



PRESIDENTIAL *Search*



DOMINICAN
UNIVERSITY



Presidential *Search*

The Presidential Search Committee of Dominican University (River Forest, IL), one of the nation's most distinct Dominican Catholic institutions, invites applications, expressions of interest, and nominations of candidates in its search for the University's next President. The search was launched in response to President Donna Carroll's decision to retire in June 2021, following her celebrated and extraordinary 27-year tenure. In her successor, Dominican seeks a caring, community-oriented leader with great vision, an unshakeable commitment to social justice, and passion to ensure that Dominican University continues to realize its mission of preparing students to pursue truth, to give compassionate service, and to participate in the creation of a more just and humane world.



ABOUT *the* UNIVERSITY

Dominican University is a diverse, relationship-centered community rooted in a vibrant liberal arts and sciences education, offering rigorous, integrative, and innovative undergraduate, graduate and professional programs. At the heart of the University is its Catholic, Dominican tradition, grounded in the compatibility of faith and reason, which affirms the dignity of the human person and concern for the common good. The University's curricula, research and campus life demonstrate a commitment to ethics, community service, social justice and global citizenship. Dominican University educates one student at a time in the company of others, engaging a multiplicity of cultural, religious and secular worldviews, and transforming students, faculty and staff into agents of positive change.

Small by design, Dominican is rich in opportunity. The University has an enrollment of about 3,200 students (2,166 undergraduate students and 1,023 graduate students) and 432 faculty members. The average class size is 15, the student-faculty ratio is 10 to 1. Professors not only teach all classes, but they also advise students.

The University motto of Caritas Veritas, meaning Love and Truth, is a living reality on a campus where collegiality, collaboration and respect define relationships among faculty, students and staff members. Commitment to these values is further realized through the Caritas Veritas Symposium, a treasured annual tradition wherein, for one day during the fall semester, classes are suspended so that the entire University can come together to explore the meaning of Dominican's mission and motto, through formal papers, panel presentations and interactive workshops. Every school and discipline is represented in the day's program, and each year over 1,000 faculty, staff, students, Trustees and alumnae/i participate.

Dominican has been recognized as a Hispanic-Serving Institution (HSI) by the Department of Education since 2011, and in 2017 received the Midwest's only Title V grant, a \$2.75 million award.





HISTORY *and* MISSION

The University was founded in 1901 as St. Clara College in Sinsinawa, Wisconsin, by the Sinsinawa Dominican Sisters of the Most Holy Rosary. The charism of the Sisters of Sinsinawa reflects commitments to truth, justice, compassion, partnership, and community. Dominican's Catholic identity has been informed and shaped through the work, influence, accomplishments, and spirituality of the Sinsinawa Sisters. These values recognize interdependence with one another and with the world, while challenging all to build a community where reflection leads to action. With an array of academic programs in the liberal arts and pre-professional fields, Dominican prepares its graduates for a life of meaningful contribution in all they pursue.

The University began as a women's college founded on the fundamental values that continue to guide the University today—rigorous education encouraging diversity of thought, a commitment to social justice and close mentoring of students. With its move to River Forest in 1922, the school became known as Rosary College and rapidly grew its enrollment and programs over the next decades, including adding graduate programs and becoming coeducational. To reflect its stature as a respected, comprehensive and modern university as well as its Catholic Dominican heritage, the College was renamed Dominican University in 1997. In 2017, the University completed a comprehensive realignment of its academic units resulting in its four college structure: the Rosary College of Arts and Sciences, the Brennan School of Business, the Borra College of Health Sciences, and the College of Applied Social Sciences (comprised of the schools of Education, Information Studies, and Social Work, as well as Continuing Studies programs).

Mission Statement:

As a Sinsinawa Dominican-sponsored institution, Dominican University prepares students to pursue truth, to give compassionate service and to participate in the creation of a more just and humane world.






ACADEMIC PROGRAM, FACULTY *and* STAFF

Dominican University is organized into four colleges, with a total of 142 full-time faculty as indicated: Rosary College of Arts and Sciences (83), the Brennan School of Business (18), the Borra College of Health Sciences (16) and the College of Applied Social Sciences (25). Librarians in the Rebecca Crown Library also hold faculty status and rank (5). The University has an additional 290 part-time faculty members. Approximately 86 percent of the full-time Dominican faculty have a terminal degree, and over 64 percent are tenured.

Dominican offers more than 50 undergraduate majors, 18 master's programs and one doctoral degree. Undergraduate students also have the option to pursue accelerated bachelor's-to-master's programs allowing them to earn an advanced degree with one additional year of study. Around 15 percent of Dominican's graduate students also earned their bachelor's at Dominican.

Teaching remains the hallmark of a Dominican education, with a 10 to 1 student-to-faculty ratio. This ratio is monitored closely, as dictated by accreditation at the graduate level, and to ensure a high percentage of small classes taught by full-time faculty within the undergraduate college.

