



PRESIDENT PROSPECTUS



Loyola's presidential search

THE NEXT PRESIDENT OF LOYOLA UNIVERSITY CHICAGO will chart a course for the future of the institution, staying true to the institution's Jesuit commitments to academic excellence, faith, social justice and sustainability, and the holistic person-centered approach to teaching and learning. Working in close collaboration with the faculty, staff, students, alumni, and trustees, the President will build on the recently developed strategic plan, outlining the strategic, operational, and financial steps the University should take to advance its position—driving distinctive academic excellence, research, and innovation, building on the University's strengths, and enhancing its reputation and stature nationally and internationally. The President will champion the educational mission of the University, leverage the University's unique strengths, and seize opportunities to expand its impact. The President will possess an unwavering appreciation of a Jesuit, Catholic education and its transformational possibilities. The President will embrace and deepen the University's commitment to social justice, sustainability, inclusion, and equity. The President will continue to build, recruit, and retain a best-in-class team of academic and administrative leaders, while fostering a culture of collaboration, innovation, and community.

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THE OPPORTUNITY



A university like no other

Loyola's 25th President will lead the institution at an exciting time in its history. Loyola is one of the largest Jesuit universities in the country, with a vibrant urban campus located in a world class city. The University boasts a 151-year history as a leader in Jesuit, Catholic education. Loyola's next president will have the exciting challenge of carrying this legacy forward into the future. Among Loyola's many distinctive features are:

- **Urban campuses:** With primary campus locations on the north-east side of Chicago, in the heart of downtown, and in the western suburbs, Loyola reaches into the life of the city.
- **A global presence:** Loyola students can study at the esteemed John Felice Rome Center, the Vietnam Center, and study abroad programs in more than 60 countries.
- **Health sciences focus:** Loyola is home to one of only four Jesuit medical schools in the country, along with a top ranked nursing

school and the new Parkinson School of Health Sciences and Public Health.

- **Athletic excellence:** On the heels of the men's basketball team reaching the Final Four and Sweet 16 in the past four years, Loyola's 15 Division I teams will join the Atlantic 10 conference in 2022.
- **An interdisciplinary approach:** Across 15 schools, colleges, and institutes, faculty collaborate to improve academic opportunities and research.

FACTS AND FIGURES

80+ majors, **80+** minors, **140+** certificates in graduate, professional, and graduate-level programs

