lead the College as a place "where welcome, peace and respect are lived out in communities characterized by the acceptance of each human person... where being different is an enriching component of community life" (Brothers of the Christian Schools, Circular 461, September, 2010). The President must nurture and sustain an organizational culture where the love of learning is paramount, academic freedom is valued, diversity and inclusivity are embraced, innovation is fostered, social justice and integrity are expected, and people are free to voice dissent. The President calls on the community to learn from our differences in ways that can challenge our beliefs and broaden our understanding, and are consistent with the vision, charism, creativity, and insight of the Christian Brothers who live and teach at Saint Mary’s.

Ensure Financial Sustainability, Advance External Relations, Develop Boards

The President is charged with assuring financial stability and sustainability, diversification of revenue streams, controlling tuition costs, and reducing administrative and operational expenses by streamlining organizational structures and increasing efficiencies and productivity. The sustainability of the College will require the President to secure resources, such as conducting a successful comprehensive campaign, soliciting major donors as well as public and private entities; and cultivating and stewarding friends and donors to the College. To grow the endowment, the President will be responsible for developing and managing new relationships with potential partners, such as philanthropic organizations and individual and corporate donors, and building and diversifying new revenue streams. A large part of this effort will be directed toward developing and improving facilities and in supporting the academic mission through endowed chairs, scholarships and grants so that every deserving and qualified student who wants a Saint Mary’s education can receive one.

The President’s interactions span a wide range of important internal and external stakeholders and constituencies, including the College’s students, administrators, faculty, parents, regents, trustees, alumni, government officials, business leaders, civic and community organizers, donors, friends and supporters, the media, and international organizations. Accordingly, the President will work actively to build recognition and create a strong public image of Saint Mary’s by serving as an active and compelling spokesperson to local, national, and international audiences.

The President will work closely in partnership with the Board of Trustees to assure the College is governed according to best practices. The President will assist the Board of Trustees in their development and education, assuring that the Board is well informed about College matters as
well as the landscape of higher education today, and thus is able to exercise its governance and fiduciary responsibilities. The President will perform a similar role of communication and partnership with the Board of Regents, an advisory group to the President and Board of Trustees.

**Improve Facilities and Information Technology**

The Saint Mary’s stately campus presents challenges in renovation, maintenance and expansion, particularly given the growth in student enrollment since the College’s move to its Moraga location. Over half of Saint Mary’s undergraduates live in residence, approximately 15 percent of full-time faculty and additional staff are housed nearly two miles from the main campus, and the inventory of small building structures, while beautiful, pose challenges for maintenance and technology infrastructure. The President will continue development of campus infrastructure plans for housing, a new Library and Learning Commons, improved academic instruction and office space, parking expansion, and athletic facilities. The President will take the lead in encouraging an increasing role of technology in teaching, learning, and the administrative work of the College. He or she will develop creative strategies to enhance the information technology infrastructure with respect to changes in higher education and will, with the Provost, promote the use of instructional technology where appropriate and productive.

**Sustain Athletics and NCAA Division IA Prominence**

The President must understand and develop the role of NCAA Division I athletics within the overall educational strategies and programs of the College. The President will maintain, enhance and leverage the international prominence and trajectory of the College’s athletic programs to the benefit of the entire community and institution. As a member of the West Coast Conference, the President will provide sound, ethical leadership and follow the regulations and compliance issues of the conference. While promoting Division I success, the President will assure that they are in keeping with the values and spirit of Saint Mary’s, assuring that high academic standards and graduation rates are maintained and that the focus is on the development of the mind, body and spirit of student athletes.

**PROFESSIONAL QUALIFICATIONS AND PERSONAL QUALITIES**

Saint Mary’s College is a regional and comprehensive university with a special emphasis on the liberal arts. The President understands and advances the College’s extraordinary commitment to liberal arts education. The President has the ultimate responsibility for the academic leadership of the college and the faculty, and ideally possesses a distinguished record of teaching, with evidence of scholarship and service in higher education. The following professional qualifications and personal qualities are among those necessary to successfully lead the College in the areas mentioned above.