At the heart of a demanding academic program is Dominican's Liberal Arts and Sciences Core Curriculum. Designed to prepare students to think critically, question the world around them and address society's most pressing challenges, the core is organized into several different types of courses throughout students' four years. They include three Enduring Questions seminars, in which students and faculty consider multiple perspectives on such themes as identity, sustainability, and the nature of good and evil. This first-year seminar includes a First-Year Experience (FYE) component, formerly Promising Pathways, which is embedded in each first-year seminar. These FYE co-curricular activities support students as they transition to Dominican University.



Further enriching the academic program at Dominican are the Mazzuchelli Scholars Honors Program, 20 short- and long-term study abroad programs, extensive internship opportunities at the Chicago area's top employers and hundreds of community-based learning opportunities. The Office of Civic Learning enables students to combine academic learning with opportunities to provide compassionate service to people in need.

Dominican also emphasizes experiential learning in and beyond the classroom. Dominican students edit magazines, launch startups, compose music, code software, treat patients, create high-end fashion, present business solutions to executives, and more.

Dominican strongly encourages students to participate in major research projects under the mentorship of faculty members. More than 100 students each spring have the opportunity to present their work at Dominican's undergraduate research exposition. Some also have the chance to publish in major research journals and present at national conferences.





STRATEGIC PLANNING

In 2017 the Board of Trustees approved a new vision for the institution: *Dominican University will be an innovative leader in empowering graduates from diverse backgrounds to meet the challenges of an increasingly interdependent world.* In order to realize this vision, the University community identified, and the Board ratified five strategic and two foundational priorities to guide its work through 2023. These are the elements of the current five-year strategic plan, approved by the Board in June 2019:

Strategic Priorities

- + Significantly increase academic persistence and purposeful completion
- + Foster vocational discernment and create professional opportunity
- + Build intercultural competence and global citizenship
- + Innovate pedagogically and programmatically to maximize students' potential
- + Raise the University's name recognition and reputation

Foundational Priorities to Support Strategic Success

- + Build University endowment and financial stability
- + Recruit, support, develop, and retain faculty and staff excellence

All colleges and administrative units of the University have developed plans to advance these priorities and realize the vision. These proposals were brought into a comprehensive planning document and approved by the Board of Trustees in April 2019.






STUDENT BODY, ACHIEVEMENTS, *and* OUTCOMES

Students are drawn to Dominican University because of its academic reputation and the success of its graduates, as well as its mission to create a more just and humane world and its commitment to social justice. Many of the more than 35 student-run organizations and clubs on campus are aligned with that mission. In surveys of graduating students, virtually all respondents report their time at Dominican has fostered in them a stronger commitment to civic engagement and enabled them to connect what they learned to societal problems, act ethically and take into account cultural perspectives other than their own.

Despite the COVID-19 pandemic, the University welcomed one of its largest and academically strongest freshman classes in the fall of 2020. Dominican's 465 first-year students came in with an average high school GPA of 3.72.

Dominican's student body is diverse. Nearly 50 percent are Hispanic, 7 percent are African American, 3 percent are Asian, and 32 percent are white. A significant portion of the student population has high financial need. Nearly 50 percent are Pell eligible. Currently, 37 percent are the first in their family to attend college. About 80 percent are commuters. By their senior year, 75 percent of Dominican students report working off campus, and about half say they are balancing academic demands with providing care for dependent family members. Those numbers are significantly higher than those at Dominican's peer institutions, reflecting Dominican's success in empowering students to persist and graduate with purpose. Dominican's first-year retention rate is 83 percent, and the six-year graduate rate is 63 percent.

Dominican students are deeply involved in their communities, on campus and around the world. More than 93 percent of Dominican students complete internships or other high-impact experiences outside of class. And in many cases, opportunities to learn about and serve communities in need are embedded in their courses. More than 100 students each year participate in the annual research exposition, the Undergraduate Research, Scholarship and Creative Investigations program. Working to expand access to such opportunities and break down barriers for students in need, Dominican awards scholarships to students for unpaid



internships, study abroad, research and other entrepreneurial and creative projects through its Excellence in Experiential Learning (ExcEL) Scholar Awards. With that support, students have started businesses, presented research at national conferences and completed major artistic projects. Students in Dominican's fashion design and fashion merchandising programs also fully produce and promote a runway show each spring that draws industry representatives.

Dominican students embrace leadership development opportunities, through student organizations and University Ministry, as well as by serving as academic tutors and as peer mentors to underclassmen in the Division of Student Success and Engagement. Dominican's SOAR program brings together returning students with the University's newest undergraduates for a welcoming and personalized orientation experience. The ethic of care seen in the SOAR program permeates interactions all across the University. Most recently, two student leaders went before the Village of River Forest to explain the need for a partnership to fight racial injustice in the community—an effort that led to a formal cooperative agreement between the University and the village.







ATHLETICS

The Dominican University Department of Athletics sponsors 14 NCAA Division III sports and is a member of the Northern Athletics Collegiate Conference.