92% of faculty hold the highest degree in their field

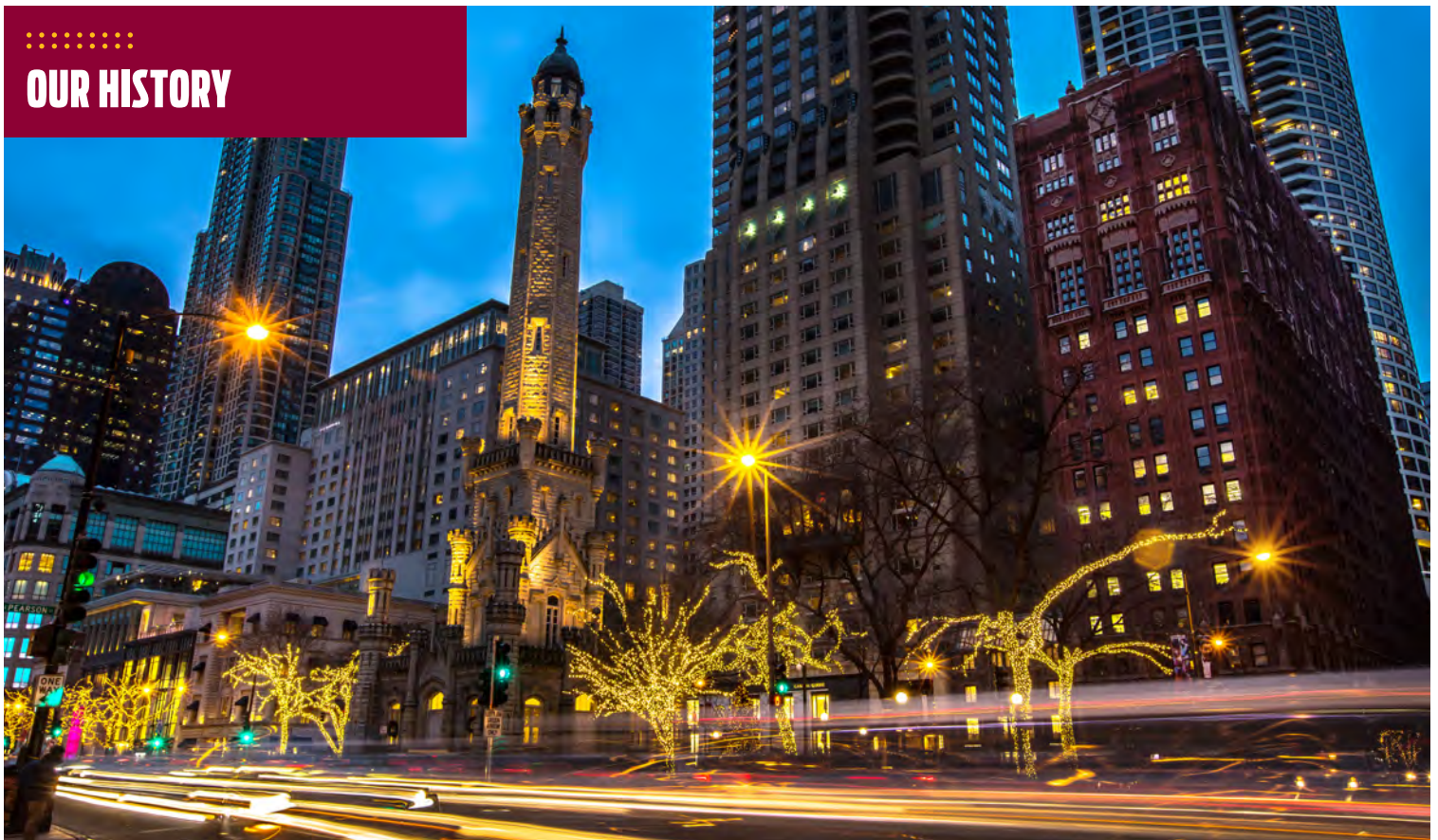
14:1 student-faculty ratio

150,000 alumni worldwide (85,000+ in Chicago)

FINANCIAL SUMMARY

AS OF JUNE 30, 2021

Operating revenue	\$554M
Operating expenses	\$533M
Total endowment and other long-term investments	\$1,072M
Total indebtedness	\$357M
Bond ratings	A1 (Moody's) A+ (S&P)



A 151-year legacy of education

When Father Arnold Damen, S.J., arrived in Chicago to found the city's first Jesuit parish, he recognized a need for higher education to serve a booming immigrant population. He answered that call by bringing the great tradition of Jesuit education to Chicago, and St. Ignatius College—which would later become Loyola University Chicago—officially opened its doors on September 5, 1870.

For a century and a half, Loyola has continued to go where the need is greatest, evolving to meet new challenges. In its early years, the University opened its doors to minority students when other colleges had quota systems to restrict their attendance. In 1914, the University welcomed women to attend its newly established School of Sociology—itself an innovation in Catholic higher education—leading to a large growth in enrollment. And in the civil rights era Loyola actively reached out to African American students. Its men's basketball team, with four Black starters,

OUR MISSION

We are Chicago's Jesuit, Catholic University—a diverse community seeking God in all things and working to expand knowledge in the service of humanity through learning, justice, and faith.

broke color barriers in college sports with the historic “Game of Change” in 1963 en route to winning the NCAA Championship.

Over time the physical presence of Loyola expanded as well, with a move to a lakefront campus on the city's northern edge in the early 1900s. Future growth saw the addition of a downtown campus, the development of the Health Sciences Campus in the western suburbs, and the establishment of the Rome Center in 1962.