**Catholic and Lasallian Values**

- The President demonstrates a passion for the mission of Saint Mary’s College and the ability to resonate with and support its Catholic and Lasallian identity.
- The President can knowledgeably discuss Catholic teachings and traditions and present a confident vision, anchored in Ex Corde Ecclesiae, of the mission of a Catholic college in the world today.
- The President is committed to ongoing learning and living of the Lasallian Tradition, ideally with first-hand knowledge and experience of that Tradition.
Administrative and Managerial

- The President has significant personal experience in higher education teaching, research and service and a demonstrated commitment to a student-centered education.
- The President has a track record of increasingly responsible and successful administrative leadership, preferably in higher education.
- The President has successful experience in financial management and can marshal the resources of the college to achieve its goals, strategies and objectives.
- The President has promoted effective institutional research to inform institutional planning and decision-making processes.
- The President understands and has taken the lead in encouraging the increasing role of technology in teaching, learning and administrative work, ideally at the collegiate level.
- The President has experience delegating responsibility and authority to administrators, holding them accountable, and implementing structures and processes to evaluate their performance.
- The President has a successful history of increasing the diversity of the institutions he or she has led, demonstrating a deep, personal commitment to diversity in all its forms.
- The President has an interest in and experience with collegiate athletics, preferably at the Division I level.

Community Engagement, Development and External Relations

- The President has a record of successful fundraising.
- The President has excellent people skills, a warm personality, and the willingness, the ability and the interest to solicit people capable of making major gifts to the college. The President has experience successfully stewarding major donors.
- The President has experience working with governing boards, administrative and faculty colleagues, and staff to ensure the fiscal integrity of the college.
- The President is active in significant community and professional organizations.
- The President has a record of clear and effective communication and consultation with multiple campus constituents, particularly members of sponsoring religious orders if applicable.

Personal Leadership

- The President has united a higher education community through communication and collaboration.
- The President, as the primary campus spokesperson, can communicate his or her vision for realizing the mission of the college and call forth the best in others through speeches, written statements and personal letters.
- The President demonstrates collegiality with faculty and administrative colleagues, and relates to students with warmth and understanding.
- The President is a facilitator and consensus builder among various constituencies who can listen, communicate, and bring together diverse people and perspectives.
- The President has a commitment to globalism, with some international experience and/or experience with international students and global education.
PROCEDURES FOR CANDIDACY

Recruitment will continue until an appointment is made. Nominations, suggestions, and expressions of candidate interest (including a CV/résumé and cover letter) should be submitted via e-mail to SMCPresident@wittkieffer.com. Only materials that cannot be submitted electronically may be mailed to:

  Presidential Search
  Saint Mary’s College
  c/o Witt/Kieffer
  Attention: Katherine Haley or Brian Bloomfield
  2015 Spring Road, Suite 510
  Oak Brook IL  60523

Additional information for candidates can be viewed at: http://www.stmarys-ca.edu/president-search  Confidential inquiries and questions concerning this search may be directed to Katherine Haley at 603-748-4399, or Brian Bloomfield at 949-797-3548.

Saint Mary’s is an equal opportunity employer, and does not tolerate any type of unlawful discrimination. Saint Mary’s makes employment decisions on the basis of merit and seeks the most appropriate person for every job, taking into account an applicant’s qualifications for the position relative to other candidates, and an indication of willingness to support the traditions of the College, including its Catholic identity.

College policy prohibits discrimination based on race, color, religion, national origin, ancestry, age, gender, sexual orientation, marital status, medical condition, physical or mental disability, gender stereotyping, taking a protected leave (e.g. family medical or pregnancy leave), or on any other basis protected by applicable laws.
THE INSTITUTION: SAINT MARY’S OF CALIFORNIA COLLEGE

Saint Mary’s College of California is one of the oldest and most distinguished colleges in the West. Renowned for the beauty of its campus, Saint Mary’s is located in the heart of the San Francisco Bay Area in Moraga, California, a suburban community about 10 miles east of Berkeley and 20 miles east of San Francisco. Saint Mary’s, inspired by the Lasallian tradition and charism, has been owned and administered by the De La Salle Christian Brothers since 1868 and is recognized for its rigorous liberal arts education and the high quality of its faculty and academic programs.