The Igini Sports Forum is home to the Dominican University men's and women's basketball and volleyball teams. The building features a 15,000-square foot gymnasium that seats 1,200 people, the Collins Running Track, men's and women's general and varsity athletics locker rooms and the fitness center. Located at the southwest corner of campus, West Campus Field is home to the Dominican University men's and women's soccer teams. Renovated during the summer of 2011, Dominican University's soccer facility received new SprintTurf, a scoring platform, Daktronics scoreboard and bleacher seating for up to 1,200 people. Dominican University's soccer venue has been the site of NCAA Division III Tournament events in 2003, 2005, 2006, 2009, 2011 and 2012. The baseball team plays its home games at Wintrust Field in Schaumburg, while the softball team plays at Bandits Stadium in Rosemont. Both of those teams practice at Triton Junior College. The tennis programs practice and compete in Forest Park at their park district complex.

From an athletic success standpoint, the men's soccer team has been the most successful of Dominican's sports, qualifying for 16 of the last 18 NCAA Division III Tournaments including winning 11 of 14 NACC regular season and tournament championships. The women's soccer program won conference titles of their own in 2017 and 2018 to earn bids to their first two NCAA Tournaments in program history. The men's volleyball program made their first two NCAA Tournament appearances in 2017 and 2018 as well, including a Final Four berth in 2018. The Stars were off to a 13-2 start a season ago, peaking as high as #4 in the Division III Top 15 Poll.

Student-athletes are also among the University's highest achieving students. During the 2019–2020 academic year, the University's more than 240 student-athletes had an average GPA of 3.47.





GOVERNANCE

Senior Leadership Team

The University's senior leadership team members are an experienced and talented group of higher education professionals. They include the Provost and Vice President for Academic Affairs, Vice President of Finance, Vice President for Enrollment Management and Marketing, Vice President for Mission and Ministry, Vice President for Operations and Technology, Vice President for Student Success and Engagement, Vice President for University Advancement, Chief Diversity Officer and the Executive Director of Human Resources.

Board of Trustees

The Board of Trustees is the President's paramount partner in charting future directions for the University. A collaborative and experienced group, the Board of Trustees looks forward to supporting the next President while also participating in an open exchange of ideas to ensure that the best possible future for Dominican University is pursued.

Today's Board has evolved considerably since the founding of the University in 1901. For most of Dominican's history, the Prioress of the Sinsinawa Dominican Congregation and her general council functioned as the Board of Trustees. In 1947, the congregation set up the Rosary College Advisory Board, later renamed the Lay Board of Trustees, to obtain counsel on legal and financial matters. The Board of Trustees as it is currently constituted came into being in 1970 when the Sinsinawa Dominican Corporation revised its bylaws and outlined a new governance structure. The corporate authority of the University exists in two tiers. The Members of the University (the Prioress of the Sinsinawa Dominican Congregation and her Council) reserved five specified corporate powers. The Members delegate some of these reserved powers to the Sponsors Council, which acts as a liaison between the Board and the Members vis-à-vis the Sponsors Council Liaison. The Board of Trustees, made up of lay and religious members, has governing and policy-making responsibilities for the University.

The up to 34 voting members of the Dominican University Board of Trustees include the President of the University as the sole ex officio voting member, as well as one faculty trustee and one student trustee, recommended by their respective constituencies and three Sisters that are 'Member Designated Trustees.' All other candidates for trusteeship are proposed by the Board's Trusteeship Committee, elected by majority vote of the entire Board, and approved by the members.



Faculty Senate

Throughout most of its history, the Dominican University faculty exercised its shared governance responsibilities as an assembly of the whole, known in recent years as the Academic Council. As the institution has grown in size, complexity and maturity, the need for a representative model of governance became apparent. After much careful study and thoughtful deliberation, the faculty proposed creation of a new Dominican University Collegium and Faculty Senate, which was approved by the Board of Trustees in May 2017.

The Faculty Senate is the delegate assembly of the Dominican University undergraduate and graduate faculty whose purpose is primarily to support faculty in the development and maintenance of educational policy processes. Senators are elected from each voting unit of the University (Rosary College of Arts and Sciences, Brennan School of Business, Borra College of Health Sciences, College of Applied Social Sciences, and Rebecca Crown Library). The Executive Council of the Faculty Senate consists of the Faculty Senate President, Vice President, Secretary, Faculty Trustee, and two members of the Faculty Senate elected by the Faculty Senate to serve on the Executive Council.

Staff Council

Staff Council and Staff Assembly are designed to ensure all staff are able to make their voices heard. Through staff committees, assembly meetings and open communication, staff are valued and included in the governance of the institution. The purpose of the Staff Assembly is to advance the mission and goals of the University, particularly with regard to staff life and development, in order to integrate the staff more fully into the life and structure of the University. More specifically, the Staff Council represents administrative and general Staff and serves as the leadership body to assist the Assembly in achieving its purpose of fostering a sense of community among Staff members and encourage staff participation in committees and events; reviewing and promoting matters affecting the general welfare of the staff; serving as an advisory body to the University administration concerning the staff; and providing a vehicle of communication and organization for staff.



ACADEMIC AFFAIRS

Dominican's skilled team of academic leaders, led by the Provost and Vice President for Academic Affairs, includes: the Deans of Rosary College of Arts and Sciences, Brennan School of Business, Borra College of Health Sciences, and College of Applied Social Sciences along with the Associate Provost and Assistant Provost for Continuing Education and Special Initiatives. Also included in the division of Academic Affairs are: the Rebecca Crown Library, University Registrar, Borra Center for Teaching and Learning Excellence, Office of Institutional Effectiveness, Office of Sponsored Research, Office of Civic Learning, and Study Abroad.





