

# LE MOYNE

SPIRIT. INQUIRY. LEADERSHIP. *JESUIT.*

SYRACUSE, NEW YORK

## PROVOST AND ACADEMIC VICE PRESIDENT

Leadership Profile



This leadership profile is intended to provide information about Le Moyne College and the position of Provost and Academic Vice President. It is designed to assist qualified individuals in assessing their interest in this position.



# The Opportunity

Le Moyne College invites applications and nominations for the position of Provost and Academic Vice President. One of 28 Catholic, Jesuit colleges and universities in the United States, Le Moyne was the first to open as a co-educational institution. Since its founding in 1946, the College has modeled and strengthened the 475-year-old Jesuit tradition. Today, Le Moyne enrolls approximately 2,785 undergraduate and 534 graduate students from 26 states and 36 foreign countries, operates with a \$77 million FY15 budget (net of financial aid) and reports an endowment of \$163.2 million.

Located in the heart of Central New York, Le Moyne's hilltop campus overlooks the city of Syracuse and lies between the Finger Lakes and the Adirondacks in a region of rolling hills, lakes and streams. A diverse learning community, Le Moyne is recognized for its academic excellence and commitment to educate the whole person.

This is an exciting time in Le Moyne's history. On July 1, 2014, Linda LeMura became the 14th president of the College, making her the first female lay president of a Jesuit institution in the United States. President LeMura has a strong vision for the future of Le Moyne, one based on its historic past and promising future as an outstanding nationally recognized liberal arts institution. The Princeton Review ranked it as one of the nation's premier institutions for undergraduate education and included the College in its guide, *The Best 380 Colleges, 2016 Edition*.

The Provost and Academic Vice President will report directly to the President and will be responsible for continuing to build upon Le Moyne's strong history of academic excellence. The successful candidate will work collaboratively with all members of the College community, especially with the faculty and students to build upon an already strong and vibrant learning community. The Provost and Academic Vice President will be responsible for the overall administration of the College's academic programs including the quality and delivery of instruction and the financial efficiency of these programs.

The Provost and Academic Vice President will serve in a critical leadership role as the institution continues to develop an ambitious academic strategic plan guided by a set of initiatives that build on Le Moyne College's strengths and aspirations. The successful candidate will bring a leadership, energy and vision that develops new academic programs; that builds upon and expands collaborative partnerships with other academic institutions; that provides ongoing support for faculty as teacher-scholars; that fosters and maintains a high quality learning environment for students; and that fosters a culture dedicated to advancing the College's mission and values which are grounded in the Jesuit educational tradition.

The person in this position must have a high level of integrity and the ability to make decisions based on factors that align with Le Moyne's Catholic and Jesuit identity. He or she must be decisive and direct, yet at the same time demonstrate the diplomacy and discretion necessary to work collaboratively with a wide array of internal and external constituencies. Strong leadership, organizational and interpersonal skills are essential.

# The Division of Academic Affairs

Le Moyne College is comprised of The College of Arts and Sciences and two major schools: the Madden School of Business and the School of Graduate and Professional Studies. Combined, they offer academic programs in more than 49 major areas of study. Our student-to-teacher ratio of 13:1 and average class size of 20 assure personal attention for every student and ample opportunity for them to engage in dialogue with their professors and classmates in and out of the classroom. Le Moyne offers students an exceptional educational experience characterized by its foundation in Jesuit education and the liberal arts, its commitment to excellence and most importantly by its faculty, who are wholly invested in their roles as teachers, mentors and advisors. Le Moyne's faculty has outstanding academic credentials and a well-earned reputation for maintaining an impressive balance among scholarly pursuits (often involving undergraduate participation), commitment to teaching excellence, and accessibility to students.

Le Moyne offers more than 30 undergraduate programs in the humanities and natural sciences and graduate programs in arts administration, business administration, education, family nurse practitioner, information systems, nursing, physician assistant studies and occupational therapy. Internships, international study programs and service opportunities provide a real-world context for learning and career development. In addition, the Center for Continuing Education offers evening classes for those individuals wishing to pursue their degree on a part-time basis.