MISSION STATEMENT

The foundation for everything at Saint Mary’s is its 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 College of California offers a diverse curriculum that includes the humanities, arts, sciences, social sciences, education, business administration and nursing, 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, it 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 College holds that the mystery which 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, the college 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 the college.

_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. The college 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,” 1967).

**SAINT MARY’S SCHOOLS AND ACADEMIC PROGRAMS**

Saint Mary’s liberal arts, Catholic and Lasallian identity and intellectual tradition inspire its commitment to liberating through education, connecting intellectual and spiritual journeys, affirming the Christian understanding of the human person, and bringing diverse people to grow together in knowledge, wisdom and love. Saint Mary’s College is distinctive from other Lasallian schools as an institution where the liberal arts inform and enrich all areas of learning and has recently earned recognition in areas consistent with the College’s academic strategic plan, which emphasizes ethical engagement in diverse and global environments, innovation and collaboration in scholarship and pedagogy, leadership for social justice, and student success. For instance, the Institution of International Education’s Open Doors Report ranked Saint Mary’s seventh among colleges that grant master’s degrees, up from 11th the year before, noting that 55 percent of undergraduates had participated in study abroad programs. The strategic emphasis on leadership for social justice includes a focus on sustainability; Saint Mary’s was included in the _Princeton Review’s Guide to 322 Green Colleges: 2012 Edition_, which profiles 322 institutions of higher education in the U.S. and Canada that demonstrate notable commitments to sustainability in their academic offerings, campus infrastructure, activities and career preparation.

Academic programs at Saint Mary’s College emphasize the world beyond the student and recognize that wisdom is both timeless, as reflected in the curriculum, and iterative, growing in and through shared inquiry. They advance social justice in ways central to Catholic social thought, emphasizing ways to build and sustain community. Finally, they intensify the impact of the Saint Mary’s experience by taking an immersion approach to learning, requiring focus, commitment and personal responsibility in all degree programs, which includes a rich blend of traditional undergraduate programs, graduate and professional studies, and degree completion programs for specialized populations.

In addition to academic programs housed within the schools, the College distinguishes its undergraduate education with two signature programs: Collegiate Seminar and January Term
or “Jan Term,” as it is known on campus). The Collegiate Seminar is the heart of Saint Mary’s core curriculum. It consists of four courses that examine major works of Western civilization and its ongoing interactions with other civilizations: works of literature and philosophy, history and government, and art and science. Jan Term is a month-long session held each January in which every undergraduate explores a single topic in great depth and at an accelerated pace; it features a unique blend of opportunities on and off campus and focuses especially on the creative edge of contemporary scholarship. Some of the most exciting Jan Term offerings are travel courses—every January several groups of SMC students fan out across the country and the world, gathering knowledge and providing service. Students in January Term classes have contributed to the rebuilding of New Orleans and Haiti, critiqued movies at the Sundance Film Festival and explored the ecology of Tonga.

Graduate and professional education is similarly distinctive with signature programs that draw on the College’s strengths in shared inquiry, ethical engagement with diverse and global communities, and the innovative use of technology for hybrid delivery of advanced degree programs. The recognition that Saint Mary’s received in USA Today as a “top 20 college” for community service and “recognition for its dedication to the Lasallian Approach to education” extends to graduate programs in business, leadership and education.

**School of Liberal Arts**

The essential spirit of the liberal arts—namely, liberating the mind and acquiring the habits and values that lead one to truth—animates all programs in the School of Liberal Arts. In addition to completing an undergraduate major or graduate degree in a specific academic department, liberal arts students acquire practical skills in critical thinking, written expression, logical analysis, information gathering and interpersonal communication.