In modern years, Loyola has continued to improve access to higher education, becoming one of the nation's first medical schools to openly admit DACA-status students and founding Arrupe College to serve students from low-income backgrounds. The University has also been an innovator in the areas of health sciences and sustainability, continuing to expand academic offerings and garnering national recognition.



LOOKING FORWARD



17,498

TOTAL STUDENTS

11,819 Undergraduates

5,679 Graduate students

ONE LOYOLA, 3 CAMPUSES

Downtown Chicago

Northeast Chicago

Near Western suburbs



Growth and innovation

In recent years Loyola has made significant strides, continuing to pursue the Jesuit ideal of always doing more and doing better in service of the greater glory of God.

In 2015, Loyola founded **Arrupe College**, the first two-year associate's degree program at a Jesuit university. Arrupe serves students from low-income backgrounds who in most cases are the first in their families to attend college. Many of Arrupe's initial cohort of students have gone on to complete their four-year bachelor's degrees at Loyola and other universities, and some have begun pursuing post-graduate education. The two-year graduation rate for Arrupe students is 43 percent, compared to 23 percent for City Colleges and 13 percent of low-income community college students nationwide.

Building on a two-decade commitment to sustainability, Loyola elevated its Institute of Environmental Sustainability to the **School of Environmental Sustainability** in 2020, the only such school at a Jesuit university worldwide. Loyola offers more than 1,300 courses with a sustainability component and is working toward reaching carbon neutrality by 2025.

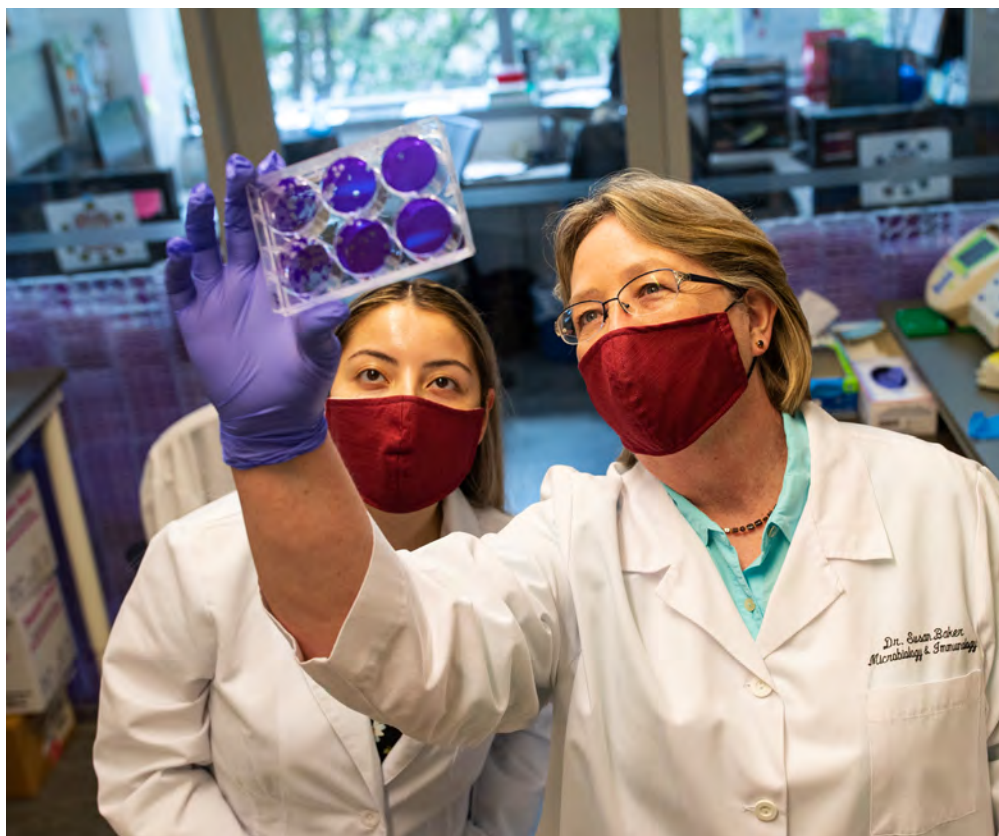
Anticipating coming needs in health care, Loyola established the **Parkinson School of Health Sciences and Public Health** in 2019. Building on Loyola's track record of innovative technology applications in health care, health care education, clinical research and academic medical center operations, the Parkinson School creates new opportunities for existing programs and schools across Loyola, creating more transdisciplinary collaboration.