Le Moyne's Core Curriculum provides a solid foundation with emphasis on literature, philosophy, history, religious studies, science and social sciences. The College-wide Core Curriculum supports the College's mission by integrating liberal arts with all majors. The College's undergraduates choose from majors in areas ranging from professional studies such as nursing or accounting, to majors in the sciences, humanities, and other disciplines. For students who want a more challenging academic experience, Le Moyne offers two types of Honors Programs. Many majors offer Departmental Honors programs for academically exceptional students; these generally require students to engage in a scholarly Honors project. The College also offers an Integral Honors Program for outstanding students who wish to delve deeper into interdisciplinary study. This challenging program also requires seniors to complete a final honors project in collaboration with a faculty advisor.

Graduating students enter a variety of professional fields and/or the aforementioned graduate programs offered at Le Moyne College as well as at other institutions. Collaborative partnerships and graduate-level articulation arrangements existing with several other academic institutions provide additional venues of studies for our students. For example, there is a Bachelor plus Master's articulation arrangement with L.C. Smith School of Engineering at Syracuse University as well as



early assurance collaborative partnerships in medical, dental, podiatry and optometry fields of graduate study, e.g., a DPT with Upstate Medical University, Dental with University of Buffalo and accelerated entry into Physician Assistant Studies. In addition, there are multiple collaborative arrangements with Syracuse University leading to master's degrees which both streamlines the time spent and provides financial incentives for Le Moyne College students. The partnerships with Syracuse University leading to master's degrees include collaborations with the Forensic and National Security Sciences Institute, the L.C. Smith College of Engineering & Computer Science, the Maxwell School of Citizenship and Public Affairs, the S.I. Newhouse School of Public Communications and the School of Information Studies. In addition, an accelerated 3+2 program in conjunction with Le Moyne's own Physician Assistant Studies program allows students to earn both a Bachelor's and a Master's degree from the College in five years, and a five-year program in Accounting leads to a Bachelor's in Accounting and an M.B.A.

## The Role of the Provost and Vice President for Academic Affairs

### **The Provost reports to the President and has the following principal responsibilities:**

- Represents the President in her absence.
- The Provost serves as the College's Chief Academic Officer to preserve, develop, and promote the College's academic mission and vision.
- The Provost's principal obligation is to support, guide, and coordinate the academic and research areas and their support systems to advance the College's mission and vision.
- Broad and comprehensive responsibilities include strategic planning; budgetary decision-making; program review and improvement; and the approval of faculty, administrator, and staff appointments in those areas under the Provost's direct supervision.
- The Provost is expected to embody and foster the College's mission as a diverse learning community that strives for academic excellence in the Catholic and Jesuit tradition through comprehensive programs rooted in the liberal arts and sciences.
- Promotes the College's emphasis on education of the whole person and the search for meaning and value as integral parts of the intellectual life.
- Fosters intellectual growth, student learning, and scholarly and creative activities by providing academic strategic planning, administrative leadership, direction, and evaluation for all academic activities and faculty affairs at the College.
- Facilitates the development of consistently successful undergraduate, graduate, and continuing education programs and works closely with the Vice President for Enrollment Management on enrollment strategies (including the identification and achievement of enrollment targets).
- Directs, retains, evaluates, and supports faculty to provide effective learning pedagogies and significant course offerings to the student body.
- Provides leadership to the faculty, promoting excellence in teaching, scholarship and service.
- Establishes priorities and plans for faculty development, including new faculty awards and endowed professorships.



- Recommends to the President, according to established procedures, candidates for faculty awards and endowed professorships.
- Administers the academic policies and requirements of the College in collaboration with the Registrar and other appropriate offices.
- Coordinates programs in Academic Affairs with those in Student Development working with the Vice President for Student Development.