The School of Liberal Arts includes the following departments and programs: Anthropology, Art and Art History, Classical Languages, Communication, Composition, MFA in Creative Writing, English, Ethnic Studies, History, International Area Studies, Kinesiology, B.A. in Leadership and Organizational Studies, M.A. in Leadership, LEAP (Liberal Education for Arts Professionals), Liberal and Civic Studies, Modern Languages, Performing Arts (Dance, Music and Theatre), Philosophy, Politics, Sociology, Theology & Religious Studies, and Women’s and Gender Studies. Many programs in the School have received national recognition; the SMC Chamber Singers and Glee Club, competing against 362 choirs from 64 countries, both won silver medals at the 2012 World Choir Games in Cincinnati. The 2010 production of Angels in America was honored as an “Outstanding Production” by the Kennedy Center American College Theatre Festival, and Saint Mary’s College Dance Company were 2010 honorees at the National College Dance Festival at the Kennedy Center in Washington, D.C. Faculty in the School include Professor Lysley Tenorio, whose debut collection of short stories, *Monstress*, garnered national praise from a multitude of news outlets, including the New York Times, San Francisco Chronicle, Boston Globe and NPR. Brenda Hillman, Olivia Filippi Professor of Poetry, was awarded the 2009 Los Angeles Times Book Prize for poetry and named one of “50 of the Most Inspiring Authors in the World” by Poets & Writers magazine. History Professor Carl Guarneri received a Pulitzer Prize nomination for his 1994 book on Fourierism, an American utopian movement, and his 2007 textbook, *America in the World: United States History in Global Context*, is used in classrooms across the country.

The School of Liberal Arts also includes the Integral Program, which is rooted in the Great Books of the Western tradition. Throughout their four-year liberal arts curriculum, students engage in “great conversations” about classic texts, beginning with *The Iliad* and continuing into the 20th century. The program also has tutorials in math, language and music, along with...
laboratories in science-related fields. The Integral Program is accredited by the American Academy for Liberal Education (AALE).

**School of Science**

The School of Science produces teaching that is vibrant, innovative and exciting, and fosters personal contact with students. Faculty are active scholars and emphasize collaborative research with students, believing that student research projects are important pedagogical tools that help to convey the excitement (and hands-on nature) of all scientific investigations. The identity of Saint Mary’s as a liberal arts college informs student outcomes at the School. Faculty of the School believe that science is a core component of—rather than separate from—the liberal arts and are committed to preparing students to think critically, apply the scientific method, and complete successfully in nationally-ranked graduate and professional programs.

The School of Science includes the following departments and programs: 3+2 Engineering Program, 2+2 Pre-Nursing Program, Biochemistry, Biology, Chemistry, Environmental & Earth Science, Environmental Science & Studies, Health Science, Mathematics & Computer Science, Physics & Astronomy, and Psychology. Science majors have recently received Fulbright Fellowships to pursue research in New Zealand and Spain, and School of Science students overall are active in undergraduate research. This year, 10 students traveled to national conferences to present their work. In 2012, 15 students were awarded summer research scholarships, and collaborative research by science students and faculty has received national recognition.

**School of Economics and Business Administration**

The School of Economics and Business Administration offers distinguished undergraduate and graduate degree programs. Undergraduate degrees are conferred are the Bachelor of Science in Accounting, the Bachelor of Science in Business Administration, and the choice of a Bachelor of Arts or Bachelor of Science in Economics. Saint Mary’s Business Administration majors have an opportunity to choose a concentration in any of the following areas: Marketing, Finance, Global Business and Entrepreneurship. Business Administration is the most popular undergraduate major at Saint Mary’s College. In addition, Business Administration majors can choose an interdisciplinary concentration in Digital Media.

The School of Economics and Business Administration is also the home to various graduate business degree options tailored to the full-time working professional, including an Executive MBA program which is the first in Northern California, the 16th oldest in the United States and 22nd oldest in the world. Graduate degree programs include the Professional MBA, Executive MBA, Hybrid Executive MBA, Trans-Global Executive MBA and the M.S. in Financial Analysis and Investment Management. Graduate business classes are offered in Moraga, San Ramon, Santa Clara and San Francisco. Saint Mary's College's alumni network is strong, lifelong and worldwide. Faculty in the School include Professor Jyoti Bachani, who received a 2011 Fulbright Award to India to study how the practice of “jugaad” has contributed to the rise of India as a global economic power. Business Professor Barbara A. McGraw, a renowned scholar of social ethics, recently published *Rediscovering America’s Sacred Ground: Public Religion and Pursuit of the Good in a Pluralistic America*.