In 2020, the **Institute for Racial Justice** was founded as an interdisciplinary hub for scholars and strategic partners to build deep relationships, accelerate transformational research and education, and create collective impact toward racial justice and equity.

Efforts to promote diversity and racial justice also included the establishment of Loyola's **Anti-Racism Initiative** in 2020 and the hiring of the University's first **Vice President of Institutional Diversity, Equity, and Inclusion** in 2021. As Loyola moves forward, the University's new **strategic plan** sets forth six enduring values and priorities for the institution, which a new president can build upon as they execute their vision for Loyola.



ACADEMICS & RESEARCH



In the classroom and beyond

Loyola aims to transform lives through teaching, learning, and research. We pursue educational innovations and leverage Ignatian traditions to make education accessible to all and enhance the success of our student body. We are also a home to research and scholarship that intentionally aligns with our mission, promotes racial justice, and addresses other complex societal challenges.

As one of the six enduring values of Loyola's current strategic plan, extraordinary academics and research are a core part of our institution. Across our campuses, we pursue interdisciplinary and innovative approaches to education, using research to address new challenges and opportunities presented by contemporary issues.

Students can pursue their studies in more than 80 majors and more than 80 minors across the University. Loyola is comprised of **15 colleges, schools, and institutes** offering a variety of degrees and certificate options, including: Arrupe College, Loyola's two-year associate's degree program; the College of Arts and Sciences, which houses 18 different academic departments; the Quinlan School of Business; the School of Communication; the

School of Continuing and Professional Studies; the School of Education; the School of Environmental Sustainability; The Graduate School; the School of Law; the Stritch School of Medicine; the Marcella Niehoff School of Nursing; the Parkinson School of Health Sciences and Public Health; the Institute of Pastoral Studies; the Institute for Racial Justice; and the School of Social Work.

It is also a priority under Loyola's strategic plan to increase students' access to dynamic, multicultural experiential-learning, and research opportunities both locally and abroad. Students have the opportunity to study at Loyola's **John Felice Rome Center** in Italy, or to pursue study abroad options in more than 60 countries around the world.

Loyola faculty maintain a strong commitment to scholarly research, as the University is classified as an **R2 institution** of high research activity. While research happens on all of Loyola's campuses, it is particularly a focus on the Health Sciences Campus in Maywood, Illinois. Much of this work takes place inside the state-of-the-art Center for Translational Research and Education, where researchers across disciplines collaborate on new discoveries.



Invested in our community

Service is one of the hallmarks of a Jesuit, Catholic university, and Loyola students, faculty, and staff all play an important role in service to the local community. In the most recent *U.S. News and World Report* rankings of colleges and universities nationwide, Loyola ranked **No. 14 nationally** in the area of service learning, recognizing the University's commitment to ensuring that service is a part of every student's experience.

Community-centered engagement is one of the enduring values of Loyola's strategic plan, with a goal of giving back by using the University's resources and partnerships for the greater good. Loyola has a deep involvement in the communities surrounding its campuses, including partnerships with many different local and citywide organizations.

The University maintains a strong relationship with **Chicago Public Schools (CPS)**. In fiscal year 2021, Loyola committed nearly \$1 million to efforts that engage CPS students, teachers, and parents in creative educational supports. Loyola students, faculty, and staff work with hundreds of CPS students in neighborhood schools to pursue academic, civic, and social-emotional learning goals.