- Ensures that assessment of academic programs and ancillary services in academic affairs is conducted according to established guidelines of accrediting bodies, governmental agencies, and professional societies.
  - Provides leadership in internationalizing the campus, and provide leadership and guidance on diversity initiatives for faculty, staff and students.
  - Works with members of the senior administration of the College in strategic planning and execution of the overall mission of the College.
  - Implements the strategic academic vision by collaborating with the Vice President for Finance and Administration (VPFA) and making final recommendations to the President on all personnel matters in the areas under Academic Affairs, including recruiting and hiring, appointments, re-appointments, awarding tenure, salaries and raises, ranks and promotions, leaves of absence and retirement.
  - Promotes the continued integration of emerging technology in cooperation with the VPFA and other members of the Information Technology leadership team.
- Demonstrates sound fiscal management and decision making by overseeing program development and operating budgets of all academic and academic support services under the Provost, coordinating with the Vice President for Finance and Administration.
  - Serves as ex officio member of the Faculty Senate Executive Board.
  - Meets regularly with the Academic Affairs Committee of the Board of Trustees, preparing the agenda and reports.
  - Ensures an active and expanding dialogue with external constituencies by encouraging partnerships with external constituents and public organizations, engaging in effective College advancement (including assisting the Vice President of Institutional Advancement in fundraising, and encouraging and assisting faculty in applying for grants and contracts).
  - Promotes and advances the mission of the College by actively participating in appropriate state, regional, and national organizations.
  - Promotes and advances the mission of the College by active participation in charitable and civic organizations.
  - Remains competent and current through self-directed professional reading, development of professional contacts with colleagues, attendance of professional development courses, and attendance of training and/or courses as required.

# Qualities and Qualifications

**Le Moyne's new Provost and Academic Vice President will ideally possess the following qualities and qualifications:**

- Academic credentials consistent with the rank of full professor, as demonstrated by a distinguished record of teaching, scholarly publications, and/or creative accomplishments that exhibit a commitment to academic excellence.
- Experience in faculty development and a proven track record for leadership in developing and implementing academic policies, programs and scholarly activities.
- Successful and progressively responsible administrative roles in an academic setting involving both graduate and undergraduate programs, including direct supervision of faculty, responsibility for budget, and personnel recruitment and evaluation.
- Experience in strategic planning, assessment of program effectiveness, and development of policy to enhance academic units within the College and with national accrediting bodies.
- An ability to work effectively and collaboratively with College administration, faculty, staff, students and other constituent groups.
- Strong oral and written communication skills.
- Excellent interpersonal skills.
- An understanding of emerging technologies and the effective application of instructional technologies to enhance student learning.
- Evidence of commitment to the values embodied in the mission statement of Le Moyne College.
- An earned Doctorate is required in an academic discipline related to College offerings.





# Le Moyne College: An Overview

Le Moyne College is a diverse learning community that strives for academic excellence in the Catholic and Jesuit tradition through its comprehensive programs rooted in the liberal arts and sciences. Its emphasis is on education of the whole person and on the search for meaning and value as integral parts of the intellectual life. Le Moyne College seeks to prepare its members for leadership and service in their personal and professional lives to promote a more just society.

Founded by the Society of Jesus in 1946, Le Moyne is the second youngest of the 28 Jesuit Colleges and universities in the United States and the first to open as a coeducational institution. It was named in honor of Simon Le Moyne, S.J., a priest, missionary and teacher with a considerable influence on Central New York.

Le Moyne's first classes were held in downtown Syracuse before excavation began on the former Gifford Farm. It was there that the College's first two structures, now known as Grewen Hall and the Coyne Science Center, were built in 1948. Today, the campus includes four academic buildings and 15 residential buildings as well as a chapel, library, performing arts center, Jesuit residence, campus center and athletic facilities. Although it is now in its seventh decade, the College remains true to the ideals and the 475-year-old intellectual and religious tradition upon which it is based. It is committed to its founding ideal of embracing love, truth and peace and to providing students with a well-rounded liberal arts education. Courses in English, history, religion and philosophy remain at the core of a student's academic experience at Le Moyne.



At the same time, Le Moyne is also a progressive institution, growing and developing in the Ignatian spirit of adaptation to current needs. It provides educational opportunities for commuter and residential students as well as for older students eager to continue their education alongside their traditional college-age peers.

Today approximately 2,785 undergraduate and 534 graduate students are enrolled at Le Moyne. More than 700 courses are offered, leading to Bachelor of Arts or Bachelor of Science degrees in more than 30 different majors, or master's degrees in arts administration, business administration, education, family nurse practitioner, physician assistant studies, information systems, nursing and occupational therapy.