Points of distinction for the School of Economics and Business Administration include the formal partnership between Saint Mary’s College and the Keiretsu Forum, the world’s largest angel investor network. Students and alumni have the opportunity to sit in on private Keiretsu Forum meetings to hear startup companies make their pitches to angel investors. The Hybrid Executive MBA Program at Saint Mary’s is leading the industry in delivering education via innovative
technology and is ranked among the Top 25 Online MBA Programs of 2012 by Online MBA, with director Barry Eckhouse often cited as an expert on the hybrid model of educating business students. Hanover Research has profiled Saint Mary’s College’s Trans-Global Executive MBA program as one of the Top Thirteen International Executive MBA Programs in the United States in 2011.

The School of Economics and Business Administration is actively seeking AACSB Accreditation. In 2012, SEBA hosted an AACSB Mock Visit to prepare for the official visit, anticipated to occur no later than the 2014-2015 academic year.

Kalmanovitz School of Education

The programs in the Kalmanovitz School of Education (KSOE) enjoy a stellar reputation for educational excellence and innovation due to its unique student-centered learning environment. Because the School is conveniently located near many of the Bay Area’s largest public school districts, students enrolled in KSOE programs experience opportunities to apply their knowledge and new understandings in real classrooms in both private and public education settings.

KSOE programs include Teacher Education, Educational Leadership, and Graduate Counseling, and they range from credential level to the Education Doctorate. Innovative programming includes the Center for Environmental Literacy, which explores and promotes educational programming and professional development opportunities for educators to integrate nature and the arts into academic curricula designed for elementary, middle- and high school students, as well as for Saint Mary’s research and coursework. Faculty in the School include Professor Kathleen Taylor, an internationally quoted expert and researcher on adult learners who won a 2013 Fulbright award to study adult education in Greece.

The Kalmanovitz School of Education credential programs are approved by the California Commission on Teacher Credentialing (CTC), and the Montessori Certification Program is accredited by the American Montessori Society. The college is a member of the California Council on the Education of Teachers and the American Association of Colleges for Teacher Education (AACTE).

INTERCOLLEGIATE ATHLETICS

Saint Mary’s College provides a rare combination of academic strength, a residential liberal arts college environment and highly competitive NCAA Division I sports. Saint Mary’s fields 13 Division I teams and is a founding member of the West Coast Conference, which includes Brigham Young University, Gonzaga, Pepperdine, Loyola Marymount, Santa Clara, Portland, San Diego and San Francisco, and in the coming year will add the University of the Pacific. The Saint Mary’s Gaels—a nickname first used in the 1920s by a famous sportswriter—have a long and distinguished history of achievement in athletics.

Gaels were out in full force for the London Summer Olympics. Matthew Dellavedova ’13 and alumnus Patty Mills played for Australia’s basketball team, while Women’s Volleyball Head Coach Rob Browning managed the USA men’s volleyball team. Division I teams include: Baseball, Men’s Basketball, Women’s Basketball, Cross Country, Women’s Lacrosse, Men’s Golf, Men’s Soccer, Men’s Tennis, Rowing, Women’s Soccer, Softball, Women’s Tennis, and Volleyball. One of the smallest institutions in the NCAA Division I, Saint Mary’s won the West Coast Conference Men’s All-Sports Award in 2012, recognizing it as the best men’s sports program in the league. Men’s soccer, men’s basketball and men’s golf have all won WCC championships, leading to the West Coast Conference’s Men’s All-Sports Trophy. Men’s soccer,
men’s basketball, women’s tennis and men’s golf have all advanced to NCAA championship play, with men’s soccer advancing to the Elite Eight, matching the 1959 men’s basketball team as the only Saint Mary’s team to advance that far. Three coaches earned conference Coach of the Year honors in 2012: Adam Cooper (men’s soccer), Scott Hardy (men’s golf) and Jessica Hanaseth (softball). A club team, men’s rugby, is consistently ranked among the top five programs in the country, last year defeating archival and perennial national champion UC Berkeley, advancing to the Division I semifinals in 2012, and advancing to the Sweet 16 for the past eight years in a row.