Loyola also maintains partnerships with **over 500 local organizations**. All Loyola students have the opportunity to participate in service-learning opportunities. In the 2020-21 academic year, nearly 2,500 students contributed more than 89,000 hours of service-learning in the community. Students also completed nearly 160,000 internship hours at local community organizations.

There are many efforts to promote health equity in surrounding **neighborhoods** as well, such as the law school's Health Justice Project and the COVID Equity Response Collaborative: Loyola (CERCL).



Key priorities and responsibilities

- Building on the University's strategic plan and making One Loyola a reality across the University—its three campuses in the Chicago area and overseas centers in Rome, Italy, and Ho Chi Minh City, Vietnam.
- Advancing the University's performance on multiple fronts including strategic focus, academic excellence, student outcomes, research, and innovation.
- Enhancing the University's national and international profile and distinctive Jesuit, Catholic identity, identifying priority areas where the institution can excel, and making strategic investments in those areas.
- Leading the University through its largest, most ambitious fundraising campaign in history, and ensuring the University adopts a pervasive culture of philanthropy that will leave a lasting legacy of engaged alumni and donors.
- Continuing to attract high-achieving students from across the country who excel academically and bring a strong set of values that align with Loyola's distinctive Jesuit culture and community.
- Increasing the capacity of the University to attract external funding for research, discovery, and innovation.
- Continuing the University's advancement of social justice, sustainability and diversity, inclusion, and equity across campus through targeted policies and programs, with the goal of making a measurable impact.
- Ensuring that systems and structures are in place to fully support student success, faculty and staff diversification, and the ongoing development of a highly inclusive campus culture.
- Embracing innovation and design thinking and leveraging technology to enhance the University's reach and impact.
- Promoting opportunities for improved communications, collaboration, and transparency with the shared governance bodies representing faculty, staff, and students.
- Recruiting and retaining exceptional academic leadership and empowering a high-performing administrative leadership team.
- Engaging deeply with the City of Chicago to further develop strategic partnerships and opportunities for engagement and community service.
- Partnering with the Board of Trustees to ensure strategic engagement and best practices in governance.



STRATEGIC PLAN: OUR ENDURING VALUES

Care for the whole person
Extraordinary academics and research
Community-centered engagement
Global connections and partnerships
Operational excellence
Care for our world

[Read the plan](#)



Candidate profile

The successful candidate will be institutionally ambitious and will have an outstanding track record of impactful leadership. The President will demonstrate the ability to successfully navigate strategic, financial, and operational complexity in organizations characterized by intellectual discourse and discovery, research, innovation, mentorship, diverse perspectives, and shared governance. They will be deeply committed to the transformative power of a Jesuit education, rooted in faith, with a continued focus on social justice and on the development of the “whole person.” The leader will be a trusted partner to the Board and a dedicated leader and institutional citizen alongside a committed and talented faculty, staff, and student community.

Ideal experience

- A track record of being a dynamic, inspiring leader who has raised the profile of an institution through effectively communicating a compelling narrative and vision to a broad network of constituencies.
- Academic stature paired with intellectual curiosity. Demonstrated deep commitment to excellence in teaching, research, scholarship, and the Jesuit educational mission.
- Proven success in creating a diverse and inclusive culture where differences of all kinds are celebrated

and embraced and where measurable impact has been made.

- A successful track record of making priority decisions and delivering measurable results.
- Strong operational and financial acumen with the ability to manage and allocate resources in support of an institution's values and strategic goals.
- Deep knowledge and respect for higher education, a Jesuit education in particular, and a forward-thinking approach to emerging trends, innovations, and opportunities. Experience at an institution with an academic medical center is preferred.
- A demonstrated track record of valuing and successfully leading in a shared governance environment.