FINANCES *and* FUNDRAISING

Dominican University today has an operating budget of approximately \$98 million, with over 60 percent of the budget consistently committed to instructional, academic and student support. Over \$35 million dollars are awarded annually to support student financial aid. The University has a \$39 million endowment. Dominican has remained financially strong and resilient, despite rising undergraduate discount rates (approximately 50 percent of all undergraduates are Pell eligible) and softening graduate enrollments since the 2008–09 recession. Dominican's Financial Responsibility Ratio has averaged 2.8 over the last three fiscal years, owing to careful financial stewardship by its Board of Trustees, President, faculty and staff.

In June 2019, Dominican University completed its most recent comprehensive capital campaign, Powerful Promise, which raised more than \$76 million. Exceeding its \$65 million goal, Powerful Promise was the largest fundraising campaign in Dominican's 119-year history. It built on the success of two earlier campaigns over the last two decades. Altogether, the institution has raised more than \$150 million in philanthropic support since 1997 when Rosary College became Dominican University. The signature, transformative elements of Powerful Promise included:

- + Creation of the Borra College of Health Sciences
- + Dramatically increased funding for student scholarships
- + Expansion of the faculty and of high impact opportunities for students
- + Prestigious new accreditations, including by the Association to Advance Collegiate Schools of Business (AACSB)
- + Completion of state-of-the-art simulation labs and other health-care education facilities in Parmer Hall
- + Establishment of the Division of Student Success and Engagement, enhanced by renovations to Mazzuchelli Hall
- + Two new endowed chairs in the Brennan School of Business: The Norman and Ruth Carroll Endowed Chair in Business Ethics and Economics, and The John and Jeanne Rowe Distinguished Professorship
- + Construction of the new Learning Commons, home to the WeatherTech Innovation lab, collaboration and study spaces, and student support services
- + Renovation of the Grotto of Our Lady of Lourdes and creation of a meditative labyrinth on the west campus




DIVERSITY, EQUITY, *and* INCLUSION

Dominican is deeply committed to creating an inclusive, equitable campus and fostering values of caring and compassion, fairness and responsible global citizenship. As such it reflects and manifests the commitment of the Sinsinawa Dominicans to inclusion, equity and the promotion of anti-racism as an institution.

The Office of Diversity, Equity and Inclusion, led by the Chief Diversity Officer, develops strategies to enhance diversity, equity and inclusion; support BIPOC students, faculty and staff; ensure Dominican is free from sexual harassment and gender-based discrimination; and monitor University policies, procedures and governance to ensure they are inclusive, equitable and culturally competent.

Specific initiatives include workshops for faculty on culturally responsive teaching and engaging the University's senior leadership in projects supporting diversity-related mission-critical objectives. Other milestones include the maturity of the University's Promising Pathways advising model, "El Centro" resource space for peer advising, training and mentorship, and The Village, Dominican's success network for African American students.





Each of the four colleges has developed, or is in the process of developing, Equity and Inclusion committees. These committees will work directly with consultants, including University partners/committees, and the Office of Diversity, Equity and Inclusion to implement college-wide professional development plans, retention strategies for underrepresented faculty and best practices necessary to recruit and hire a diverse faculty.

In 2017, the Board of Trustees approved a resolution designating the University a Sanctuary Campus, affirming and extending Dominican's historical welcoming of immigrant families to a new and highly vulnerable generation of immigrant students.

Dominican is also currently participating in an 18-month, Title V-funded research project with nationally recognized expert Dr. Gina Garcia to better understand and strengthen its identity as a Hispanic-Serving Institution.

The University is accelerating its equity planning with urgency shaped by the violence, protest and empowering anti-racism movement emerging over the past year. Last year, faculty and staff launched Dominican's first campus-wide Truth, Racial Healing and Transformation initiative. TRHT fosters solidarity across differences by sharing stories of lived experiences, building relationships with one another, and organizing for racial justice. In fall 2020, Dominican opened its Center for Cultural Liberation, whose mission is to retain, support and celebrate students from historically marginalized backgrounds.

As a result of all these efforts, Dominican has moved over the past five years from an understanding of diversity to a sharper focus on equity and inclusion to a strong, emerging anti-racism agenda.





POINTS *of* PRIDE

Dominican is repeatedly named among the top master's-level universities in the Midwest by *U.S. News & World Report* in its "Best Colleges" rankings. Dominican is currently ranked #10 out of nearly 160 regional universities in the Midwest, the first time in its history that it has moved into the Top 10. Dominican is the #1 Best Value School in the Chicago area, and is especially proud to be the #1 school in Illinois for social mobility in recognition of its success in moving young people up the economic ladder. Dominican is also #11 in the Midwest in the Best Undergraduate Teaching category.