Gael student-athletes receive guidance and counseling to meet their needs from the first day on campus until they graduate. Staff members are committed to ensuring that each student-athlete has a successful experience at Saint Mary’s. To assist student-athletes in their academic endeavors, a student-athlete academic center was created in November 2007. In 2009, SMC completed its third certification study for NCAA Division 1 Athletics.

INSTITUTIONAL ACCREDITATION

Saint Mary’s College is accredited by the Western Association of Schools and Colleges (WASC). Accreditation was reaffirmed in 2005, followed by special visits in 2007 and 2010. The next full institutional review is scheduled to begin in 2013. Reports can be found at: http://www.stmarys-ca.edu/wasc-accreditation.

LASALLIAN HERITAGE

The College’s foundation is built on the life of Saint John Baptist de La Salle (1651–1719), founder of the Brothers of the Christian Schools and patron saint of teachers. Today the Lasallian education mission is shared by over 900,000 students, 2,000 Christian Brothers, and 70,000 faculty and staff colleagues in 82 countries around the world. When Saint Mary’s was founded, the Christian Brothers started by giving immigrant boys the education that was most relevant to their lives – at that time, degree programs included commerce, civil engineering, and law as well as classical languages of Greek and Latin (which, by the way, the Church in Rome told the Brothers to stop doing. The Brothers kept teaching Greek and Latin for over 20 years until the ban was lifted). Over the decades, the Brothers added a debating society, art, and theater. During WWI, 856 Saint Mary’s students served our country in battle. In 1942, during WWII, Saint Mary’s was one of four naval, pre-flight training locations in the country. Around the same time, Saint Mary’s launched the program that would eventually become Collegiate Seminar.
The Christian Brothers at Saint Mary’s began by providing students with career preparation infused with love and spiritual support, a blend of vocational training and faith. Their Lasallian catechetics “respects the individuality of each person…. (It) begins by taking into account the character, the social situation, and the personal vocation of each student” and brings students “to the point where they can take over progressively the work of their own formation.”[The Brothers of the Christian Schools of the World Today: A Declaration (1967) This commitment grew to be embraced by all who are educational partners in this unique, Saint Mary’s College community.

The Brothers at Saint Mary’s College increasingly recognized and encouraged the intellectual as well as professional life of students. They built a liberal arts foundation to expand the “discovery of the secrets of the universe… (that) gives rise to questions about the ultimate meaning of things.”[ The Brothers of the Christian Schools of the World Today: A Declaration (1967) The Brothers charged themselves with creating the communities of conversation where ultimate meaning could be examined and human potential could be unleashed.

Great conversations require us to think deeply, speak well, and participate in a diverse community of shared inquiry. As Saint Mary’s emerged from the first 100 years, two concurrent trajectories – the focus on transforming students through education, and the importance of shared discovery as being a key to transformation – came together. Now, at 150 years, Saint Mary’s has become a place of discovery, shared by a diverse community of partners, where the Church can do its most inclusive and broad thinking, intersecting faith and reason, and centered on students with the understanding that their discovery of a life worth living is our most important mission.

The Lasallian heritage supports education that is truly transformative, both for individuals and the society around them, and is part of the essential nature of Saint Mary’s College. The liberal arts, Catholic and Lasallian traditions upon which Saint Mary’s is built inform all the decisions it makes. Together we strive to understand and live by the five Lasallian Core Principles: Faith in the Presence of God, Concern for the Poor and Social Justice, Quality Education, Inclusive Community, and Respect for All Persons. From curriculum to student leadership programs to recycling policy, all institutional decisions are guided by the College’s mission and core principles. 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. The College holds that people can reach greater heights of excellence by learning from a wide range of individuals and viewpoints, and by creating a culture in which all are valued, respected and supported. As a liberal arts institution, Saint Mary’s is committed to preparing responsible citizens who contribute to the common good. As a Catholic institution, it affirms the moral obligation to care for God’s creation. And as a Lasallian institution, it recognizes that access to education means both serving disadvantaged populations and promoting their success.
SAINT MARY’S AS THE BAY AREA’S COLLEGE

Saint Mary’s story is in many ways the story of California — a timeline entwined with the lives of dreamers and risk takers, determined to build something worthwhile on the western edge of the United States.