Personal characteristics

- Inspiring vision
- High EQ
- Empathetic relationship builder
- Balance of confidence and humility to listen
- Authentic, personable
- High integrity
- Sense of humor





CANDIDATE PROFILE

Critical leadership capabilities

Strategic leadership

Loyola University Chicago seeks a dynamic leader whose intellectual depth, curiosity, and commitment to excellence and the distinctive value of a Jesuit education will match those of its faculty, staff, students, and alumni. The next President will:

- Set aspirational goals for the future of the institution that reflect its Jesuit mission, values, academic excellence, and strong momentum.
- Establish priorities focused on short-term needs and the long-term health of the institution to further strengthen the University's position.
- Seek to develop the University's programs by reinforcing its strengths, identifying areas for further investment, and allocating resources that support its strategic goals and priorities.
- Provide the leadership and business acumen to manage a large and operationally complex institution and empower an administrative team to achieve measurable positive impact across multiple dimensions including academic vitality, diversity, financial sustainability, and resource growth.
- Understand and anticipate the changing landscape of higher education and work alongside the community in thinking creatively and boldly about how best to position Loyola for continued growth and excellence.

Community building

In an institution that values collaboration, Loyola's President will have a leadership style characterized by thoughtful listening, active inquiry, and a passion for engagement. The next President will:

- Be an inspiring and exceptional communicator and serve as the voice of the University for both internal and external constituencies.
- Bring a record of collaboration and building equitable cultures that enable all in the community to thrive.
- Support an environment where open dialogue and a wide range of viewpoints are welcomed.
- Possess a leadership style characterized by collegiality, empathy, transparency, and collaboration.
- Be a unifier who will seek opportunities to build bridges and sustain a culture founded on trust and transparency.
- Develop results-oriented plans and priorities that reflect the perspectives and input of the community.
- Be an active and engaged presence with the students, faculty, and staff.
- Engage with the shared governance bodies representing

faculty, staff, and students to strengthen the culture of trust and inclusion for policy development and implementation.

- Continue to engage with Chicago and surrounding communities to build and sustain partnerships that will leverage the University's urban setting.

Leadership in diversity, equity, and inclusion

Loyola's President will continue the deeply important work of creating a diverse, equitable, and inclusive environment for every member of the Loyola community. The next President will:

- Articulate and define measurable goals for a campus climate that is inclusive and acknowledges the role of diversity, equity, and inclusion in institutional effectiveness.
- Prioritize recruiting and hiring practices that attract underrepresented talent to the institution.
- Attract, mentor, support, and hold accountable a talented, diverse leadership team that capably implements the University's strategies.

Profile raising including fundraising

With increased pressures on both revenues and expenses at institutions of higher education, the next President will have well-honed executive leadership skills. The next President will:

- In partnership with the Advancement team, be a leading fundraiser for the University.
- Develop an ambitious strategy for the positioning of the institution and fundraising goals, while working with other leaders of the University to increase its exposure, understanding, and resources.
- Engage a deeply committed alumni community that represents an increasingly diverse set of perspectives, experiences, and institutional connections.

Academic excellence

The President will bring a demonstrated commitment to, and experience with, Loyola's broad array of academic offerings, as well as a deep understanding and respect for a Jesuit education. The President will be prepared to engage with the faculty to guide and shape the programmatic priorities of the institution. The next President will:

- Bring intellectual depth and curiosity to catalyze discussions on and off campus about the changing nature of higher education in this rapidly changing, increasingly global, and technologically connected world.
- Support the University's teaching-intensive environment.
- Further promote and advance research and scholarship across a broad range of disciplines.



Search process

Loyola University Chicago is being assisted in this process by Spencer Stuart and welcomes nominations or expressions of interest. If you wish to submit your application materials or nominate someone to serve as the next President, please send an email message with supporting materials to: **LoyolaChicagoPres@spencerstuart.com**.

Loyola University Chicago is an Equal Opportunity / Affirmative Action employer with a strong commitment to hiring for our mission and diversifying our faculty and staff. All qualified applicants will receive consideration for employment without regard to race, color, religion (except where religion is a bona fide occupational qualification for the job), national origin, sex, age, disability, marital status, sexual orientation, gender identity, protected veteran status or any other factor protected by law.

For the University's complete Equal Opportunity/Affirmative Action/ Non-Discrimination Statement, click [here](#).