Since its founding as St. Clara College, through to today, Dominican University takes great pride in its high rate of success with first-generation-to-college students, many from underrepresented groups and/or economically disadvantaged circumstances. This is evidenced by a graduation rate that is 13 percentage points higher than the *U.S. News* prediction. That is the biggest positive jump among schools in the top 30 overall in the Midwest. Also, no other institution in country is in the Top 10 both in terms of overall ranking and also in economic diversity (determined by the percentage of Pell-eligible students).

That recognition is a testament to the investments Dominican has made for years in ensuring student success. A highly integrated network of support—faculty working together with peer advisors and other staff in the Division of Student Success and Engagement—is regularly cited as a model for ensuring the success of today's diverse Gen Z students.



IN BEST
UNDERGRADUATE
TEACHING IN THE
MIDWEST



BEST VALUE
IN CHICAGOLAND



IN THE MIDWEST
(OUT OF NEARLY 160)



FOR SOCIAL MOBILITY
IN ILLINOIS

While maintaining its core Catholic identity, the University enrolls and mentors students of all faith backgrounds. It was named a member of the “Vanguard Network for Interfaith Leadership” by the Interfaith Youth Core.

Dominican is breaking barriers in other areas, including those for high-achieving women in STEM fields in which they have been traditionally underrepresented. The Henry Luce Foundation awarded Dominican \$300,000 to provide full-ride scholarships to women in chemistry, mathematics and computer science majors. Over the past decade, Dominican has increased female enrollment in four STEM majors by 85 percent. Dominican also received a \$1.5 million grant from the National Science Foundation to improve retention and graduation of underrepresented minority students in STEM.

93%

OF DOMINICAN STUDENTS
COMPLETE INTERNSHIPS OR
OTHER HIGH-IMPACT
EXPERIENCES OUTSIDE CLASS

10:1

STUDENT-TO-FACULTY RATIO

67%

STUDENTS OF COLOR

48%

ARE THE FIRST IN THE
FAMILY TO GO TO COLLEGE







LOCATION *and* LOCAL CULTURE

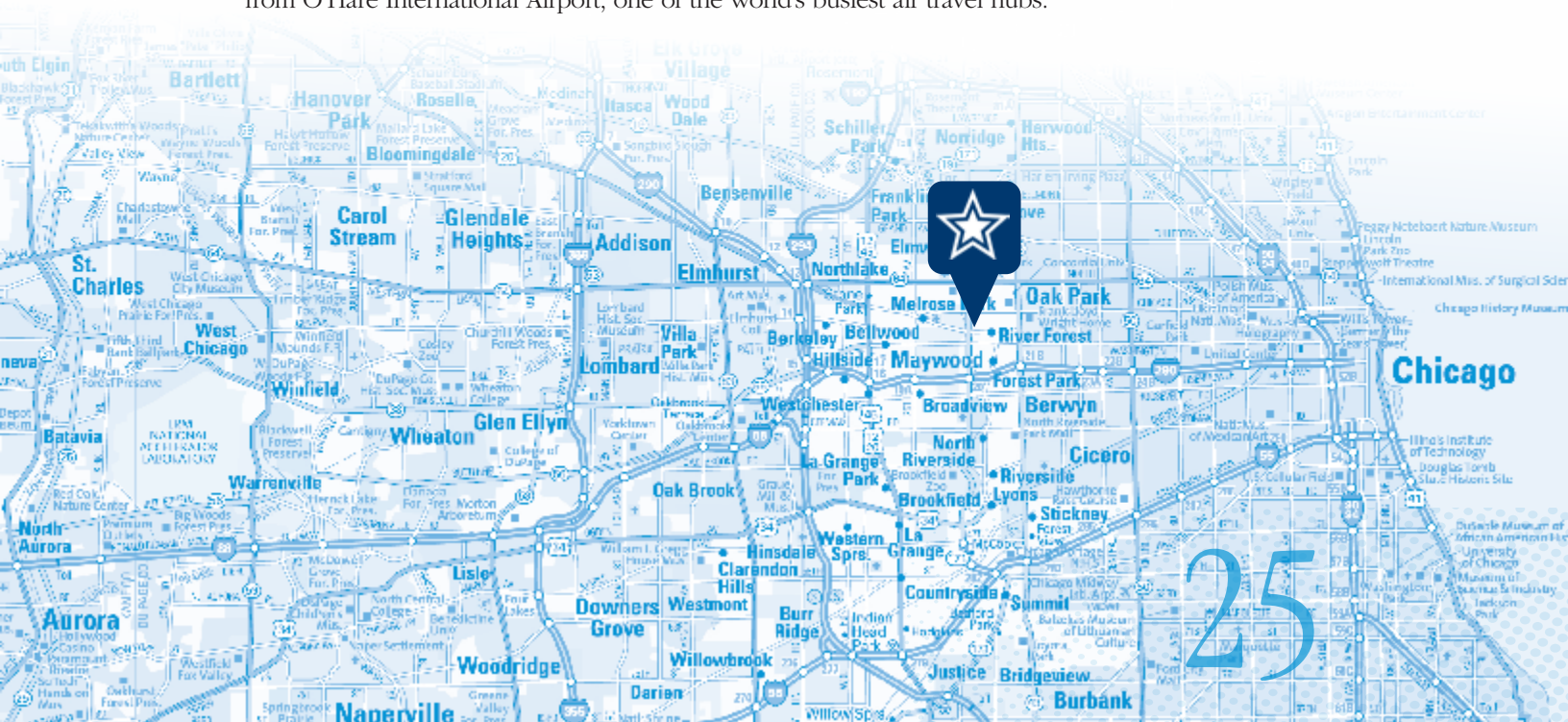
Located on a 37-acre wooded campus in suburban River Forest, Illinois, and just 10 miles west of downtown Chicago, Dominican University provides students and alumnae/i an accessible and welcoming location and superb access to a wealth of career, intellectual and cultural opportunities.