When Archbishop Joseph Alemany arrived in San Francisco in 1853, he took over a district that stretched from the Barbary Coast to the Gold Rush towns of the Sierra and beyond, to Nevada and Utah and with a clear need for religious instruction. In the early 1850s, Alemany helped to found Santa Clara College and Saint Ignatius College, which later became the University of San Francisco. But he soon envisioned a new, more affordable college for young men.

On July 9, 1863, Saint Mary’s College opened its doors in San Francisco. To run the fledgling school, Alemany sought the help of the Christian Brothers, today the world’s largest Roman Catholic male lay order dedicated exclusively to teaching. Within four months of their arrival, the Brothers, led by the Brother Justin McMahon, Saint Mary’s first Christian Brothers president, had raised enrollment from 34 to 80, and a year later to 225. The students of this area were primarily immigrant Irish, Italian and German Catholics and a small number of Latinos and non-Catholics. Soon, Saint Mary’s was the largest institute of higher education in the state.

In the 1880s, the Brothers moved Saint Mary’s from its cold and blustery San Francisco location to sunny Oakland. The new campus opened on Broadway on August 11, 1889, and became known affectionately, as “The Brickpile.” In 1894 a fire gutted most of the building. Twelve years later, it suffered damage during the great San Francisco Earthquake of 1906. Twelve years after that, in 1918, the college fell victim to an even more devastating fire. However, by 1927, Saint Mary’s became the first Catholic men’s college to win accreditation from the Northwest Association of Schools and Colleges. The successful baseball team was eclipsed by the football team, which rose to national prominence under Edward “Slip” Madigan.

The Move to the Moraga Valley

With all its success, the School outgrew “The Brickpile,” and a new campus, with distinctive California mission-style architecture, was erected with much fanfare in the Moraga Valley in 1928.

Saint Mary’s flourished in its new location. Brother Leo Meehan took over as president and shaped the college into a classical liberal arts mold. Soon, the college was recognized as one of the most distinguished Catholic liberal arts schools in the West. When the United States entered World War II after the attack on Pearl Harbor, most of the all-male student body went off to battle. On Feb. 27, 1942, the U.S. Navy took over the college as a pre-flight school, paying to train 30,000 cadets a year through May 1946. A now-famous instructor of those cadets during 1945 was former president, and honorary Saint Mary’s College alumnus, Gerald R. Ford.

The postwar GI Bill years brought an influx of veterans and second-generation Catholic students to Saint Mary’s. The curriculum, which had been narrowed in the war years to a Great Books model, inspired by developments at the University of Chicago, returned to a more complex mix of liberal arts and business programs after the war. One legacy of the Great Books model was the establishment in 1946 of the Collegiate Seminar program. Student enrollment, still all male and almost exclusively baccalaureate, grew to almost 1,000 students. Christian Brothers continued to comprise the vast majority of the faculty.

The changes in the Roman Catholic Church and American society of the 1960s brought tremendous change to the Christian Brothers and Saint Mary’s that were manifested in the
decades that followed. The decision to admit female students to the college in 1970 began a period of significant enrollment growth and of efforts to include a broader array of students and programs. In the wake of the Vietnam War and campus protests calling for greater inclusion of minority students at the college, enrollment eventually grew in the years when Brother Mel Anderson was president (1969-1997), from 950 to nearly 5,000, with almost half being graduate and adult students. By 2000, nearly 40 percent of undergraduates were students of color, and 60 percent were female. Student activism also resulted in the college adopting its innovative 4-1-4 undergraduate calendar and the return of intercollegiate football. New programs in graduate business, a renewed school of education, and significant efforts in developing programs for working adults brought a new type of student to Saint Mary’s at the same time that the traditional undergraduate student population, mirroring California and the West, was becoming dramatically more diverse. Enrollment growth and significant faculty hiring brought impressive intellectual vigor and recognition to Saint Mary’s.