Le Moyne's student-to-teacher ratio of 13:1 and average class size of 20 assure personal attention for every student and ample opportunities for dialogue in and out of the classroom. Internships, international study programs and service opportunities provide a real-world context for learning and professional development. The Le Moyne College Center for Continuing Education offers evening classes for those wishing to pursue their degree on a part-time basis.

Le Moyne welcomed Dr. Linda LeMura, its 14th president, on July 1, 2014. The College is governed by a 34-member Board of Trustees, with support from a Board of Regents whose 44 members serve in an advisory role to the College.

## Le Moyne's Identity

Le Moyne is a distinctive campus in that, beyond its warmth, welcome and community building spirit, is fully dedicated to cultivating the potential of each student – heart, mind and body. Civic engagement, respectful discourse and creativity mark the educational experience, which is shaped by the presence of Jesuits on campus and by the powerful mission of the Society of Jesus: to serve the faith through promotion of justice, openness to other cultures, and dialogue with other faiths.



Le Moyne cultivates broadly educated, compassionate persons equipped with the knowledge and the tools to fulfill their potential and empowered to direct their education to the betterment of our complex 21st century world. Le Moyne seeks to model social justice in the many communities it serves and encompasses, its student body, its departments, as well as institutionally, regionally and globally. It is a highly respected partner in the region.

## Student Life

At Le Moyne, extracurricular and co-curricular activities are valued partners with academics in the enhancement of the total college experience. Numerous and diverse clubs and organizations provide opportunities for students to meet and interact with others who share their interests, as well as to discover new ones. The Le Moyne Student Programming Board, an active standing committee of the Student Government Association, is responsible for providing a variety of educational, social and cultural activities, including concerts, films, lectures and special events.

Campus Ministry provides students and staff with a number of ways to develop their faith and promote the life of the larger community. It offers sacramental preparation for those who would like to receive the sacraments of baptism, communion and confirmation, and hosts a series of retreat programs that focus on diverse forms of prayer and reflection. Campus Ministry also finds ways for students to give back to others, through local service activities and Alternative Breaks, where students devote their vacation to performing community service. Campus Ministry also has trained professionals who are available for the spiritual needs of Le Moyne staff and students.

Athletics and campus recreation play a crucial role in Le Moyne's mission to educate the whole person. More than 75 percent of Le Moyne students participate in some form of athletics or campus recreation, and it is a common occurrence to see students and faculty together using the athletic facilities. The College is a member of the National Collegiate Athletic Association and fields a total of 21 intercollegiate athletic teams that compete in the Northeast-10 Conference, the premier Division II athletic conference in the country. Le Moyne student-athletes have achieved 24 consecutive semesters of overall GPAs above 3.0. Le Moyne has competed with excellence on the national stage with four national championships in men's lacrosse (2004, 2006, 2007, 2013), an individual national champion in women's swimming (2008), three NCAA "final four" appearances in women's lacrosse (2011, 2012, 2015) and a national championship "final four" appearance by the men's soccer team (2009).



The arts are an increasingly vibrant element of the Le Moyne experience. The W. Carroll Coyne Center for the Performing Arts (PAC) is a 20,000-square-foot facility dedicated to education and performance at Le Moyne College. The PAC includes two theatres, dance and design studios, classrooms and production shops. It is home to 11 student performance ensembles, is the campus venue for visiting professional artists, and hosts two community outreach organizations, The Gifford Family Theatre and Music Journeys, Inc.

Students participate in a wide variety of local, national and international community-based learning opportunities, including study abroad, internships, service learning and faculty/student research. Over 100 students study in 15 countries in both long- and short-term study abroad programs each year. In addition, 150 students participate in internships at such

companies as Lockheed Martin, ESPN, Eric Mower and Associates, Golisano Children's Hospital, Syracuse City School District, St. Joseph's Hospital and Upstate Hospital. Many of our faculty members also offer opportunities for students to conduct research during both the academic year and summer months.

## Finances

The College's operating budget for the 2015-16 academic year totals \$77 million (net of financial aid). Tuition (and other miscellaneous income) represents \$69 million of the College's revenues. Financial aid totals \$39 million, producing net tuition revenues of \$49.6 million. The balance of revenues is derived from federal and state grants, private gifts and grants, student housing and dining revenues and endowment and investment income. The current value of the College's endowment is \$163.3 million.