The village of River Forest is closely tied to the larger neighboring community of Oak Park. The Oak Park-River Forest community boasts a strong and diverse population of 60,000 with top-notch schools, a robust housing market and a vibrant local economy.

The significant architectural designs located in River Forest include the Winslow House by Frank Lloyd Wright. Nationally renowned for its architecture since construction began in the early 1900s, the Dominican campus was designed by famed architect Ralph Adams Cram, who also drew the plans for Princeton University, West Point Military Academy and Chicago's landmark Rockefeller Chapel. The University, which includes the Priory Campus located approximately a mile east of the main campus, has maintained its signature Gothic look through expansion over the past century.

Dominican is deeply rooted in the Chicago area and serves as a gateway to the city's rich opportunities for students and faculty. Dominican maintains relationships and formal partnerships with the metro area's top corporations, medical centers, nonprofits and cultural institutions.

Dominican is 20 minutes from downtown Chicago on the Green Line and is a 20-minute drive from O'Hare International Airport, one of the world's busiest air travel hubs.








AGENDA FOR LEADERSHIP FOR DOMINICAN'S NEXT PRESIDENT

The next President of Dominican University will join the institution at a time of palpable momentum with many points of celebration. The President will have the opportunity to shape a vision for the future of Dominican that builds on its deep commitment to academic excellence and its uncompromising commitment to social justice rooted in its Dominican and Catholic foundations. The next President will continue to build a “university of the future” through its service to students and community, its diverse academic programming, its focus on student success, and its attention and accountability to diversity, equity, and inclusion.

Dominican's next President will be prepared by experience and countenance to work closely with the entire community to propel the University forward, to foster its mission and community-centered atmosphere, to bolster the academic enterprise, and cultivate resources to effect even greater financial sustainability and innovative growth. The next President will be expected to guide the discernment and articulation of goals that are both inspiring and achievable while building the will and spirit needed to attain them. Among the most important priorities for the next President are:

Demonstrating Inspiring Leadership, Vision, and Ambitious Strategic Planning

The President will be a courageous and inspiring leader and will bring vision and ambitious long-range strategic planning skills to build upon an already outstanding academic enterprise. The next President will fortify Dominican's position in the higher education sector, propel a mission-centered vision for the Dominican of the future, and offer an inspiring voice for that vision, while preserving the rich cultural foundations of the Dominican of today. The pandemic's influence on



how current and future students will seek new and different approaches to their education is one example of how the next President will consider what lies ahead when developing a vision. The new President will be willing to take calculated risks, while being anticipatory and proactive in identifying issues that may arise for Dominican as the landscape for private, Catholic, minority-serving institutions evolves.


Enhancing Fundraising, Building Financial Capacity, and Generating New Resources

The President must be a strong financial manager, knowledgeable about academic business models, keenly aware of the broader higher education landscape, innovative with regard to forging new revenue streams, and capable of adjusting plans to improve the University's financial footing. An ongoing commitment to building the endowment will help Dominican succeed now and in the future.

As Dominican's chief fundraiser and ambassador, the next President will spend a significant portion of time on fundraising and "friendraising" to help ensure that Dominican has the resources needed to thrive in pursuit of its many missions. The next President will be expected to lead a campaign of significance, embracing the many individuals and organizations that support Dominican currently, as well as engaging new donors and partners. Through compelling storytelling and welcoming new and old friends to Dominican's mission and record of impact, the President will grow a philanthropic culture that enhances the endowment, increases alumni giving, cultivates prospects for major or planned gifts, pursues grants, and builds regional and national partnerships. The next President will also play a critical role in cultivating new members for the Board of Trustees.

Balancing Enrollment Strategies, Student Success Initiatives, and Innovative Program Growth

The President will seek to promote Dominican's distinctive mission and its focus on social justice and social mobility as a differentiator in a crowded and rapidly changing higher education marketplace. The next President must be student-centric and understand the needs of the current and future generations of learners. The next President must have a firm understanding of enrollment management, student demographics, and the ever-growing challenges surrounding recruitment and retention at private, mission-driven universities, and be able to balance the tensions between access, affordability, and financial sustainability.



Working closely with the senior leadership team, the President will seek to build upon the undergraduate and graduate disciplines that have strong enrollments, seek to develop new markets for traditional and non-traditional learners, strive for a healthy blend of student populations, foster curricular innovation and prioritization with an eye toward the future, and utilize an appropriate variety of curriculum delivery modes to ensure the greatest potential for student success. The President will be mission centered and market smart. Additionally, the President will have a strong understanding of how areas such as student life, athletics, and other co-curricular programming impact student engagement, retention and success.