The New Century

The early years of the new century brought difficult administrative decisions that have fueled greater institutional focus and vitality. As part of a new strategic direction for intercollegiate athletics, intercollegiate football was again dropped, and those funds were reinvested in other intercollegiate and intramural sports. These investments fueled unprecedented success for the Gaels, most notably the run of the men’s basketball team to the NCAA Sweet Sixteen in 2010. Similarly, the decision to close the School of Extended Education (SEED) allowed for a renewed focus on the college’s other high-quality graduate and undergraduate programs.

Today the college finds itself on solid, successful footing, with the largest, most highly qualified new student class in its history and record undergraduate enrollment. Saint Mary’s historic commitment to expanding educational opportunities for immigrant, poor and first-generation students remains, with more than half of undergraduates being students of color, 30 percent Pell Grant recipients and 38 percent first generation to college. Academically, it is attracting nationwide accolades for its distinctive programs, such as Collegiate Seminar and January Term, and its successful model of engaged student learning. A revision to the core curriculum for undergraduates is bringing new vitality to the college’s Lasallian tradition of engaged pedagogy. A new recreation center is taking shape and a new Library and Learning Commons is being developed.
THE COMMUNITY AND REGION

The San Francisco Bay Area is renowned for its natural beauty, bucolic Mediterranean climate, fertile connections between education and industry, the rich diversity of its residents, innovative and artistic culture, progressive politics, and its passion for fine food and drink. The area is affluent; it includes the five California counties with the highest per capita income (Marin, San Mateo, the City & County of San Francisco, Santa Clara and Contra Costa counties) and two of the top 25 wealthiest counties in the United States (Marin and Santa Clara counties).

The Saint Mary’s campus is located in Moraga, a suburban community with some of the finest public schools in California. The town center, a short drive from the Saint Mary’s campus, is sprinkled with modest retail offerings and restaurants. Larger communities nearby include Lafayette, Walnut Creek and Berkeley, and the major cities of Oakland and San Francisco. These communities are accessible via Bay Area Rapid Transit (BART), the area’s major rail transit service, which has an extensive route system linking nearly all population areas of the Bay Area, as well as a link to San Francisco. Amtrak California and the Altamont Commuter Express (ACE) also operate rail services in the East Bay.

Nearby cities include

**Berkeley**  This city is the site of the University of California-Berkeley, the oldest campus in the UC system, and the Lawrence Berkeley National Laboratory. It is also home to the Graduate Theological Union. The city is noted as one of the most politically liberal in the nation, with one study placing it as the third most liberal city in the United States. The population was 112,580 at the 2010 census.

**Oakland**  Oakland boasts a diverse population, and vibrant arts scene that includes top restaurants and nightlife, beautiful parks, professional sports teams, recreation, and historic architecture. The *New York Times* identified Oakland as one of “The 45 Places to Go in 2012.”

**Lafayette**  As of the 2010 census, the city’s population was 23,893. Lafayette is known for its pastoral, rolling hills and wealthy inhabitants. In 2009, estimated median household income in Lafayette was over $120,000, more than double the statewide average and nearly triple the national average.

**Walnut Creek**  Three miles east of Saint Mary’s, Walnut Creek has become a significant business, entertainment and cultural center for Contra Costa County and the Bay Area. Its location at the junction of the highways from Sacramento and San Jose (I-680) and San Francisco/Oakland (SR-24), as well as its accessibility to BART have made it attractive location for industry and culture. The city had a population of 64,173, according to the 2010 U.S. Census. Walnut Creek is also the headquarters of the Pac-12 Conference.

The East Bay has a mixed economy of services, manufacturing, and small and large businesses. The region is headquarters to a number of highly notable businesses, including Kaiser Permanente, Chevron and Safeway, among others. The East Bay Economic Development Alliance was founded by Alameda County as the Economic Development Advisory Board in 1990 as a public/private partnership with the mission of promoting the East Bay as an important region for development, with Contra Costa County joining in 1996.

The region is served by a number of public and private educational institutions, including Saint Mary's College of California, the University of California-Berkeley, Mills College and California State University-East Bay.
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The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Saint Mary’s College documents and personal interviews and is believed to be reliable. Naturally, while every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

This Leadership Profile is intended to provide information about Saint Mary’s College and the position of President. It is designed to assist qualified individuals in assessing their interest in this position.