## Leadership

In April 2014, it was announced that Linda LeMura, Ph.D., would become the College's 14th president. Dr. LeMura is the first female lay leader of a Jesuit institution of higher education in the United States. An expert in the fields of pediatric obesity, pediatric applied physiology, lipid metabolism and energy metabolism, Dr. LeMura has worked at Le Moyne since 2003. She served first as Dean of Arts and Sciences and later as Provost and Academic Vice President before being selected to serve as President by the Board of Trustees.

The President is the College's chief executive officer and reports to the Board of Trustees which currently numbers 34 members. The President is supported by a strong leadership team comprised of: the Provost and Academic Vice President, the Vice President for Institutional Advancement, the Vice President for Finance and Administration, the Vice President for Student Development, and the Special Assistant to the President for Mission Integration & Development.

## Campus and Community

Le Moyne College's 160-acre campus is located in suburban Syracuse, in the heart of Central New York. Campus facilities and resources include academic buildings equipped with smart classrooms; a variety of student residences for the nearly 1,500 residents, from single rooms to townhouses to apartments; the College's library with a collection of more than 260,000 volumes and subscriptions to 135 databases; a chapel that features a community meeting room and place for private prayer and reflection; a student center with a lounge, pub and dining area; a recreation center with an elevated track and 25-yard



pool; a performing arts center with a theatre and classrooms; and a residence for the members of Le Moyne's Jesuit community. Thanks to the College's enrollment and philanthropic success, over the past three years the institution has engaged in new building and renovation activities that represent the largest level of construction since its founding. The cornerstone of this activity is a \$20 million, 48,000-square-foot science building; opened in January 2012, the facility has received several design awards and earned LEED certification

at the Gold Level. The College has since renovated the entirety of the Coyne Science Center (at a cost of \$15 million), with the final floor going online at the end of 2015. In 2012 the LaCasse Dining Center was totally refurbished for \$3 million, transforming the facility into a showpiece for Sodexo's new Dining by Design concept. In 2013, the College unveiled the new Madden School of Business (housed in a totally refurbished Mitchell Hall), complete with a trading floor and financial education center.

In 2010 and 2011, respectively, the Le Moyne Plaza (housing the College Bookstore, a café and pizzeria) and the Dolphin Den (featuring a food court, café and convenience store) opened. Both facilities have become vital gathering spots for students, faculty and staff, as has the new campus pub, which opened in 2012. Serving two important audiences are the Veterans House (opened in 2011) and the Alumni House (opened in 2013).

On the athletic side, in 2010 a multi-use turf field was unveiled at the Thomas J. Niland Jr. Athletic Complex; other recent additions to the complex include a varsity weight and training room (in 2011) and a new softball field (in 2012).

The Le Moyne campus, with its Syracuse location and situated between the Finger Lakes and the Adirondacks, is within easy driving distance to excellent skiing, boating, hiking and other outdoor recreation.

Syracuse has been recognized for its green initiatives and support of environmentally sustainable technologies. Syracuse is also home to the oldest and largest farmers market in New York state, where local farmers sell fruits, vegetables and flowers. Abundant local arts include outstanding regional theatre and other visual and performing arts. Local museums highlight science, art and the region's unique history.

Le Moyne College is a proud member of the Central New York community and is actively committed to that community in a variety of ways. Le Moyne contributes to the vitality and growth of the region through such activities as student service and internships, corporate partnerships, cultural and arts sponsorship and educational and literacy programs for area residents.

## Procedure for Candidacy

**Inquiries, nominations and applications are invited. Review of applications will begin immediately and will continue until the position is filled. For fullest consideration, applicant materials should be received by no later than October 9, 2015.**

Candidates should provide a professional résumé, a letter of application that addresses the responsibilities and requirements described in this leadership statement and the names and contact information of five references. References will not be contacted without prior knowledge and approval of candidates. **These materials should be sent electronically via email to Diann Darmody-Ferris, assistant director of human resources (darmoddl@lemoyne.edu).**

*Le Moyne College values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.*

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Le Moyne College documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.



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