Cultivating Diversity, Equity and Inclusion and Championing Social Justice

The fundamental principles of dignity, value and equality of each human person lie at the heart of a Dominican education and foster a spirit of inclusion, mutual respect, empathy and caring. As the leader of Dominican's distinctive and intentionally diverse academic community, the next President will be uncompromisingly committed to cultivating diversity, and ensuring equity and inclusion are priorities for all its constituents. Deeply committed to access and student success, Dominican is ranked number one in the metric of social mobility in the state of Illinois. As a Hispanic-Serving Institution and a Sanctuary Campus, with a strong commitment to first-generation and Pell-eligible students, it is essential that the next President authentically champions social justice and social mobility.

Sustaining and Broadening Dominican's External Partnerships

The new President's ability to increase strategic collaborations and build ever-stronger relationships and partnerships in and around Chicago, around the nation, and across the world will be critical for generating greater opportunities for Dominican's students and faculty. These partnerships will foster work placement and clinical opportunities for students, stimulating connections for faculty and staff, enhanced financial resources, and access to expertise and experience. The University is well positioned for even greater engagement in the region with business, healthcare entities, industry, and nonprofit organizations. Moreover, with numerous institutions of higher learning in the vicinity, there are ample opportunities for joint programming and resource sharing.



Positioning Dominican as a Thought-Leader

The next President will be an ardent champion for Dominican and seek to raise its visibility and reputation regionally and nationally. The President will strive to position Dominican as a thought-leader in shaping efforts toward social mobility, social justice, DEI, and progressive education. As the chief storyteller, the President will ensure that Dominican's successes and reputation grow beyond its regional footprint and become a beacon for those institutions engaged in similar missions. The next President will celebrate the institution's achievements, culture, and programs and serve as a constant cheerleader, affirming the excellent work of students, faculty, and staff. The President will be knowledgeable about issues impacting higher education and be able to identify ways to involve the University in dialogues about such issues in a manner that will strengthen its recognition and appeal to prospective students, parents, alumni, friends, donors, peers at other colleges and universities, government and nonprofit entities, and additional influential stakeholders—helping to ensure that enrollments and support continue to be strong and diverse.

Leading Through Challenging Times

An already challenging landscape in higher education became even more precarious with the way 2020 unfolded. The President must be a consultative and astute leader with great integrity, as well as an eloquent and compassionate communicator, especially during times of crisis. The next President must be able to navigate these challenges adroitly, seek counsel when needed, keep a keen eye on the fiscal health of the institution, and exhibit steadiness under pressure. The next President will also be adept at managing the institution with due diligence to meet growing state and national compliance requirements.

Cherishing Dominican's Sense of Community

The new President will have a positive, engaging, and influential presence on and off campus and will be an exemplar of the Sinsinawa Sisters tenets to build community. The leader's capacity to listen carefully, ask thoughtful questions, shape discourse, and foster collegiality will be of paramount importance. Modeling and encouraging transparent and collaborative decision-making will nourish the spirit of mutual respect that is fundamental to the University's history and identity. Being a strong partner to the deeply engaged Board of Trustees is essential. Being open and accessible to students, faculty, and staff, and preserving Dominican's sense of community will be paramount.



INVESTING IN YOU — IT WILL CHANGE THE WORLD



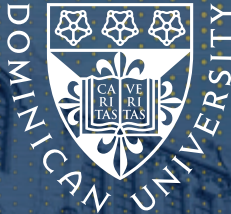
YOUR FINANCIAL AID
FIELD GUIDE



BIG NEWS

DOMINICAN UNIVERSITY IS NOW **TEST OPTIONAL**
FOR FALL 2020 AND 2021!

FOUNDED
1901



START THINKING BIG

Your Journey Begins Here



DOMINICAN UNIVERSITY

FIND YOUR FIRST

TURNING BOLD IDEAS INTO BOUNDLESS IMPACT



DOMINICAN UNIVERSITY

FORWARD *Fearlessly*

From DREAMERS to DOERS



Meet six Dominican Stars whose
big ideas are having boundless
impact out in the real world



DOMINICAN UNIVERSITY


BREAK NEW GROUND PILOT INSPIRE SPARK
IGNITE DREAM **GO FIRST.** CURE BREAK BARRIERS
BLAZE A TRAIL INFLUENCE ENKINDLE TIP THE SCALE GUIDE
ORIGINATE ENVISION **ACHIEVE**
EMBOLDEN SET THE PACE
MASTER INNOVATE LEAD BUILD
CUTTING EDGE



DESIRED ATTRIBUTES FOR DOMINICAN'S NEXT PRESIDENT

Dominican University seeks a President who embraces its distinctive mission and core values, embodies a courageous spirit, demonstrates broad intellectual curiosity, possesses significant administrative experience, and can attract new resources to the University. The candidate of choice will be a servant leader in the Catholic tradition with a highly relational approach, outstanding communication skills, humility, authenticity, self-confidence, a strong work ethic, and a clear understanding of higher education. While the Presidential Search Committee is eager to consider many possible pathways to the Dominican presidency, candidates possessing a terminal degree will be preferred. The candidate of choice will be:

- + A strategic and visionary leader and systematic planner with a proven ability to develop a shared vision, articulate a clear and coherent plan, implement the plan, and unify constituents behind it;
- + Deeply committed to prioritizing diversity, equity, inclusion, and social justice and possessing a record of proactively building a community around DEI initiatives for students, faculty, staff, and administrators;
- + A person who deeply values progressive Catholic higher education and will uphold and support the University's distinct mission as well as the unique charism of the Dominican Sinsinawa Sisters;
- + Understanding of the market forces impacting higher education and how they relate to graduates' success in the job market;
- + A visible, consultative, accessible, transparent student-centric leader within and across the campus community;

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- + Possessing a track record of recruiting and retaining students, faculty and staff from underrepresented groups
 - + An accomplished leader in higher education, or a comparable setting, and knowledgeable about key issues affecting educational institutions nationally;
 - + An entrepreneurial person with financial acumen who will aid the University in matching aspirations with finite resources while thinking creatively about growth opportunities;
 - + An evidence-based planner who is well versed in enrollment management, retention strategies, and student success initiatives;
 - + A willing and successful fundraiser with experience building a positive culture of philanthropy coupled with the proven ability to cultivate, solicit, and steward major gift prospects and donors, and foster and strengthen alumni giving and participation;
 - + A visible leader who values relationships and is dedicated to being a good partner within the University and the region;
 - + Technologically savvy with a fluent understanding of pedagogical strategies and approaches that enhance student learning and student success, including inclusive teaching strategies and new approaches to program delivery;
 - + Understanding and respectful of Dominican's shared governance structure and the significant contributions of faculty and staff;
 - + A strong identifier of talent and affirming team builder who will empower others and optimize the effectiveness of a wise and committed leadership team;
 - + A superb listener and respectful communicator who is able to negotiate diverse, multi-generational audiences of varying opinions in both routine and crisis communications, effectively conveying the University's values; and
 - + An energetic, optimistic, authentic, relational, compassionate, and ambitious individual with good humor who will provide respected, long-term leadership.

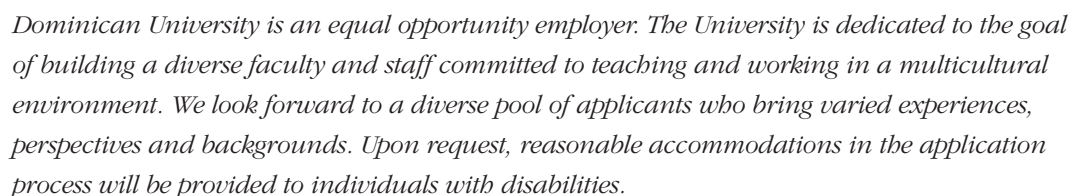


THE PROCESS OF CANDIDACY

The Dominican University Presidential Search Committee will begin to evaluate applications immediately. Candidates should submit materials no later than February 3, 2021 to ensure fullest consideration. The new President is expected to begin work on July 1, 2021.

Applications should include a letter of candidacy that responds to the agenda for leadership and the desired attributes for a new President and a complete résumé or vita. All application materials will be considered in full confidence and should be submitted electronically to **DominicanPresident@storbecksearch.com**.

Julie E. Tea—Partner, Jim Sirianni—Partner, and Julie Williams-Krishnan—Senior Associate at Storbeck Search have partnered with Dominican University on this search. Nominators and prospective candidates are encouraged to contact them at **DominicanPresident@storbecksearch.com** to arrange confidential conversations.



Dominican University is an equal opportunity employer. The University is dedicated to the goal of building a diverse faculty and staff committed to teaching and working in a multicultural environment. We look forward to a diverse pool of applicants who bring varied experiences, perspectives and backgrounds. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities.

In every great endeavor someone must go first.

It takes tenacity, to pursue the thing that scares you most.
Vision. Courage.

We know because we've stood there. On the frontlines of great movements. Expanding access to education. Guiding generations of students to find their **true calling**. Relentlessly pursuing our founders' vision of a world of compassion and justice.

That spirit lives on in all of us. It's the fire that **ignites change** and fuels us forward.

Driven by the Dominican Catholic principles of love and truth, we go where the work is great and difficult. Where it matters most. With an **infectious curiosity** to keep digging for answers. Defying convention, negativity, and the odds.

When others turn away, **we go first**.

Here, we believe in bold thinking. In pushing the boundaries and **challenging the status quo**. Because we know true learning happens in astonishing places.

We hold space for **every voice**. We meet as friends, to challenge one another. Sometimes we disagree. But we see our differences as a source of strength.

Here, we don't just encourage, **we empower**. Because we go furthest, when we go together. Professors become partners, collaborators, trusted mentors. And a **community of supporters** stand at the ready to cheer you on, to clear hurdles, to guide you. Even when that means finding a way to change directions.

We stand side by side to tear down barriers, and build up communities. To discover breakthroughs and blaze new trails.
To accomplish the impossible.

We are Dominican.

We go first.